

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

TRIBAL COUNCIL RESOLUTION # TCR012623-01

**To Establish the FY2023 1.5% Cost of Living (COLA) for
Little Traverse Bay Bands of Odawa Indians (LTBB) Legislative Branch Employees**

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

WHEREAS the Little Traverse Bay Bands of Odawa Indians 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 Preamble of the Tribal Constitution, adopted February 2, 2005, states as follows: *We will work together in a constructive, cooperative spirit to preserve and protect our lands, resources and Treaty Rights, and the right to an education and a decent standard of living for all the people.* (emphasis added);

WHEREAS the Legislative Branch Operations Governmental Employee Personnel Policies that was updated and effective on October 27, 2022, includes the following provision: Section VII. WAGES AND HOURS, B.: *“Annual Cost of Living Increase. The amount of an annual cost of living increase, will be determined annually by Tribal Council Resolution.”* Once an employee reaches the top of their level of pay range, they do not qualify for Cost of Living Allowance (COLA) and are not eligible for a COLA;

THEREFORE BE IT RESOLVED Little Traverse Bay Bands of Odawa Indians Tribal Council authorizes a 1.5% Cost of Living (COLA) for Fiscal Year 2023 for the Legislative Branch, effective January 1, 2023 for all Legislative Branch employees.

CERTIFICATION

As the Tribal Council Legislative Leader and Tribal Council Secretary, we certify that this Tribal Council 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 26, 2023 at which a quorum was present, by a vote of 6 in favor, 1 opposed, 0 abstentions, and 2 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Fred Kiogima				X
Tamara Kiogima	X			
William Ortiz	X			
Aaron Otto		X		
Melissa Pamp	X			
James Pontiac	X			
Leroy Shomin	X			
Marcella R. Reyes				X
Emily Proctor	X			

Date: 01/30/23


Emily Proctor, Legislative Leader

Date: 01/30/23


Marcella R. Reyes, Tribal Council Secretary