

Annual Salary Compensation, and Stipend Policy for Tribal Council

- Reference:** Waganakising Odawak Statute Constitutionally Mandated Compensation for Tribal Council Members as currently enacted.
- Purpose:** To establish a general policy to authorize and regulate the payment of annual salary compensation and stipends and this policy supercedes any previous policies related to this matter.
- Policy:** Tribal Council, shall be paid salary and stipends in accordance with Waganakising Odawak Statute Constitutionally Mandated Compensation for Tribal Council Members as currently enacted, the Internal Revenue Code and this policy.
1. Salaries are paid for attendance at regulary scheduled Tribal Council meetings which are held at least once a month per the Constitution, and regularly scheduled work sessions. Such regularly scheduled Tribal Council meetings and work sessions shall be scheduled on an annual basis, generally held on Saturdays and Sundays. Salaries also include such individual Councilor activities that occur between regulary scheduled Tribal Council meetings and work sessions such as phone polls, teleconferences meeting preparation, review of meeting materials, addressing e-mail, and constitutents concerns.
 - a. Payment for salary shall be made on the 2nd and 4th week of the month as a separate payroll check.
 - b. Salaries are subject to federal and state (if applicable) taxation.
 - c. Withholdings are elective and may be withheld from each payment
 2. Stipends shall be paid for attendance at non-regularly scheduled Tribal Council meetings and work sessions, these meetings include special and emergency meetings, Legislative Committee meetings, events, trainings, travel days, hearings and other activities approved by motion. Councilors are limited to one stipend per month for the attendance at Executive Committee, Commission or Board meetings.
 - a. Stipends are subject to federal and state (if applicable) taxation.
 - b. Withholdings are elective and may be withheld from each payment.
 - c. Stipends shall be paid relevant to statute and policy when meetings are properly authorized and attendance is verifiable by virtue of an attendance

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sign in sheet, draft minutes or a signed report affirming attendance. Stipends for travel shall only be paid upon the completion of the Travel close-out report.

- d. Only one (1) stipend per day shall be allowed.
 - e. Requests for payment of stipends must be authorized by the Legislative Office Manager, Legislative Leader or Tribal Treasurer.
3. Elected Officials are NOT subject to Social Security, Medicare taxes, or Unemployment taxes.

This Policy was approved by Tribal Council on:

Regina Gasco Bentley, Tribal Council Secretary

6-28-11
Date