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Reoccurring Events

Elders Meal
Aki Maadiziwin
Mon-Thu 12PM

Language Class
Government Center
Every Friday 10:30AM

Traditional Healer
Government Center
Every 3rd Tuesday
by Appointment

Little River Band of Ottawa Indians - Phone Listings

Aki Maadiziwin Kitchen  231.398.2813
Little River Casino Resort  888.568.2244 / 231.723.1535
LRBOI Muskegon Office  231.398.6651
Natural Resources  231.723.1594
Next Generation Learning Center  231.398.6718
Public Safety  231.398.2225
Trading Post  231.398.2274
Tribal Court  231.398.3406
Purchased & Referred Care/Clinic  231.723.8299
Mshkikii Gamig (Pharmacy)  231.398.6853

Jiingtamok Miikaanhs (Pow Wow Path)

15th An. Honoring Our Anishinaabe Veterans Pow Wow  Nov 10  Kinross, MI
Sault Tribe New Years Eve Sobriety Pow Wow  Dec 31  Sault Ste. Marie, MI
Keweenaw Bay New Years Eve Pow Wow  Dec 31  Baraga, MI
Gathering of Nations Pow Wow  Apr 25 - 27  Albuquerque, NM
Aanii,
What a busy summer! As I write this, the Fall Membership Meeting concluded last Saturday along with my Meet and Greet on Friday evening and Tribal Council’s Talking Circle. The Fall Fire happened again over the weekend along with some other events.

We continually are trying to upgrade this paper and the responses so far have been mostly positive. People seem to believe there is much more information in the Currents now and we received positive feedback from the membership over the weekend. We are still trying to get past the issue of having information published after the event has happened and we are gaining on it. Part of the problem is that the people submitting the information are submitting it too late.

Within the last couple of weeks, I attended the Governor’s Summit in Lansing, which was the last one with the current Governor. The main topic at this Summit was by far, the Enbridge Line 5 issue, with the Tribes opposing the Governor’s proposed “tunnel” under the Mackinac Bridge.

The United Tribes of Michigan was held October 3rd and 4th at Fire Keeper’s Casino along with the MSU Building Strong Sovereign Nations training for newly-elected Tribal leaders. I was a presenter for one of the three trainings.

I also performed a dedication ceremony for the sculpture “All Our Relation” by artist Jason Quigno, which is the same sculpture that was scheduled to be placed in the Muskegon Indian Cemetery but moved due to some objections. The dedication was attended by 30-40 people. Judy Hayner, former Director of the Muskegon Museum of Art, led the effort to honor the Anishinaabe People of West Michigan and did a wonderful job with the help of many donors, the Muskegon Museum of Art, the Muskegon Community Foundation, the City of Muskegon, and the County of Muskegon.

I know it sounds like a broken record, but our Muskegon Casino Project continues to move ahead. Much work is being done by the Tribe to move the effort forward.

I just found out last week that the Resort has been nominated for “Business of the Year” by the Manistee Chamber of Commerce and that I have been nominated “Business Person of the Year” with three people in the running.

Two long-time employees will be retiring this month; Detective Jim Grabowski and Dr. Julie Dixon, who have both worked for the Tribe for many years. Good luck to both of you in your retirement and thank you for all of your years of service!

The new Elder’s Complex at Aki Maadiziwin, here in Manistee, has started construction with the hopes of having the first 10 units ready by mid-summer 2019. More units are expected to be built at a later date.

Until next month…

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OGEMA LARRY ROMANELLI

Contact:
Little River Band of Ottawa Indians
2608 Government Center Drive
Manistee MI, 49660
P: 231.398.6824
E: lromanelli@lrboi-nsn.gov

Ogema’s Online page can be found @ lrboi-nsn.gov

-Government
-Executive Branch: Tribal Ogema
-Ogema Larry Romanelli

Ogema’s Meet & Greet
April 12, 2019
7PM - 9PM
LRCR Three Fires Conference Room

Spring Membership Meeting
April 13, 2019
LRCR Event Center

Membership Meeting Videos are posted on lrboi-nsn.gov on the Ogema’s Online Page

October 12, 2018 Ogema’s Meet & Greet at the Little River Casino Resort
# MAST

**Midwest Alliance of Sovereign Tribes**
- Larry Romanelli  Delegate
- Shannon Crampton  Alternate
- Sandra Lewis  Alternate
- Jamie Friedel  Alternate

**NIGC**
- National Indian Gaming Commission
  - Joe Riley, II  Delegate
  - Ron Wittenberg  Delegate
  - Diane Lonn  Alternate

**US Chamber of Commerce**
- Joe Riley, II  Delegate
- Shannon Crampton  Delegate
- Gary DiPiazza  Alternate

**NCAI**
- National Congress of American Indians
  - Larry Romanelli  Delegate
  - Jamie Friedel  Alternate
  - Sandra Lewis  Alternate
  - Shannon Crampton  Alternate

