

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

TRIBAL COUNCIL RESOLUTION # TCR121423-01

**To Establish the FY2024 1.5% Cost of Living (COLA) and One-Time 1.5% Relief Payment
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 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.”*

THEREFORE, BE IT RESOLVED Little Traverse Bay Bands of Odawa Indians Tribal Council authorizes and approves the Human Resources Department to process and apply an annual Cost of Living (COLA) for Fiscal Year 2024 at the same rate for Legislative Branch Employees as that of the Executive Branch Employees, effective January 1, 2024.

FURTHER BE IT RESOLVED Tribal Council authorizes and approves the Human Resources Department to calculate, process and apply a 1.5% One-Time Relief Payment equal to the employee’s annual compensation as calculated on 12/31/23 for those employees who have been employed since January 1, 2023. Payments will be distributed via inclusion on a payroll check within a reasonable time frame not to exceed 30-days from January 1, 2024.

FINALLY, BE IT RESOLVED Tribal Council authorizes and approves the Human Resources Department to calculate, process and apply a 1.5% One-Time Relief Payment equal to the


employee's prorated compensation for those current employees employed by the Legislative Branch in 2023. Payments will be distributed via inclusion on a payroll check within a reasonable time frame not to exceed 30-days from January 1 2024.

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 December 14, 2023 at which a quorum was present, by a vote of 7 in favor, 1 opposed, 0 abstentions, and 1 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Fred Kiogima	X			
Tamara Munson				X
William Ortiz	X			
Aaron Otto		X		
Melissa Pamp	X			
Jordan Shananaquet	X			
Leroy Shomin	X			
Emily Proctor	X			
Marcella Reyes	X			

Date: 12/15/2023


Marcella Reyes, Legislative Leader

Date: 12/15/2023


Emily Proctor, Tribal Council Secretary