



Little River Band of Ottawa Indians

2608 Government Center Drive

Manistee, MI 49660

(231) 723-8288

Resolution #18-0131-037

Modification of the Little River Band of Ottawa Indians Department of Public Safety's Organizational Chart, Wage Structure and Job Descriptions

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, in accordance with Article VI, Section 6.05(d) of the Budget and Appropriations Act of 2013, Ordinance #13-100-04, the Tribal Council must approve any change in the scope of a program; and

WHEREAS, the Tribal 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 Ogema, by and through the Public Safety Department Director, researched comparable and local law enforcement agencies' wage structures in order to address the concern of losing valuable department employees; and

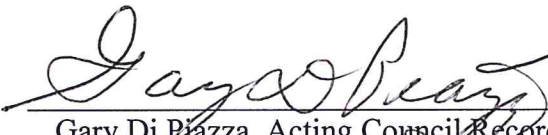
WHEREAS, the Public Safety Department Director's report was reviewed by Tribal Council at a work session on January 23, 2018 and the department was asked to bring forward a plan to make the Tribe competitive with other law enforcement agencies.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby authorizes the change in scope of the Public Safety Department as described in the proposed organizational chart, wage structure and job descriptions.

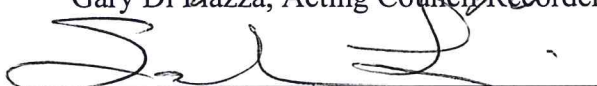
IT IS FURTHER RESOLVED THAT this change will be implemented as soon as practicable, understanding that it may take the Tribe's Accounting Department a pay period to address the changes.

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, and 2 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on January 31, 2018, at the Little River Band's Government Center in Manistee, Michigan, with a quorum being present for such vote.