**NIGA**
- National Indian Gaming Association
  - Larry Romanelli  Delegate
  - Joe Riley, II  Alternate
  - Ron Pete  Alternate
  - Sandra Lewis  Alternate

**United Tribes of MI**
- Larry Romanelli  Delegate
- Ron Wittenberg  Alternate
- Gary DiPiazza  Alternate

**State Liaisons**
- Gary DiPiazza
- Ron Pete

**Federal Liaisons**
- Sandra Lewis
- Shannon Crampton

**Joint Units of Government**
- Gary DiPiazza
- Ron Pete

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## ELECTION BOARD

- **Terri Burmeister**  Chair
- **Tammy Burmeister**  Secretary
- **Valerie McDonnell**
- **Karen Love**
- **Michael Ceplina**

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## COMMISSIONS & COMMITTEE

### Binojeewuk Commission

- **Meetings:** 1PM 1st & 3rd Thursdays
- **Family Services Department**
  - **Vacant**  Chair
  - **Vacant**  Commissioner
  - **Vacant**  Commissioner
  - **Norma Hinkle**  Commissioner
  - **Beverly Cole**  Commissioner
  - **Jamie Friedel**  Liaison
  - **Diane Lonn**  Liaison

### Enrollment Commission

- **Meetings:** 5:30PM 2nd Tuesday of the Month
- **Enrollment Department**
  - **Chair**
  - **Diana O’Neal**  Co-Chair
  - **Krystyne Medawis**  Secretary
  - **Charmaine Stone**
  - **Marcella Leusby**  Commissioner
  - **Judy Hardenburgh**  Commissioner
  - **Teresa Callis**  Commissioner
  - **John Pabami**  Commissioner
  - **Sandie Lewis**  Commissioner
  - **Shannon Crampton**  Commissioner
  - **Ron Wittenberg**  Commissioner
  - **Jamie Friedel**  Commissioner

### Housing Commission

- **Meetings:** 10AM 2nd Thursday of the Month
- **Aki Maadiziwin Community Center**
  - **Chair**
  - **Secretary**
  - **Marcella Leusby**  Commissioner
  - **Judy Hardenburgh**  Commissioner
  - **Teresa Callis**  Commissioner
  - **John Pabami**  Commissioner
  - **Sandie Lewis**  Commissioner
  - **Shannon Crampton**  Commissioner
  - **Ron Wittenberg**  Commissioner
  - **Jamie Friedel**  Commissioner

### Health Commission

- **Meetings:** 4:30PM 2nd Monday of the Month
- **Law Library**
  - **Chair**
  - **Commissioner**
  - **Liaison**

### Gaming Commission

- **Meetings:** 5:30PM Every Tuesday
- **Gaming Commission Office**
  - **Chair**
  - **Co-Chair**
  - **Commissioner**
  - **Vacant**
  - **Commissioner**
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  - **Commissioner**

### Natural Resource Commission

- **Meetings:** 5PM 2nd Monday of the Month
- **Natural Resource Office**
  - **Chair**
  - **Secretary**

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### Elders Committee

- **Meetings:** 12PM 1st Saturday of the Month at Aki Maadiziwin
- **Chair**
- **Al Metzger**  Trustee
- **Diane Lonn**  Liaison
- **Ron Pete**  Liaison

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**Election Board**

- **Open Meetings**
  - **Government Center Building at 5:00PM**
  - November 28, 2018
  - December 19, 2018

- **2608 Government Center Drive**
  - Manistee, MI 49660
  - 231.398.6709
  - election@lrboi-nsn.gov
  - https://lrboi-nsn.gov/government/election-board/
**Tribal Council Update:**

Elders Complex will be for 62 and older; rentals amount will be at ten percent of total income. We are in the process of developing a policy regarding bullying in the workplace. All Departments met with Tribal Council to update the Strategic Plan for 2019. In the works is a family movie night; information will be posted in the Currents and Rapid River News when a time, date, and location are established. All Commissions were reviewed. It was decided to raise the compensation for Binojeeuk and Gaming Commissions to $150.00 a meeting, all other Commissions will be raised to $125.00 beginning in 2019. Our main focus throughout the month of September was the Budgetary Process.

