



Mashpee Wampanoag Tribe
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2022-RES-063

**AMENDMENT TO 2018-RES-014 AND
RESTATEMENT OF FULL-TIME TRIBAL COUNCIL POSITIONS**

WHEREAS, the Mashpee Wampanoag Tribe (“Tribe”) is a federally-recognized Indian Tribe with a duly-enacted Constitution; and

WHEREAS, the Mashpee Wampanoag Tribal Council (“Tribal Council”), the governing body of the Tribe, deems it essential, and is empowered, under Article VI, §2.A of the Mashpee Wampanoag Tribal Constitution to promote and protect the health, peace, morals, education, political integrity, economic security and general welfare of the Tribe and its members; and

WHEREAS, the Tribal Council deems it essential, and is empowered, under Article VI, §2.A. Constitution to establish a basic departmental structure for the executive branch of the Tribal government with a delegation of appropriate powers to such subdivisions and agencies; and

WHEREAS, the Tribal Council deems it essential, and is empowered, under Article VI, §2.A. Constitution to establish procedures for the conduct of all tribal government business operations; managing the Tribe’s land and assets; preparing and presenting an annual budget; allocating and dispersing Tribal funds; establishing and enforcing all ordinances governing Tribal members; and other specified responsibilities; and

WHEREAS, the Tribal Council affirmed full time exempt status, part time nonexempt status and compensation for Council members identified in *2009-RES-015, Resolution for Council Members’ Salaries*; and

WHEREAS, the Tribal Council approved pay performance raises for Vice Chairman and Tribal Council Secretary for additional work described in *2010-RES-054, MWTC Vice Chairman and MWTC Secretary Pay Performance Raise*; and

WHEREAS, the Tribal Council approved the employee compensation recommendations by Blue Stone, the Tribal Administrator and vetted by the Directors by Motion on August 20, 2015; and

WHEREAS, the Tribal Council approved the salary of three additional counsel seats and the Blue Stone Strategic Group’s recommendation of base salaries from the compensation and benefits

analysis for rightsizing the Tribal Council salaries and to approve milestone recommendations for salary increases by Motion on August 31, 2015; and

WHEREAS, the Tribal Council determined that because Tribal Council positions were salaried, such Tribal Council positions would equate to full-time employment and compensated at the annual salary set for each respective position as set forth by Tribal law/policy and resolved in *2015-RES-039, Resolution Regarding Full-Time Tribal Council Position Descriptions*; and

WHEREAS, the Tribal Council, because of the financial constraints experienced by the Tribe, deemed it necessary to value engineer tribal operations to sustain operations on a long-term basis and thus deemed it necessary to change the rate of compensation received by Tribal Council Officers and Members, reduce full-time employment status to part-time basis and permit and members not employed could receive compensation for Tribal Council meetings as provided in *2017-RES-098, Full-Time Tribal Council Positions*; and

WHEREAS, Tribal Council clarified its resolve on two council positions – Medicine Man and Councilman Weeden, as described in *2018-RES-014, Amendment to 2017-RES-098, Full-Time Tribal Council Positions*; and

WHEREAS, consistent with *2018-RES-014, Amendment to 2017-RES-098, Full-Time Tribal Council Positions*, Tribal Councilors shall be compensated at the annual salary rate set for each respective Tribal Council position as set forth by Tribal law/policy. While in office, all salaried Tribal Councilors shall receive the employee benefits available to full-time employees of the Tribe; and

WHEREAS, the purpose of this Resolution is to amend *2018-RES-014, Amendment to 2017-RES-098, Full-Time Tribal Council Positions*, to acknowledge the annual salary to be received for the 2022 calendar year for the following positions:

Tribal Council Chairperson - \$115,000 Annually

Tribal Council Vice Chairperson - \$80,000 Annually

Tribal Council Secretary - \$73,000 Annually

Tribal Council Treasurer - \$75,000 Annually; and

NOW THEREFORE, BE IT RESOLVED, that the annual salary set forth for the 2022 calendar year for the Tribal Council positions set forth herein will be deemed effective immediately and shall remain in effect for the 2022 calendar year and be applied retroactively, as needed.

All resolutions or parts of resolutions inconsistent with this resolution are repealed. This resolution is effective immediately and shall continue pursuant to the authority vested in the Tribal Council pursuant to Article VI, §§ 2.A. and D. of the Constitution.

CERTIFICATION

We, the undersigned duly elected Chairman and Secretary of the Tribal Council do hereby certify that the above Resolution was duly adopted on October 5, 2022, by the Mashpee Wampanoag Tribal Council which is composed of 13 members, of whom 9 constituting a quorum, were present at an regular meeting duly called, noticed, convened, and held on October 5, 2022 , and that the foregoing Resolution was duly adopted by the affirmative vote of 5 members, with 1 opposing, and with 2 not voting and that said Resolution has not been rescinded or amended in any way.

Dated this 5th day of October, 2022.



Brian Weeden, Chairman
Mashpee Wampanoag Tribal Council

ATTEST:



Cassie Jackson, Secretary
Mashpee Wampanoag Tribal Council