Gary Di Piazza, Acting Council Recorder



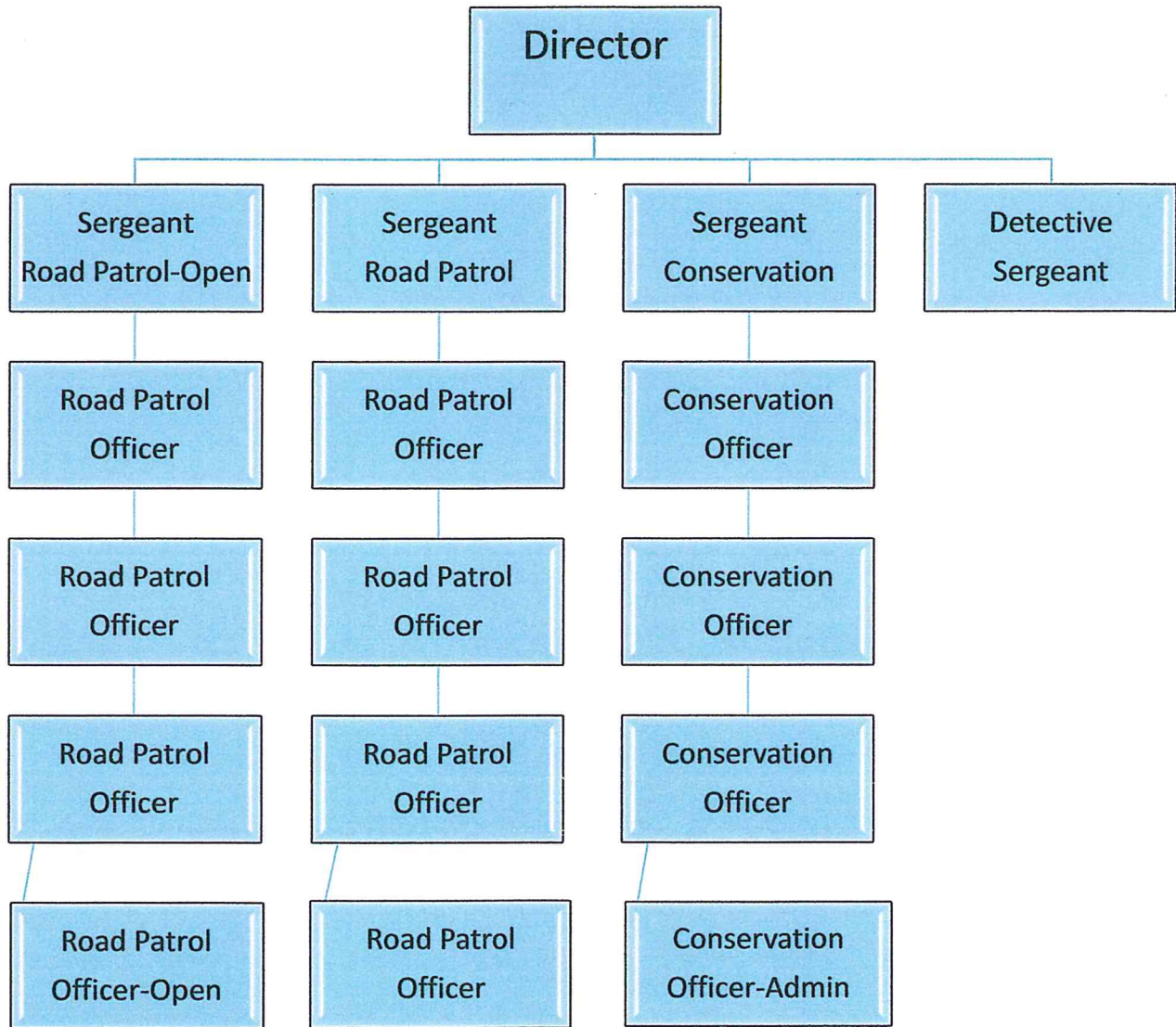
Sandra Lewis, Acting Council Speaker

Attest:

Distribution: Council Records
 Tribal Ogema
 Tribal Court

Little River Department of Public Safety

Adjustment to 2018 Organizational Chart



Sergeant opening will be an in-house promotion. This will further offset the cost of the proposed step structure. The Sergeant position is already budgeted in 2018.

Little River Band of Ottawa Indians

Department of Public Safety

2018 Proposed Wage Scale (NE10)

NE 10

Wage Structure (Certified/Step Increase)

Start	Year 1	Year 2	Year 3	Year 4	Year 5
\$17.45	\$19.58	\$21.13	\$22.21	\$24.17	\$25.48

Non-Certified-\$15.87

Current Wage/Hourly	Current Wage/Yearly	Proposed Step/Hourly (year)	Proposed Step/Yearly	Difference
\$22.58	\$46,966.40	\$25.48 (5+)	\$52,998.40	\$6,032.00
\$21.40	\$44,512.00	\$25.48 (5+)	\$52,998.40	\$8,486.40
\$19.86	\$41,308.80	\$25.48 (5+)	\$52,998.40	\$11,689.60
\$19.38	\$40,310.40	\$25.48 (5+)	\$52,998.40	\$12,688.00
\$19.18	\$39,894.40	\$25.48 (5+)	\$52,998.40	\$13,103.60
\$17.03	\$35,422.40	\$25.48 (5+)	\$52,998.40	\$17,576.00
\$16.99	\$35,339.20	\$21.13(2)	\$43,950.40	\$8,611.20
\$17.00	\$35,360.00	\$17.45 (<1)	\$36,296.00	\$936.00
\$17.00	\$35,360.00	\$17.45 (<1)	\$36,296.00	\$936.00
\$15.87	\$33,009.60	\$17.45 (<1) n/c	\$36,296.00	\$3286.40
\$15.87	\$33,009.60	\$15.87 (<1) n/c	\$33,009.60	0
			Total	\$83,345.20

NE 11 Sergeant

Start	
\$25.48 + %5	\$26.75

Current Wage/Hourly	Current Wage/Yearly	Proposed Step/Hourly	Proposed Step/Yearly	Difference
\$24.64	\$51,251.20	\$26.75	\$55,640.00	\$4,388.80
\$24.38	\$50,710.40	\$26.75	\$55,640.00	\$4,926.60

NE10 Difference	NE11 Difference	Total
\$83,345.20	\$9,315.40	\$92,660.60