

LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS
7500 Odawa Circle
Harbor Springs, MI 49740

TRIBAL RESOLUTION # 012215-03

Amendment to the Legislative Branch Operations Governmental Employee Personnel Policies Handbook

WHEREAS the Waganakising Odawak Nation, known as the Little Traverse Bay Bands of Odawa Indians, and its citizens are vested with inherent sovereignty and right to self-governance;

WHEREAS the Little Traverse Bay Bands of Odawa Indians ("LTBB" or "Tribe") is a federally recognized Indian Tribe under Public Law 103-324, and is a party to numerous Treaties with the United States, the most recent of which being the Treaty of Washington of March 28, 1836 (7 Stat. 491) and the Treaty of Detroit of 1855 (11 Stat. 621);

WHEREAS the Little Traverse Bay Bands of Odawa Indians Tribal Council has the authority to approve negotiations involving the tribe according to the LTBB Constitution, Article VII, Section D (23);

WHEREAS Tribal Council passed Tribal Resolution #042907-02, approving the Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook;

WHEREAS Tribal Resolution #042907-02 was received by the Executive on May 2, 2007, and with no action being taken by the Executive, became enacted and has the force of law effective June 2, 2007;

WHEREAS within the Handbook, Section IV. EMPLOYEE DEVELOPMENT & ENHANCEMENT, B. ANNUAL MONETARY COMPENSATION: *The amount of annual monetary compensation increase will be determined by the regionally adjusted COLA (Cost of Living Allowance) as of December 31st of the previous year with a minimum increase per year of 4% and a maximum increase per year of 8%. . . .*

THEREFORE, BE IT RESOLVED that the Little Traverse Bay Bands of Odawa Indians Tribal Council amends the Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook, Section IV. EMPLOYEE DEVELOPMENT & ENHANCEMENT, B. ANNUAL MONETARY COMPENSATION, to

read as follows: "The amount of annual monetary compensation increase will be at the rate of 1.5% per year."

BE IT FURTHER RESOLVED, that the Little Traverse Bay Bands Legislative Branch hereby adjusts COLA to reflect the same rate of increase as Executive Branch Employees, Judicial Branch Employees and Gaming Regulatory Employees.

BE IT FURTHER RESOLVED, All LTBB Government Employee handbooks shall adopt an annual COLA rate of 1.5%, effective January 1, 2015.

CERTIFICATION

As the Tribal Council Treasurer and Tribal Council Secretary, we certify that this Tribal Resolution was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on January 22, 2015 at which a quorum was present, by a vote of 7 in favor, 0 opposed, 0 abstentions, and 1 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Bill A. Denemy	X			
John W. Keshick III	X			
Beatrice A. Law	X			
Michael J. Naganashe	X			
Aaron Otto	X			
Winnay Wernigwase	X			
Marcella R. Reyes	X			
Julia A. Shananaquet				X

Date: 01-26-2015 Marcella R. Reyes
 Marcella R. Reyes, Treasurer

Date: 01-26-15 Julia Shananaquet
 Julia A. Shananaquet, Secretary

Received by the Executive Office on 1-26-15 by [Signature]

Pursuant to Article VII, Section D, Subsection 1 of the Little Traverse Bay Bands of Odawa Indians Constitution adopted on February 1, 2005, the Executive concurs with this action of the Tribal Council.

Date: 1-27-15 Regina Gasco Bentley
 Regina Gasco Bentley, Tribal Chairperson