

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

TRIBAL COUNCIL RESOLUTION # 121924-01

**To Establish the FY2025 1.5% Cost of Living (COLA) and One-Time 2.5% 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.”*

WHEREAS the Little Traverse Bay Bands of Odawa Indians Living Wage increased from \$20.88 to \$25.11 or 20.21% beginning January 1, 2025, and increased the year prior from \$19.78 to \$20.88 or 5.59% beginning January 1, 2024.

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 2025 at the same rate for Legislative Branch Employees as that of the Executive Branch Employees, effective January 1, 2025.

FURTHER BE IT RESOLVED Tribal Council authorizes and approves the Human Resources Department to calculate, process and apply a 2.5% One-Time Relief Payment equal to the employee’s annual compensation as calculated on 12/31/24 for those employees who have been

employed since January 1, 2024. Payments will be distributed via inclusion on a payroll check within a reasonable time frame not to exceed 30-days from January 1, 2025.

CERTIFICATION

As the 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 on December 19, 2024 at which a quorum was present, by a vote of 9 in favor, 0 opposed, 0 abstentions, and 0 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: 12/20/2024

Marcella R. Reyes

 Marcella R. Reyes, Legislative Leader

Date: 12/20/2024

Emily Proctor

 Emily Proctor, Tribal Council Secretary

