



Little River Band of Ottawa Indians
2608 Government Center Drive
Manistee, MI 49660

Resolution # 22-0209-016

#2 Limited Scope Investigation 2021 Hiring 10/05/21

WHEREAS, the status of the *Gaá Čhíng Zitbi 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 adopted, in accordance with Article IV, Section 7(a) of the Constitution, and the Government Business and Accounting Act of 2010 which identifies the need for investigations; and

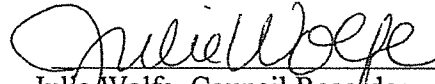
WHEREAS, the Comptroller General has performed Limited Scope Investigations as requested by Tribal Council.

WHEREAS, the Comptroller General has prepared and presented the Limited Scope Investigation and supporting documents to the Tribal Council on October 5th of 2021.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby accepts the following report #2 Limited Scope Investigation 2021 Hiring 10/05/21 dated October 5th 2021 and authorizes their dissemination to individuals as deemed appropriate by the Tribal Council.

CERTIFICATE OF ADOPTION

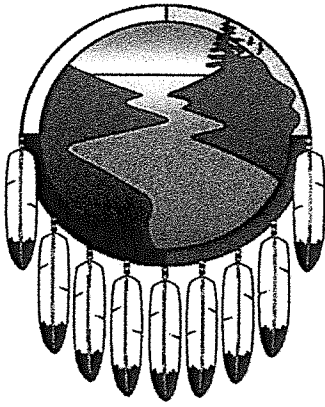
I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 5 FOR, 1 AGAINST, 1 ABSTAINING, and 2 ABSENT at a Regular Tribal Council Meeting of the Little River Band of Ottawa Indians Tribal Council held on February 9, 2022, via ZOOM, and the Little River Band of Ottawa Indians Government Center, with quorum being present for such vote.


Julie Wolfe, Council Recorder


Nitumigaabow Champagne, Council Speaker

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court



Office of Business and Accounting

2608 Governmental Center Drive

Manistee, MI. 49660

Phone: 906 398 6837

Little River Band of Ottawa Indians

Limited Scope Investigation to determine budgetary compliance with hiring for employees who were re-hired, new hire or return to work during 2021 calendar year.

Objective/Description

Were all 2021 re-hires, new hire or return to work employees budgeted in the 2021 resolution approved tribal budgets? Did Executive departments work within LRBOI Regulations and Ordinances when executing these hires?

Investigation Scope

Auditor will review the Budget and Appropriation act of 2013. Auditor will examine the budget status of all 2021 hires, re-hires or return to work. Were the funds approved in the 2021 Budgets and are they proposed in the 2022 budget? I will review Human Resources hiring report for 2021. I will review L-Drive 2021 final tribal department budgets. I will review any 2021 resolutions that may have modified the 2021 budgets. I will discuss hiring processes with applicable management representative, as necessary.

Findings

Review the new hire list against 2021 and 2022 tribal department budgets located on L drive. (see attached spreadsheet)

Human Resources provided a list of 33 hires from January thru August of 2021. Of the 33 on the hire list, 13 hires are not budget in the approved 2021 tribal budgets. 6 of the 13 are not proposed in the 2022 budget neither. 5 of the 6, not proposed, are Seasonal Natural Resources positions. (See note in LRBOI Management Discussion below)

Review of LRBOI Ordinance and Regulations – Reviewed in detail the Budget and Appropriation Act of 2013.

Section 5.08 Overall Reporting Requirements (c) Ogema and CFO to provide schedule of changes to employee positions including in the budget to include new hires, vacancies to be filled; positions eliminated and proposed changes to the organization chart.

No such report has been filed that supports any of the above hires.

Section 5.09 Operating Department Reporting Requirements (i) the director shall provide the following information for each line item in the department budget: Salary payroll taxes & fringe benefits.

This appears to require L Drive tribal budgets to reflect any changes to titled positions within budget.

Review of LRBOI Resolutions

I reviewed all 2021 Budget Modifications Resolutions did not find any that directly addressed new positions based on new funding from budget modifications. That does not mean they do not exist.

