



SQUAXIN ISLAND TRIBE

RESOLUTION NO. 19 - 04

of the

SQUAXIN ISLAND TRIBAL COUNCIL

WHEREAS, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe, its members, its lands, its enterprises and its agencies by the authority of the Constitution and Bylaws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965;

WHEREAS, under the Constitution, Bylaws and inherent sovereignty of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security, education and general welfare of tribal members, and of protecting and managing the lands and treaty resources and rights of the Tribe;

WHEREAS, the Tribe is a federally-recognized Indian Tribe possessing reserved powers, including the powers of self-government;

WHEREAS, the Squaxin Island Tribal Council has been entrusted with the creation of ordinances and resolutions in order to fulfill their duty of protecting the health, security, education and general welfare of tribal members, and of protecting and managing the lands and treaty resources of the Tribe;

WHEREAS, the Squaxin Island Tribal Council adopted Chapter 2.04, the Council Member Stipends and Travel 2.04.030, by Resolution 90-26;

WHEREAS, on August 27, 2015 and October 26, 2017 the Council amended the Council Member Stipends and Travel, section 2.04.030 and changed compensation from a stipend to an hourly rate. Resolution 15-54, 17-80 and 18-52;

WHEREAS, the Council proposes to further amend 2.04.030 A.

THEREFORE, the Council approves the following edits to 2.04.030 A;

2.04.30 - Council member pay and travel.

A. Squaxin Island Tribal Council members are paid a salary for Tribal Council meetings and other duties as determined by Tribal Council and, with prior Tribal Council approval, for meetings attended where the Council member represents the Tribe's interest. The salary is

taken from the TS Schedule. The TS Level is based on the number of years of service as a Council member. The following rates apply:

1 year of service	15A
2 years of service	15B
3 years of service	15C
4 years of service	15D
5 years of service	15D
6 years of service	15D
7 years of service	15E for the remainder of the term and one grade increase for each additional term

Travel expenses also may be authorized in accordance with the Tribal travel policy.

The Chair receives 100% full time employee with full benefits.

The remaining Council members shall elect a percentage that approximates the actual hours they feel that they can devote to Council work. The percentage may be adjusted quarterly to reflect the actual hours devoted to Council work. Actual hours shall be recorded on Council timesheet and reviewed and approved by the Tribal Chair; the Vice Chair shall review and approve the Tribal Chair timesheet.

If the actual hours deviate from the estimated hours by more than 10% of the hours per quarter an adjustment shall be made - the actual hours will be used in the following quarter for determining the percentage. For example, in a quarter, at .625 FTE, the expectation is that the Tribal Council member will work 239.44 hours. If the Tribal Council member works 23.9 more or less than 239.44, the percentage will be adjusted. Variations of less than 10% may be adjusted. Whether to adjust or not when less than 10% will be at the discretion of the Chair.

Council salaries will reflect COLA increases.

Payday is the closest day to the 15th and the last day of each month. If these days fall on a weekend or a holiday (Bank or Squaxin), payday is the closest day prior to such weekend or holiday. In accordance with the Tribe's payroll schedule.

Council is paid, assuming there is no adjustment to their FTE %, in 24 equal payments per year. Deviations occur when a Council member is beginning or ending his or her term – because of the shortened pay period, the Council member will be paid hourly.

A Council member's pay may be reduced by Tribal Council for disciplinary reasons or if the FTE percentage is reduced to reflect actual hours.

Increases and decreases may take place for the following:

Automatic increase each year in the first term of Council service;

Automatic increase each term after the first term of Council service;
Automatic increase with COLA increases;
Automatic adjustment because actual hours are 10% or more different than estimated percentage;
Possible adjustment because actual hours are less than 10% different than estimated percentage; or
Adjustment resulting from sanction for conduct unbecoming.

Council pay is subject to federal income tax, except to the extent that the earnings are properly characterized as treaty fishing rights related income under the Internal Revenue Code §7871. Council pay is not subject to employment taxes (FICA (Social Security and Medicare) & FUTA (Federal Unemployment Taxes)).

The Chairman receives full-benefits as a full-time employee. Council members who are employed full-time – that is, their Council time and employee time combined is full time – or Council members whose percentage determination is .5 FTE or more receive full benefits. Council members that are not employed by the Tribe and have less than .5 FTE only receive retirement benefits in accordance with the retirement plan.

If the combined total of actual hours devoted to Council work and employee work equal less than .5 FTE in a quarter, the Council member will not be eligible for benefits in the following quarter.

For those Council members with employment positions with the Tribe, the cost of the benefits will be split between the Council position and employment position. For those Council members who are not employed by the Tribe but are above .5 FTE, those Council members are eligible only for medical, dental, vision and life & disability benefits. All members receive retirement benefits after 1 year of working with the Tribe either in a Council position or another position.

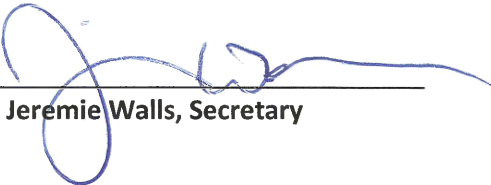
NOW THEREFORE BE IT RESOLVED, that the Squaxin Island Tribal Council hereby approves further amendment to the Squaxin Island Council Member Stipends and Travel, section 2.04.030 A as stated above.

CERTIFICATION

The Squaxin Island Tribal Council hereby certifies that the foregoing Resolution was adopted at a special meeting of the Squaxin Island Tribal Council, held on this 21 day of February, 2019, at which time a quorum was present and was passed by a vote of 6 for and 0 against, with 0 abstentions.



Arnold Cooper, Chairman

Attested by: 

Jeremie Walls, Secretary



Charlene Krise, Vice Chairman