



**Little River Band of Ottawa Indians**

2608 Government Center Drive

Manistee, MI 49660

(231) 723-8288

**Resolution #23-0510-078**

*Amending the Compensation for the Tribal Council*

WHEREAS, the status of the *Gaá Čhing Ziibi Daáwaa Anishinaábek* (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 Tribal Council identified the compensation levels for the Speaker, Recorder and Councilors by Resolution #03-0419-100; and

WHEREAS, the Tribal Council continued the compensation under resolution #05-0511-197; and

WHEREAS, the Tribal Council continued the compensation under resolution #07-0321-147; and

WHEREAS, the Tribal Council continued the compensation under resolution #09-0415-99; and

WHEREAS, the Tribal Council continued the compensation under resolution #11-0420-132; and

WHEREAS, the Tribal Council continued the compensation under resolution #13-0424-085; and

WHEREAS, the Tribal Council continued the compensation under resolution #15-0415-115; and

WHEREAS, the Tribal Council continued the compensation under resolution #17-0517-155; and

WHEREAS, the Tribal Council continued the compensation under resolution #21-0407-092; and

WHEREAS, the Tribal Council finds that finds that the current compensation levels set are not equitable in accordance with the Valliant Compensation Study and adjustment is necessary to bring parity to Tribal Council's compensation relative to the midpoint of the compensation range; and

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby authorizes the Amended Compensation of Tribal Council annual compensation with change as follows:

Tribal Council Speaker:	\$67,932.80
Tribal Council Recorder:	\$66,892.80
Council Members:	\$64,812.80

IT IS FURTHER RESOLVED THAT the compensation of Councilors consists of salary and benefits as defined in this Resolve. 'Compensation' as used in this Resolution means the salary and benefits set forth in this Resolve. Except as identified in Section 1, Councilor refers to any member of the Tribal Council, regardless of whether or not that Councilor is also an officer.

1. *Annual Salary.* The Tribal Council consists of two officers, a Speaker and Recorder, and seven Councilors. The annual salary shall be shall be paid in accordance with payroll procedures of the Tribe during the term of office of the each officer and Councilor. The annual salary is accrued only for time served in the position.

a. *Speaker.* The annual salary of the Speaker shall be \$67,932.80.

b. *Recorder.* The annual salary of the Recorder shall be \$66,892.80

c. *Councilor.* The annual salary of each Councilor shall be \$64,812.80.

2. *COLA.* The annual salary of each Councilor shall be adjusted by any Cost of Living Adjustment approved by the Tribal Council.

3. *Benefits.* Councilors shall receive, during the term of office, the following benefits. Benefits are not paid in addition to the salary identified in Section (1) above, but where time off is taken or holidays are observed, shall be paid in lieu of the salary.

a. *Time Off.* Time off includes vacation or medical leave from the office he or she shall not be responsible for the authority of that office and shall be accounted for in hourly increments. The Tribal Council shall be given 120 hours each year,

b. *Health, Dental, Vision Insurance.* Councilors shall be eligible to receive any insurance coverage offered by the Tribe to its employees on the same basis as that made available to employees of the Tribe.

c. *Retirement Plans - 401(k).* Councilors shall be eligible to participate in any retirement plan offered by the Tribe to its employees on the same basis as that made available to employees of the Tribe.

d. *Tribal Holidays.* Councilors shall be entitled to holidays observed by the Tribe.

IT IS FURTHER RESOLVED THAT, Councilors shall be reimbursed for expenses related to travel on behalf of the Tribe in accordance with the approved travel expense policy of the Tribe. Such expenses are not considered a part of the compensation of Councilors and shall be appropriately documented.


IT IS FURTHER RESOLVED THAT, the compensation identified in this resolution shall be effective upon the date of the 2023 elected officials being sworn into office

IT IS FURTHER RESOLVED THAT the Tribal Council directs that this resolution shall continue in effect unless specifically amended or rescinded by subsequent resolution adopted by the Tribal Council.

IT IS FINALLY RESOLVED THAT this compensation resolution may be subject to amendment in order to comply with the General Membership enactment of compensation conditions for payment.

**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 5 FOR, 4 AGAINST, 0 ABSTAINING, and 2 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on May 10, 2023, at the Little River Band's Government Center in Manistee, Michigan, with a quorum being present for such vote.

  
\_\_\_\_\_  
Ronald Wittenberg, Tribal Council Recorder

  
\_\_\_\_\_  
Shannon Crampton, Tribal Council  
Speaker

Attest:

Distribution: Council Records  
Tribal Ogema  
Tribal Court