Tribal Council Recorder
Sandra Lewis

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**The following were posted for public comment:**

**Government Employment Relations Act of 2005 Expires 11-10-18**

**Hunting, Trapping and Gathering Regulations for the 1836 Ceded Territory Expires 11-10-18**

**Indian Preference in Employment Ordinance 15-600-02 Expires 11-24-18**

For comments please email (Click link): comments@lrboi-nsn.gov

Please visit lrboi-nsn.gov for the full reports, can be found under the tabs: Government/Legislative Branch/Public Comment

For copies and additional information please contact Kathleen Bowers 231.398.6845
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**Total: 57**
TRIBAL COUNCIL MEETING: SEPTEMBER 05, 2018 10:00A - 1:04P

18-0905-260; CENSURE OF TRIBAL COUNCILOR DIANE LONN
by Crampton; supported by Corey

- DIPIAZZA • NO
- CRAMPTON • YES
- FRIEDEL • NO
- LEWIS • YES
- LONN • ABSTAIN
- COREY • YES
- PETE • YES
- RILEY • YES
- WITTENBERG • YES

New Business

18-0905-261; APPROVING ADDITIONAL AUTHORIZED USER TO THE CREDIT CARD UTILIZED BY THE GAMING COMMISSION FOR CONDUCTING BACKGROUND INVESTIGATIONS
by Crampton; supported by Corey

- DIPIAZZA • YES
- CRAMPTON • YES
- FRIEDEL • YES
- LEWIS • YES
- LONN • YES
- COREY • YES
- PETE • YES
- RILEY • YES
- WITTENBERG • YES

MOTION TO APPROVE AUTHORIZATION TO POST FOR 30 DAY PUBLIC COMMENT PERIOD THE UNIFIED LEGAL DEPARTMENT ACT OF 2015 ORDINANCE #15-100-08a
by Pete; supported by Wittenberg

- DIPIAZZA • YES
- CRAMPTON • YES
- FRIEDEL • YES
- LEWIS • YES
- LONN • YES
- COREY • YES
- PETE • YES
- RILEY • YES
- WITTENBERG • YES

18-0905-263; AUTHORIZING THE UNIFIED LEGAL DEPARTMENT TO INCLUDE LITTLE RIVER BAND OF OTTAWA INDIANS AS A SIGNATORY ON THE BRIEF FOR THE NATIONAL CONGRESS OF AMERICAN INDIANS, ET AL. AS AMICI CURIAE IN SUPPORT OF PETITIONER IN HERRERA v. WYOMING (DOCKET NO. 17-532)
by Pete; supported by Di Piazza

- DIPIAZZA • YES
- CRAMPTON • YES
- FRIEDEL • YES
- LEWIS • YES
- LONN • YES
- COREY • YES
- PETE • YES
- RILEY • YES
- WITTENBERG • YES

TRIBAL COUNCIL MEETING: SEPTEMBER 12, 2018 10:00A - 11:56A

MOVE FOR THE APPROVAL OF COUNCILOR DI PIAZZA TO TRAVEL AND ATTEND THE PRE-2020 STRATEGY SESSION ON OCTOBER 17-19, 2018
by Lewis; supported by Friedel

- DIPIAZZA • ABSENT
- CRAMPTON • PRESENT
- FRIEDEL • PRESENT
- LEWIS • PRESENT
- LONN • ABSENT
- COREY • PRESENT
- PETE • PRESENT
- RILEY • PRESENT
- WITTENBERG • PRESENT

New Business

18-0912-270; APPROVING TRIBAL OGEMA TO EXECUTE THE CONTINGENT AGREE-MENT WITH SOL EXECUTIVES
by Pete; supported by Lewis

- DIPIAZZA • ABSENT
- CRAMPTON • YES
- FRIEDEL • YES
- LEWIS • YES
- LONN • ABSENT
- COREY • YES
- PETE • YES
- RILEY • YES
- WITTENBERG • YES
TRIBAL COUNCIL MEETING: SEPTEMBER 19, 2018 10:00A - 11:24A

NEW BUSINESS

MOTION TO CONFIRM APPOINTMENT OF VIRGIL JOHNSON TO THE NATURAL RESOURCE COMMISSION TO SEAT #4 WITH A TERM ENDING 9/20/2019 by Pete; supported by Di Piazza

DI PIAZZA • YES CRAMPTON • ABSTAIN FRIEDEL • YES
LEWIS • YES LONN • ABSTAIN COREY • YES
PETE • YES RILEY • YES WITTENBERG • YES

The following motions, roll calls and votes was moved from Closed to Open Session.

