

NOTICE OF OPEN POSITIONS

POKAGON BAND SALARY COMMISSION

POSITION DESCRIPTION. The Pokagon Band Tribal Council is seeking letters of interest from Pokagon Band members to fill three vacancies on the Pokagon Band Salary Commission. The Salary Commission is an independent board required by the Constitution and created by the adoption of the Salary Commission Code. The Salary Commission is responsible for preparing recommendations to the Tribal Council regarding the compensation levels to be paid to the Tribal Council, Pokagon Band Judges, and such other elected or appointed positions as may be designated by the Tribal Council. The Salary Commission meeting dates and times depend upon the needs of the Commission, which is expected to meet more often as the Commission prepares and presents their recommendations to Council. Apart from time spent at Salary Commission meetings, Salary Commission members may spend additional hours per month engaged in other Salary Commission activities. The Salary Commission Code is available at the following internet address: <http://www.pokagon.com/codes/SalaryCommissionCode082907.pdf>.

COMPENSATION. Salary Commissioners are compensated as independent contractors in the amount of \$75 for attending each Salary Commission meeting. In addition, Commission members are entitled to reimbursement for mileage when using personal vehicles to attend meetings and for other Salary Commission business.

ELIGIBILITY. To serve as a Salary Commissioner, a Band member must:

- (a) Be at least eighteen (18) years of age;
- (b) Not be incarcerated for any criminal conviction;
- (c) Not have been convicted within the last ten (10) years of a crime subject to imprisonment for a term of one (1) year or longer, excepting those crimes determined by the Election Board to relate to the furtherance of the Band's tribal sovereignty rights;
- (d) Not be a member of the Tribal Council, the Tribal Judiciary, the Election Board, an Officer of the Elders Council, or an employee of the Band; and
- (e) Not hold a Pokagon Band Elective office other than the one for which a seat is being sought or be a member of the Election Board, the

Ethics Board, or any Personnel Committee the Tribal Council may establish.

APPOINTMENT PROCESS. Salary Commissioners are initially elected by the members, however, the Tribal Council is required by the Constitution to fill a vacancy by appointment for the remainder of the unexpired term. There are currently three vacant seats on the Salary Commission that will be filled by Tribal Council appointment. Of the three vacant seats, two seats have approximately two and one-half years remaining and one has approximately one and one-half years remaining.

HOW TO APPLY. Please submit letters of interest along with a current résumé to:

Kelly Curran, Tribal Council Executive Secretary
P.O. Box 180
Dowagiac, Michigan 49047

Questions concerning the Salary Commission, the Salary Commission Code, or this Notice may be directed to the Pokagon Band Associate General Counsel, Edward Williams, at (269) 783-0970 or ed.williams@pokagon.com.

Salary Commission positions shall be open until filled.

ETHICS REQUIREMENTS. As Public Officials, Salary Commissioners are subject to the Pokagon Band Code of Ethics enacted last year, which includes certain limitations in § 8.15 on appointments and employment applicable to Public Officials. A copy of the Code of Ethics may be obtained by contacting Kelly Curran, Tribal Council Executive Secretary at (888) 376-9988 or Edward Williams, at the number provided above.