Discussion with Little River Management

I met and discussed the five seasonal hires for Natural Resources with both the CFO and Director and they say that these positions are 100% funded thru Grant Funds. Because they are grant funded and approved by Council Resolution that they do not need to be accounted for in a tribal budget? The grant-funded accounts discussed were 4068 BIA Inland Natural Resources and 4137 BIA Great Lakes Restoration Initiative.

I have not found an LRBOI Ordinance, Regulation or Resolution that discusses this requirement.

Recommendations

Review this document at round table and determine Councils next steps.

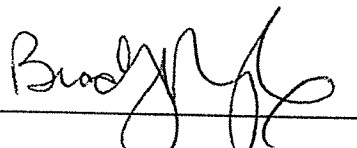
As discussed with prior Speaker, many sections of the Budget and Appropriation Act of 2013 are not followed. This should be a meeting all by itself.

Human Resources could review tribal department budget status of potential hires before posting and filling of these positions. (The LRBOI Purchasing Department is required to check budget status before purchasing goods and services)

Corrective Action Plan (As Needed)

(TBD)

Auditor Signature: _____


Bradley R Pringle

Date: 10/5/2021

Little River Band of Ottawa Indians

2021 Hires

Comptroller General Notes

dtm	Hired	s	Department	IDf	Position	Budgeted	
						In 2021?	In 2022?
8/23/2021	0:00	Fam Ser			Human and Social Services Director	Yes	Yes
8/23/2021	0:00	NR			Receptionist	No	Yes
8/16/2021	0:00	FIN			Controller	Yes	Yes
8/9/2021	0:00	ADMIN			Temporary Administrative Assistant	Yes	Yes
8/9/2021	0:00	USDA			Food Distribution Assistant	Yes	Yes
7/19/2021	0:00	HR			HR Intern	No	Yes
7/19/2021	0:00	HR			Receptionist	No	Yes
7/12/2021	0:00	Pros office			Paralegal	Yes	Yes
7/12/2021	0:00	HR			Temporary Receptionist	No	Yes
6/7/2021	0:00	HEALTH			Medical Assistant	No	Yes
6/7/2021	0:00	HEALTH			Temporary Administrative Assistant	Yes	No
6/1/2021	0:00	HEALTH			Clinic Laboratory Supervisor	Yes	Yes
6/1/2021	0:00	NR			Seasonal Fisheries Technician	No	No
5/17/2021	0:00	MAINT			EVS Technician	Yes	Yes
5/17/2021	0:00	MAINT			EVS Technician	Yes	Yes
5/10/2021	0:00	GAME			Surveillance Operator	Yes	Yes
5/10/2021	0:00	NGLC			Temporary Teacher's Aide	Yes	Yes
5/10/2021	0:00	Fam Ser			Human Services Assistant	No	No
5/10/2021	0:00	MAINT			Maintenance Technician	Yes	Yes
5/3/2021	0:00	NR			Seasonal Fisheries Technician	No	No
5/3/2021	0:00	NR			Seasonal Wildlife Technician	No	No
5/3/2021	0:00	NR			Seasonal Wildlife Technician	No	No
5/3/2021	0:00	NR			Seasonal Wildlife Technician	No	No
4/26/2021	0:00	NR			Aquatic Biologist - Wetland	Yes	Yes
4/26/2021	0:00	HEALTH			Nurse Practitioner	No	Yes
4/19/2021	0:00	USDA			Food Distribution Assistant	Yes	Yes
4/6/2021	0:00	PUBS			Road Patrol Officer	Yes	Yes
3/22/2021	0:00	Fam Ser			Native Connections Program Coordinator	No	Yes
3/8/2021	0:00	NGLC			Teacher's Aide	Yes	Yes
3/1/2021	0:00	FIN			Payroll/Finance Department Clerk	Yes	Yes
3/1/2021	0:00	UTIL			Utilities Operator	Yes	Yes
2/15/2021	0:00	GAME			Surveillance Operator	Yes	Yes
1/11/2021	0:00	PUBS			Conservation Officer	Yes	Yes