18-0919-274, APPROVING UNBUDGETED EXPENDITURE FOR RESORT HARDWARE SUPPORT OF CISCO DEVICES by Di Piazza; supported by Lonn

DI PIAZZA • YES CRAMPTON • YES FRIEDEL • YES
LEWIS • YES LONN • YES COREY • YES
PETE • YES RILEY • YES WITTENBERG • YES

18-0919-276, AUTHORIZATION TO CONTRACT WITH HARTFORD LIFE AND ACCIDENT INSURANCE COMPANY TO PROVIDE CERTAIN MEDICAL BENEFITS TO ELIGIBLE TRIBAL ELDERS by Di Piazza; supported by Pete

DI PIAZZA • YES CRAMPTON • YES FRIEDEL • YES
LEWIS • YES LONN • YES COREY • YES
PETE • YES RILEY • YES WITTENBERG • YES

TRIBAL COUNCIL MEETING: SEPTEMBER 26, 2018 10:00A - 11:11A

NEW BUSINESS:

18-0926-281: AUTHORIZING ENDORSING DONATION REQUEST TO SHAKOPEE TRIBE (SMSC BUSINESS COUNCIL) FOR AYAA VENTURES/INTERRA NUTRACEUTICALS by Pete; supported by Di Piazza

DI PIAZZA • ABSENT CRAMPTON • YES FRIEDEL • YES
LEWIS • YES LONN • YES COREY • YES
PETE • YES RILEY • YES WITTENBERG • YES

18-0926-282: REPEALING NATURAL RESOURCE COMMISSION REGULATION ON RESERVATION HARVESTING REGULATIONS PREVIOUSLY IDENTIFIED AS CHAPTER 1 R500-01:NR by Di Piazza; supported by Pete

DI PIAZZA • ABSENT CRAMPTON • YES FRIEDEL • YES
LEWIS • YES LONN • YES COREY • YES
PETE • YES RILEY • YES WITTENBERG • YES

The following motion, roll call and vote was moved from Closed to Open Session.

18-0926-283, APPROVING TRIBAL OGEMA’S EXECUTION OF QUOTATION AND SERVICE TERMS WITH THRIVEPOP FOR THE TRIBAL GOVERNMENT WEBSITE SERVICES by Pete; supported by Lonn

DI PIAZZA • ABSENT CRAMPTON • YES FRIEDEL • YES
LEWIS • YES LONN • YES COREY • YES
PETE • YES RILEY • YES WITTENBERG • YES

*Tribal Council Meetings and Agendas are posted prior to meeting at
tribo-rsn.gov/calendar

*Tribal Council Meeting Videos are posted at
tribo-rsn.gov/government/legislative-branch-tribal-council/tribal-council/reports

Steve McKinnon & Ron Wittenberg. Taken at the 2018 4th of July parade in Manistee, MI. Photo courtesy of Russell Johnson.
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 Gaad Čhing Ziibi Daawaa Anishinabek (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.

[Signature]
Sandra Lewis, Tribal Council Recorder

[Signature]
Joseph Riley II, Tribal Council Speaker

Attest:
<table>
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<tr>
<th>Employment Position</th>
<th>Job Grade</th>
<th>Salary Range</th>
<th>Tipped / Untipped</th>
<th>2018 Approved Budgeted FTEs*</th>
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<td>LRC18</td>
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<td>Untipped</td>
<td>0.92</td>
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<td>Accounting Specialist</td>
<td>LRC08</td>
<td>15.64 - 23.27</td>
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<td>Food &amp; Beverage Director</td>
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<td>Food &amp; Beverage Manager</td>
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<td>General Manager</td>
<td>EXEC</td>
<td>181,266.50 - 422,955.16</td>
<td>Untipped</td>
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</tbody>
</table>
## Employment Pay Structure

