



## Little River Band of Ottawa Indians

2608 Government Center Drive

Manistee, MI 49660

(231) 723-8288

### Resolution #16-1221-401

*Authorizing the Ogema to Oversee the Government Employee Personnel Manual and Rescind Previous Resolutions Contrary to Such Authority*

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 initial colonial powers to various treaties with the United States; and

WHEREAS, the Little River Band of Ottawa Indians (Tribe) is descended from, and is political successor to, the Grand River Ottawa Bands, signatories of the 1836 Treaty of Washington (7 Stat. 491) with the United States, as reaffirmed in 1994 by federal law P.L. 103-324; and

WHEREAS, the Tribe adopted a new Constitution, pursuant to a vote of the membership, on May 27, 1998, which Constitution became effective upon 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 Ogema is authorized under Article V, Section 5(a)(2) to oversee the administration and management of the Tribal government in accordance with the laws, resolutions, and motions adopted by the Tribal Council; and

WHEREAS, the Tribal Council previously treated the Government Employee Personnel Manual as a law and passed amendments to that effect; and

WHEREAS, the Tribal Council believes it is in the best interest of the Tribe and the Government's employees to allow the Ogema to oversee the Government Employee Personnel Manual which governs the conduct of the employees which he is responsible for; and

WHEREAS, in order to effect this change, the Tribal Council must rescind the following resolutions:

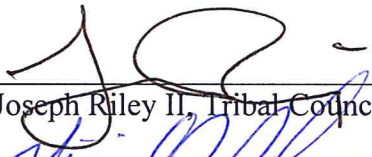
- #04-0303-90 – Acceptance of COLA Policy for the Tribal government and superseding all Prior COLA Policies
- #04-0303-91 – Acceptance of Merit Increase Policy for the Tribal Government and Superseding All Prior Merit Increase Policies
- #04-0303-93 – Acceptance of Performance and Planning Review Policy for the Tribal Government and superseding all Prior Performance Review Policies
- #04-0303-94 – Acceptance of Background Investigation Policy for the Tribal Government and Superseding All Prior Background Investigation Policies
- #04-0303-95 – Acceptance of Reference Check Procedure Policy for the Tribal Government and superseding all prior Reference Check Policies
- #04-0303-96 – Acceptance of Job Description Development Policy for the Tribal Government and superseding all Prior Job Description Development Policies
- #04-0303-98 – Acceptance of Organizational Structure Policy for the Tribal Government and superseding All Prior Organizational Structure Policies
- #06-0426-293 – Resolution Preventing the Elevation of Employees to Positions of Interim Directors within the Tribal Government
- #08-0917-316 – Reaffirming Process by which Amendments or Additions to the Government Operations Personnel Manual are Approved and Adopted

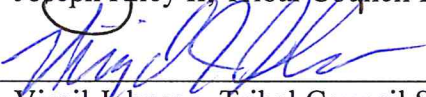
NOW, THEREFORE, IT IS RESOLVED, that all above resolutions are here by rescinded and the Tribal Council and the Tribal Council hereby grants the Ogema the authority to adopt, amend, and implement all future Government Employee Personnel Manuals; and

NOW, THEREFORE, IT IS ALSO RESOLVED, the current Government Employee Personnel Manual shall remain in effect until such a time as the Ogema authorizes a new Government Employee Personnel Manual by signing and dating a copy of the newly adopted Government Employee Personnel Manual.

**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 5 FOR, 0 AGAINST, 1 ABSTAINING, 2 ABSENT, and 1 Vacant, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on December 21, 2016, at the Little River Band's Government Center in Manistee, Michigan, with a quorum being present for such vote.

  
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Joseph Riley II, Tribal Council Recorder

  
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Virgil Johnson, Tribal Council Speaker

Attest:

Distribution: Council Records  
Tribal Ogema  
Tribal Courts