

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

Resolution #18-0912-271

Authorization to Publish the Wage and Salary Information for Employment Positions at the Little River Casino Resort

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 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 is authorized under Article IV, Section 7(a), to govern the conduct of members of the Little River Band and other persons within its jurisdiction; and

WHEREAS, the Tribal Council has identified that the Wage and Salary information of employment positions at the Little River Casino Resort should be made public to the Tribal Membership; and

WHEREAS, The Tribal Council has determined that publishing this information will result in members being able to better evaluate potential employment opportunities by providing salary and wage information regarding similar positions and thus allow members a more informed decision making process when determining to apply for employment with the Tribe as well as, in many instances, incurring costs relate to moving to the Tribe's Reservation to accept such employment; and

WHEREAS, the Tribal Council has determined that as a government enterprise, consistent with other governmental enterprise's, employee salaries and wages are not considered confidential information and that this standard should be corrected by resolution of the Tribal Council; and

WHEREAS, the Tribal Council has determined that publishing the salaries and wages of the Little River Casino Resort, and requiring that such publication include the salary / wage scale of the Little River Casino Resort, will result in better compliance measures with the approved salary wage scale of the Little River Casino Resort;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby directs the management of the Little River Casino Resort to publish in the next issue of the Little River Currents after the acceptance of this resolution the following information for all employment positions:

- Employment Position
- Job Grade
- Salary Range
- If Position is Tipped or Not Tipped
- Number of Positions in Budget

IT IS FURTHER RESOLVED THAT the Little River Casino Resort shall publish all positions regardless if the positions are on a contractual basis or permanent basis.

IT IS ADDITIONALLY RESOLVED THAT the Little River Casino Resort shall make available in the Human Resource Department, and, along with this resolution, make the same information available to any member applying for employment with the Tribe.

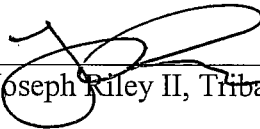
IT IS FINALLY RESOLVED THAT the Little River Casino Resort management shall publish the same information in the first resolve in the Little River Currents every November and April after the adoption of this resolution.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 5 FOR, 2 AGAINST, 0 ABSTAINING, and 2 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on September 12, 2018, at the Little River Band's the Government Center in Manistee, Michigan, with a quorum being present for such vote.



Sandra Lewis, Tribal Council Recorder



Joseph Riley II, Tribal Council Speaker

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court
Little River Casino Resort General Manager
Little River Casino Oversight Task Force