### Job Grade

<table>
<thead>
<tr>
<th>Employment Position</th>
<th>Salary Range</th>
<th>Tipped / Untipped</th>
<th>2018 Approved Budgeted FTEs*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golf Cart Attendant</td>
<td>LRC01</td>
<td>9.25 - 13.91</td>
<td>Untipped 1.92</td>
</tr>
<tr>
<td>Golf Course Groundskeeper</td>
<td>LRC03</td>
<td>11.03 - 16.23</td>
<td>Untipped 4.80</td>
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<tr>
<td>Golf Course Maintenance Technician</td>
<td>LRC07</td>
<td>14.48 - 21.55</td>
<td>Untipped 0.92</td>
</tr>
<tr>
<td>Golf Course Superintendent</td>
<td>LRC17</td>
<td>50,209.81 - 81,590.93</td>
<td>Untipped 0.92</td>
</tr>
<tr>
<td>Graphic Artist</td>
<td>LRC15</td>
<td>38,634.82 - 62,781.57</td>
<td>Untipped 0.92</td>
</tr>
<tr>
<td>Groundskeeper</td>
<td>LRC03</td>
<td>11.03 - 16.23</td>
<td>Untipped 6.12</td>
</tr>
<tr>
<td>Groundskeeper Supervisor</td>
<td>LRC08</td>
<td>15.64 - 23.27</td>
<td>Untipped 0.92</td>
</tr>
<tr>
<td>Guest Service Agent</td>
<td>LRC03</td>
<td>11.03 - 16.23</td>
<td>Untipped 12.76</td>
</tr>
<tr>
<td>Guest Service Supervisors BOH</td>
<td>LRC07</td>
<td>14.48 - 21.55</td>
<td>Untipped 1.84</td>
</tr>
<tr>
<td>Guest Service Supervisors FOH</td>
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<td>Untipped 1.84</td>
</tr>
<tr>
<td>Help Desk Administrator</td>
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<td>47,476.00 - 71,571.00</td>
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<td>HR Representative 2</td>
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<td>HR Representative 3</td>
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<tr>
<td>Human Resources Director</td>
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</tr>
<tr>
<td>Human Resources Manager</td>
<td>LRC19</td>
<td>65,252.66 - 106,035.58</td>
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<tr>
<td>Human Resources Supervisor</td>
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<tr>
<td>Information Technology Director</td>
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<td>Untipped 3.68</td>
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<tr>
<td>Lead Cook</td>
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<tr>
<td>Lead Customer Service Associate</td>
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<td>Lead Porter</td>
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<td>Lead Slot Technician</td>
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<td>Lead Valet Service Attendant</td>
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<td>Legal Secretary</td>
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<tr>
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<td>LRC10</td>
<td>18.46 - 28.85</td>
<td>Untipped 2.76</td>
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<tr>
<td>Maintenance Technician 1</td>
<td>LRC07</td>
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<td>Untipped 13.80</td>
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<td>Maintenance Technician 2</td>
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<tr>
<td>Marketing Coordinator</td>
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<td>16.79 - 25.18</td>
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<tr>
<td>Marketing Director</td>
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<tr>
<td>Marketing Manager</td>
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<tr>
<td>Network Operations Manager</td>
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<tr>
<td>Network Specialist</td>
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<td>18.46 - 28.85</td>
<td>Untipped 0.92</td>
</tr>
<tr>
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<td>Players Club Manager</td>
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<tr>
<td>Players Club Representative</td>
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<td>11.03 - 16.23</td>
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<tr>
<td>Players Club Supervisor</td>
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<tr>
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<tr>
<td>Pool/Spa Maintenance Technician</td>
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<td>Untipped 2.76</td>
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</table>
Per Resolution #18-0912-271 Authorization to Publish the Wage and Salary Information for Employment Positions at the Little River Casino Resort

<table>
<thead>
<tr>
<th>Employment Position</th>
<th>Job Grade</th>
<th>Salary Range</th>
<th>Tipped / Untipped</th>
<th>2018 Approved Budgeted FTEs*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Porter</td>
<td>LRC02</td>
<td>10.22 - 15.03</td>
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<tr>
<td>Purchasing Manager</td>
<td>LRC16</td>
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<td>Untipped</td>
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<tr>
<td>Purchasing Specialist</td>
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<tr>
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<td>Untipped</td>
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<td>Security Level 1</td>
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<td>Security Supervisor</td>
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<td>Slot Operations Assistant Shift Manager</td>
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<tr>
<td>Slot Operations Floor Supervisor</td>
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</tr>
<tr>
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<tr>
<td>Slot Performance Supervisor</td>
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<tr>
<td>Slot Technician 1</td>
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<td>CBA</td>
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<td>4.60</td>
</tr>
<tr>
<td>Slot Technician 2</td>
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<td>0.92</td>
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<tr>
<td>System Specialist</td>
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<td>Untipped</td>
<td>0.92</td>
</tr>
<tr>
<td>Table Games Assistant Shift Manager</td>
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<tr>
<td>Table Games Floor Supervisor</td>
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<td>18.46 - 28.85</td>
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<td>15.79</td>
</tr>
<tr>
<td>Table Games Manager</td>
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<td>0.92</td>
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<tr>
<td>Table Games Shift Manager</td>
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<td>Tour Group Coordinator</td>
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<td>Training Specialist</td>
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<td>Valet Services Attendant</td>
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<td>LRC07</td>
<td>14.48 - 21.55</td>
<td>Untipped</td>
<td>0.92</td>
</tr>
</tbody>
</table>

*FTE - Full-time equivalent is considered to be 2,080 hours per year and is calculated as:
8 hours per day
× 5 work days per week
× 52 weeks per year
= 2,080 hours per year

The Resort does not budget based on "headcount" but uses total projected hours worked and converts those hours to FTEs. The budgeted numbers above represent peak totals. While there are some fixed positions budgeted, most are variable and total number of hours worked may/should fluctuate based on business volumes and averaged PTO hours.
**Washington, DC Trip from the Tribal Council Speaker Joseph Riley II**

On October 1, the Small Business Council joined Hiring Our Heroes at Flags of Valor for a flag building workshop. Owners Brian Steorts and Mike Taylor hosted us and, Jim Wordsworth and J.R.’s Custom Catering catered the event. I was so impressed by this organization and their mission as well as their products, I came back and asked Council to support ordering 2 flags as a donation for the raffle at our Veteran’s Day event to take place on Monday November 12th from 12-3 pm.

