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2 ~~D.C.~~ "Tribal Constitution" means the LTBB Constitution adopted by the Tribal Membership  
3 February 1, 2005.

4  
5 ~~E.D.~~ "Tribe" shall mean the Little Traverse Bay Bands of Odawa Indians.  
6  
7

8 **SECTION III. COMPENSATION CHANGE RESTRICTIONS**  
9

10 ~~A.~~ Any statutory amendment changing the level of compensation for a Tribal Council  
11 members must be enacted before the Election Board distributes candidate petitions for the next  
12 general election.

13  
14 ~~B.~~ No increase or decrease in compensation shall take effect until after the next general  
15 election.

16  
17 **SECTION IV. COMPENSATION ESTABLISHED**  
18

19 ~~A. Cost of Living Allowance, (COLA). The below stated compensation shall be subject to~~  
20 ~~COLA, and shall be accumulative in its effect. The amount and timing of any adjustments of the~~  
21 ~~compensation for COLA shall follow the practice of the Tribal government employees.~~ The  
22 following Tribal Council positions will be compensated as follows:  
23

24 ~~1.~~ Legislative Leader, \$35,000.00, ~~plus accumulative COLA~~

25 ~~2.1.~~

26 ~~2.~~ Tribal Secretary, \$35,000.00

27 ~~—~~ Tribal Treasurer, \$35,000.00, ~~plus accumulative COLA~~

28 ~~3.~~

29 ~~—~~ ~~3.~~ Tribal Secretary, \$35,000.00, ~~plus accumulative COLA~~

Waganakising Odawak Statute Compensation For Tribal Council ~~021816-031716~~ updated posting ~~03/18/16~~ ~~asd~~ and  
sponsored by Councilor Law ~~re-posted 04/22/16~~  
Secretary ~~Shananaquet-Otto~~

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1 ~~5-4.~~ Six (6) Tribal Council members, \$30,000.00 p

2  
3 **B.** The above compensation shall be subject to federal and state (if applicable) taxation. Tax  
4 withholdings are elective and may be withheld from each payment.

5  
6 **C.** Additionally Tribal Council members ~~shall may be able~~ have the option to participate in  
7 the following: contributions to the Tribe's retirement plan or a similar plan shall be allowed with  
8 the same conditions and restrictions applied to Tribal employees and other contributors in the  
9 Tribal Government Retirement plan ~~including health insurance, life insurance and other Tribal~~  
10 ~~insurance programs~~ at the same rate as governmental employees.

11  
12  
13 **SECTION V. TRAVEL EXPENSE**

14  
15 Travel expenses for approved travel ~~shall may be~~ paid in advance or reimbursed at the same rate  
16 as allowed employees in the Tribal Council approved Tribal Governmental Employees Travel  
17 Reimbursement Policy, or as amended.

18  
19  
20 ~~SECTION VI. TRIBAL COUNCIL COMMITTEES~~

21  
22 ~~Chairs and members of Tribal Council committees that are either standing committees or ad hoc~~  
23 ~~committees that approved by Tribal council shall be paid a stipend to attend the committee~~  
24 ~~meeting. Other Councilors may attend the meetings but shall not be paid a stipend.~~

25  
26  
27 **SECTION VII. WORKGROUPS, TEAMS, OTHER MEETINGS**

28  
29 Councilors who ~~participation participate~~ in or attend ~~ancee~~ workgroups, teams or other meetings  
30 shall not be paid a stipend ~~\_unless approved by Tribal Council\_~~.

1  
2 **SECTION VIII. ABSENTEEISM**

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4  
5 ~~All Tribal Councilors are required to attend Tribal Council meetings, Work sessions and~~  
6 ~~committee meetings wherein they are a member of the committee or the committee chair.~~

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7  
8 ~~Tribal Council may remove a Councilor from a committee as either the Chair or~~  
9 ~~Committee member for habitually or frequently absenteeism from Tribal Council meetings,~~  
10 ~~Work sessions or Tribal Council Committee meetings wherein they are a member of the~~  
11 ~~committee or the committee chair.; or~~

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12  
13 ~~A. Tribal Council may remove a Councilor from may remove their officer status of~~  
14 ~~Legislative Leader, Secretary or Treasurer for habitually or frequently absenteeism from Tribal~~  
15 ~~Council meetings, Work sessions or Tribal Council Committee meetings wherein they are either~~  
16 ~~a member of the committee or the committee chair. the Chair or a member of the Committee.~~

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17  
18 ~~B. Removal from a Committee or removal of officer status shall only be by a majority vote~~  
19 ~~of Tribal Council.~~

20  
21  
22 **SECTION XVII. COMPENSATION PROHIBITIONS**

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24 **A.** Persons receiving compensation authorized by this Statute shall be prohibited from:

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25  
26 **1. A.** Receiving unemployment compensation for any reductions or termination  
27 of said compensation.

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29 **2. B.** Receiving any other type of payment for compensation not explicitly

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1 listed in this Statute, including stipends.

2 ~~Stipend means a set amount of money paid for attendance.~~

3  
4 ~~3. Receiving overtime provision.~~

5  
6 ~~C. 4. Receiving any pro-rata amount of compensation for missed meetings due to~~  
7 ~~incarceration from a sentencing of a crime.~~

8  
9 ~~D. Exception: In the event where the Legislative Leader becomes the acting chair, the~~  
10 ~~Secretary shall receive an additional \$5,000.00 plus the accumulated COLA for time that he or~~  
11 ~~she assumes the duties of the former Legislative Leader.~~

12  
13  
14 **SECTION VIII.** EMPLOYMENT

15  
16 In accordance the Tribal Constitution, Tribal Council members if employed as enterprise  
17 employees of a Tribal enterprise may not hold more than one fulltime paid position, even if they  
18 decline pay for one of the positions.

19  
20  
21 **SECTION IX.** SEVERABILITY

22  
23 If any section, subsection, paragraph, sentence, phrase or portion of this Statute is, for any  
24 reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall  
25 be deemed a separate, distinct and independent provision and such holding shall not affect the  
26 validity of the remaining portions thereof.

27  
28  
29 **SECTION X.** EFFECTIVE DATE

30  
31 Effective upon signature of the Executive or thirty (30) days from Tribal Council approval  
32 whichever comes first or if the Executive vetoes the legislation, then upon Tribal Council

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Councilor Law Secretary Shananaquet-Otto

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1 override of the veto, but shall not be implemented until after the next election and until the next  
2 Tribal Council or individual councilors are sworn in.

3  
4  
5

**CERTIFICATION**

Waganakising Odawak Statute Compensation For Tribal Council-~~021816-031716~~ updated posting 03/18/16 ~~as4 and~~  
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Secretary Shananaquet-Otto

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