

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

**TRIBAL RESOLUTION # 042907-02**

**Waganakising Odawak 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 has a compelling interest in provided Legislative Employees with information about working conditions, employee benefits and situations affecting employment;

**WHEREAS** The Little Traverse Bay Bands of Odawa Indians has a compelling interest to provide and clarify Legislative employment policies regarding hiring, evaluation and disciplinary actions.

**THEREFORE, BE IT RESOLVED** that the Little Traverse Bay Bands of Odawa Indians adopts Legislative Branch Operations Governmental Employee Personnel Policies Handbook.

**FINALLY BE IT RESOLVED** that the Little Traverse Bay Bands of Odawa Indians will implement the policies and procedures of the Legislative Branch Operations Governmental Personnel Police Handbook as of April 29, 2007.

### CERTIFICATION

As Tribal Council Legislative Leader 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 April 29, 2007 at which a quorum was present, by a vote of 7 in favor, 0 opposed, 0 abstentions, 2 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Regina Gasco Bentley	X			
Fred Harrington, Jr.				X
Dexter McNamara	X			
Mary Roberts	X			
Rita Shananaquet	X			
Alice Yellowbank	X			
Shirley Oldman	X			
Melvin L. Kiogima	X			
Beatrice A. Law				X

Date: 5/01/07   
 Beatrice A. Law, Legislative Leader

Date: 4/29/07   
 Melvin L. Kiogima, Secretary

Received by the Executive Office on 5-2-07 by Eddie K Payton

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 in this action of the Tribal Council.

Date: \_\_\_\_\_ see attached memo  
 Frank Ettawageshik, Tribal Chairperson



# Waganakising Odawak

Little Traverse Bay Bands of Odawa Indians

**Frank Ettawageshik, Tribal Chairman**

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## **Memo Regarding**

### **Enactment of Tribal Resolution 042907-02**

#### ***Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook***

Under the provisions of Article VII, Section D (1) of the Little Traverse Bay Bands of Odawa Indians Constitution and the provisions of the Administrative Procedures Act, WOS 2005-15, Section XI (B), a Tribal Resolution passed by Tribal Council is sent to the Executive for review and consideration. The Executive may sign said resolution, veto the resolution, or if no Executive action is taken for a period of 30 days after receipt of the resolution by the Executive from the Legislative office, the resolution is considered enacted. 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 as of June 2, 2007.

I gave considerable thought to this matter and discussed it with Tribal Council at the last work session and council meeting. At first I thought that I should veto the resolution because the action of approving the Legislative employee handbook seemed to me to be a matter of Legislative concern and not a matter for Executive review and approval. Council members informed me of their thinking that since some provisions of the Legislative handbook would be carried out by the Executive Human Resources Department they thought the Executive should concur in the handbook's approval. I still believe that the adoption of a Legislative employee handbook is a Legislative matter but decided that, although I have not reviewed the provisions of the handbook, I could understand Tribal Council wanting their employee handbook to have the force of law under the Constitution and Laws of the Tribe. Thus I decided not to veto the resolution but to let the 30 day period expire and have the resolution be enacted by provision of law but without my signature.

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Frank Ettawageshik, Tribal Chairman

June 2, 2007