On October 2, the Small Business Council heard from several speakers including Tom Donohue, President and CEO of the U.S. Chamber of Commerce. Mr. Donohue discussed how small businesses are vital to economic growth and the importance of the Council’s leadership in Washington. Council members also heard from Sara Armstrong, Vice President of Political Affairs and Federation Relations, on the upcoming midterm elections and the Chamber’s How They Voted Scorecard. ([https://www.uschamber.com/how-they-voted/2017](https://www.uschamber.com/how-they-voted/2017))

Hundreds of small business leaders from around the country descended on the Nation’s Capitol for the Chamber’s 14th Annual Small Business Summit on October 2 and 3.

Attendees had the opportunity to share their priorities and concerns with their elected officials during the Main Street Ambassadors program. This program took small business leaders to visit Capitol Hill and explain to members of Congress how decisions in Washington impact their states, districts and tribes.

In addition, the Summit featured presentations by SBA Administrator Linda McMahon, Secretary of Labor Alexander Acosta, MLB Hall of Famer and entrepreneur Cal Ripken Jr., and others; provided opportunities for networking and business development; and recognized and celebrated America’s best small businesses through the Dream Big Awards ceremony. Participating small business owners and leaders all went back to their companies and communities not only with optimism but with new tools and strategies to succeed.

Joseph Riley II
Tribal Council Speaker

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**Dr. Julie Dixon retires after 17 years with the LRBOI Clinic**

The staff at The Little River Band of Ottawa Indians Tribal Health Clinic are both happy and sad as we announce the retirement of Dr. Julie Dixon. We’re happy to see her start a new journey and sad that we’ll miss the delight she brought to work every day. Dr. Dixon is a proud member of the Lac de Flambeau Tribe and began her career here at the Little River Band in 2001. Dr. Dixon came to Little River with a wealth of Indian Health Service knowledge that was invaluable as the Tribal Health Clinic expanded services to our Citizens.

Dr. Dixon’s many accomplishments during her career include a Family Practice office in Traverse City, Michigan, serving as Chief of Staff at Traverse City Osteopathic Hospital, family practice physician for the Grand Traverse Band of Ottawa/Chippewa Indians in Peshawbestown and served as the Medical Director at Pine Ridge Hospital on the Pine Ridge Indian Reservation in Pine Ridge, South Dakota. These are just a few of the many accomplishments Dr. Dixon has achieved during her professional career.

Dr. Dixon has provided health care to our Tribal members and descendants for the last 17 years and our patients will miss her. Many of her patients have only had her as their Physician as she has taken care of their health care needs for much of their lives. Health services staff will also miss her as we could always count on her to brighten our day.

Thank you Dr. Dixon for your service to the Little River Band of Ottawa Indians, you will be truly missed!
Notice Regarding Unclaimed Per Capita Payments—Deadline December 31, 2018

As outlined in Regulation #R100-11: RAP-01, Chapter 2, Unclaimed Per Capita Payments, this is official notification that the individuals listed below have unclaimed per capita payments available. These individuals have until December 31, 2018, to claim these payments. Should any payments remain unclaimed after December 31, 2018, the funds will be reverted to the Tribe as specified in Regulation #R100-11: RAP-01, Chapter 2.

Badger, Timothy J. Robinson Jr., Thomas L. 
Bontagfer, Robert A. Sprague, Janina A. 
Frees, Andrew E. Studey, Leslie C. 
Kekoa, Anthony Jr. Taylor, Allan 
Nicholas-Olivarri, Sabrina Tyler, Jerry S. 
Nicholas-Olivarri, Samantha Wabindato, Pauline 
Pego, Eric Wilson, David A. 
Ricker, Trinity

Please take the time to review the list and get the word out about these unclaimed payments. Any help you can provide to aid us in getting these payments to their rightful owners would be appreciated. Contact the Little River Band of Ottawa Indians Enrollment Department at (888)723-8288, if you can claim outstanding payments, provide assistance in settling payment(s) or have any questions.

Food Distribution Program (FDPIR)

Food Distribution Program (FDPIR) was created by Congress in 1977 Food Stamp Act as an alternative to the Food Stamp Program for Indian Reservations. The program offers nutritious food to income based Tribal households. No household may participate in both the Commodity Food Program and Snap Program, but eligible households can switch from one program to the other at the end of each month. Eligibility and participation for FDPIR are based on application and certification requiring tribal status, income and resources qualification, in determining who is eligible for the program. We are federally funded by the USDA and they set the regulations and guidelines for the Food Distribution Program.

USDA Income Food Distribution Program on Indian Reservations
Monthly Income Standards
October 1, 2018 thru September 30, 2019

<table>
<thead>
<tr>
<th>Household Size</th>
<th>Income Limits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 1,176.00</td>
</tr>
<tr>
<td>2</td>
<td>$ 1,536.00</td>
</tr>
<tr>
<td>3</td>
<td>$ 1,896.00</td>
</tr>
<tr>
<td>4</td>
<td>$ 2,266.00</td>
</tr>
<tr>
<td>5</td>
<td>$ 2,656.00</td>
</tr>
<tr>
<td>6</td>
<td>$ 3,046.00</td>
</tr>
<tr>
<td>7</td>
<td>$ 3,406.00</td>
</tr>
<tr>
<td>8</td>
<td>$ 3,766.00</td>
</tr>
</tbody>
</table>

For each additional member add $ 360.00

LRBOI BROWNFIELDS PROGRAM PUBLIC RECORD IS NOW AVAILABLE ONLINE!
⇒ ONLINE AT WWW.LRBOI-NSN.GOV
Tabs: Government/NRD/ Tribal Brownfield-Response Program/Public Record
⇒ DEPARTMENT LOCATED AT 310 9TH STREET IN MANISTEE

For more information please contact Breanna Knudsen
Brownfield Specialist at 231-398-2182 or breannaknudsen@lrboi-nsn.gov

Revised Anishinaabemowin class schedule for fall of 2018
Classes held at the Government Center at 10:30A
November 2, 9, 16, 30 December 7, 14
If you are interested in learning our language, this is a great opportunity for you.
If you have specific questions you can email Kenny Pheasant kpheasant@lrboi-nsn.gov or give him a call at 231.398.6892.

HOLIDAY GOVERNMENT CLOSURES

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday</th>
<th>Office Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>11.11-12.18</td>
<td>Veteran’s Day</td>
<td>Open 8A - 12P</td>
</tr>
<tr>
<td></td>
<td>Observed Monday, November 12, 2018</td>
<td></td>
</tr>
<tr>
<td>11.22-23.18</td>
<td>Thanksgiving Day &amp; Day After</td>
<td></td>
</tr>
<tr>
<td>12.24.18 - 01.01.19</td>
<td>Christmas &amp; New Year’s</td>
<td>December 24, 2018 Offices open 8A - 12P</td>
</tr>
</tbody>
</table>
Current Job Postings:  
Staff Physician - (Clinic)
Staff Pharmacist - (Clinic)
IT Technician - (IT Department)
Systems Administrator - (IT Department)
Government Center Temporary Pool

Application Instructions: 
Obtain an application form and a copy of the position description on the Tribe’s website: Employment Opportunities or by contacting Human Resources at:

Mail:  
LRBOI  
Attn: HR Department  
2608 Government Center Drive  
Manistee, MI 49660

Phone: 231.398.6859 
Email: jobs@lrboi-nsn.gov

Contact Information:  
Phone: 1.888.568.2244 or 231.723.4530 
Little River Casino Resort - Attn: Recruiting  
P.O. Box 417  
Manistee, MI 49660  
Office hours are Monday through Friday 7am-5pm.

Business Etiquette

Business Etiquette Is a Skill

In a business environment, your manners can make you stand out, for better or for worse. Knowing how to properly introduce yourself, interact in a meeting, or answer the phone at work are skills that can be learned easily. Business etiquette is about making the people around you comfortable and making them feel like you are friendly, capable, and confident. Need help? Contact LRBOI Workforce Development.

Farr, Michael, Getting the Job You Really Want, (Sixth Edition)
The EDC Board
Ron Pete  • Chair
Thad Tayler  • Vice Chair
Frank Lewis, Jr.  • Treasurer
E. James Nedeau  • Secretary
Andrew Gentile
Tim Ervin

Administration:
Tom St. Dennis  • Attorney
231.398.6815
TomStDennis@lrboi-nsn.gov
Tyler Leppanen  • Assistant Director
231.398.6811
TylerLeppanen@lrboi-nsn.gov
Crystal Newman  • Administrative Coordinator
231.398.6840
crystalnewman@lrboi-nsn.gov

EDC Job Opportunities:
Dirkstone Realty Group, the realtor for Odeno (Place of Many Hearts) Housing Project in Fruitport Township, would like to hire a Tribal Member Intern interested in pursuing a career in real estate, marketing, and/or administrative to work and learn in a fast-paced business. Must be enrolled in college. $10 an hour for at least 240 hours.
Contact: 231.740.9298 or dirk@dirkstone.com for more information.

InTerra: Intern
(10-week assignment)
The Intern Program seeks college or university students with a major in one of the following disciplines: Agriculture, Business Administration, Marketing, Retail Management and Professional Sales. Interns selected may work remotely.
AYAA is an Indian preference employer. For more detailed information, please check out the website:
interranutra.com/internship/
If interested, contact Ashley Avery

EDC Companies:
• Ayaa Ventures, LLC (InTerra and Advanced Protein Solutions – APS)
• Little River Capital Management, LLC
• Little River Development, LLC
• Little River Real Estate Management, LLC

Want to see some of what we do?
InTerra Nutraceuticals
APS (Advanced Protein Solutions)
Odeno Homes in Fruitport

Become an independent sales rep for InTerra Nutraceuticals!
Great way to make an extra income from home!
Contact Ashley Avery at InTerra for more information.
P: 231.933.3300
E: aavery@interranutra.com

Advanced Protein Solutions (APS) formulations are used by meat processors to improve nutritional value, texture and moisture retention. Crystal Wahpepah owns Wahpepah’s Kitchen and is a highly respected indigenous chef in the San Francisco Bay Area. Crystal is a Brand Ambassador for APS using the product in her recipes. Maybe you’ve seen her featured on Food Network’s hit show “Chopped” or tried her Kickapoo Chili at the membership meeting.

Other EDC News:
Six (6) parcels of land, approximately 100 acres, have recently been added into Trust Status!
LITTLE RIVER HOLDINGS LLC

DO YOU WANT TO MAKE A DIFFERENCE FOR THE FUTURE OF YOUR TRIBE?

WE ARE LOOKING FOR TRIBAL MEMBERS TO SERVE ON A VOLUNTARY BASIS (NO COMPENSATION) ON OUR CITIZEN ADVISORY BOARD

Do you have ideas or suggestions on how to improve the work of your Tribe's EDC? We are looking for Tribal Members to meet on a quarterly basis to discuss current items going on with the EDC and to voice questions, concerns, and ideas. This is a great way to get more involved and to be a part of something important to the Tribe's financial future. Apply now!

New... growing... be part of the future!

Please email your resume to crystalnewman@lrboi-nsn.gov or call 231-398-6840 for more information.
Jim Grabowski retires after 18 years with LRBOI

Detective/Sergeant Jim Grabowski has been a staple not only in law enforcement, but also for the LRBOI and Manistee communities. There comes a time when all cops know the time has come to chase dreams instead of criminals. He will have 51 years in law enforcement, spent protecting and serving the citizens of this area, with 18 years here at LRBOI. He deserves special recognition for his upstanding service and dedication in the toughest profession on the planet. He has been a great mentor, for myself, along with all of the other officers that had the pleasure of working with Grubba. Hopefully, when he completes his book, you all will purchase a copy. It’s guaranteed to be an interesting read.

Thank you Grubba for all you’ve done for me, this department, and this community.

Sincerely,
Robert R Medacco
Director of Public Safety
Little River Band of Ottawa Indians

If you would like to submit a special announcement, picture, birth, or obituary announcement please submit to:

Little River Band of Ottawa Indians
Attn: The Public Affairs Office
2608 Government Center Drive
Manistee, MI 49660

Currentscomments@lrboi-nsn.gov or call 231.398.6841
ARE YOU INTERESTED IN HELPING OTHERS?

DO YOU NEED SOMETHING TO DO THIS WINTER?

WOULD YOU LIKE TO LEARN MORE ABOUT TAXES?

The Tax Department is looking for volunteers just like YOU! No experience necessary—free training is available.

Our goal is to be an IRS-designated Volunteer Income Tax Assistance Program (VITA) and Tax Counseling for the Elderly (TCE) site to service our Tribal Members and local community. The programs offer FREE tax preparation services and tax counseling.

All we need are volunteers to dedicate time to the program (set your own volunteer hours). Please contact Valerie Chandler, Tax Officer at (231) 398-6874 for more information and/or to sign up as a volunteer.
The tradition of a Ghost Supper, or Feast of the Dead or Spirit Feast, is celebrated yearly to honor our departed loved ones with a meal and remembrances.

Generally, the foods that are prepared for the feast are those most enjoyed by the departed or a dish that they were remembered for making. A ceremonial fire is lit and maintained outside at which praying and a quiet time for reflection and remembrance is customary.

Sema (tobacco), wiingash (sweetgrass), mshkwadewashk (sage), and kiishig (cedar) can be offered so that the spirits can partake of these offerings that they may be missing.
Notice from the Office of Public Affairs

Rapid River Online News and Little River Currents can be found online:

LRBOI-nsn.gov

Links on the front page

Having trouble logging into the website? Please feel free to contact Public Affairs for assistance.

Join the email news list to receive the Little River Currents Newspaper and other notices via email please contact the Public Affairs Office.

If you would like to receive or stop receiving the Little River Currents Newspaper please let us know.

Send your request with your name and Tribal I.D. number via email, mail, or phone to:

231.398.6841
currentscomments@lrboi-nsn.gov

Little River Band of Ottawa Indians
Attn. Public Affairs
2608 Government Center Drive
Manistee, MI 49660