



DUAL ROLES AND REMUNERATION OF ELECTED OFFICIALS REGULATION

Enacted under the *Government Law*

TN Reg 28/2016

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_Hegus John Hackett

DEPOSITED IN THE TLA'AMIN
REGISTRY

ON 26 / 03 / 2025

(day/month/year)

Signature of Law Clerk

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DUAL ROLES AND REMUNERATION OF ELECTED OFFICIALS REGULATION

1 Authority

1.1 This Regulation is made pursuant to the *Government Law*.

2 Definitions

2.1 Unless specifically provided otherwise in these regulations, the terms used have the same meaning as defined in the *Government Law*.

“**Effective Date**” means Effective Date as defined in the *Interpretation Law*.

“**Law**” means the *Government Law*.

3 Dual Roles and Key Considerations for Hegus

3.1 The office of Hegus is a full-time position of the Tla'amin Government.

3.2 An employee of the Tla'amin Nation or a Tla'amin Entity, who is not on political leave, is not eligible to hold the office of Hegus.

3.3 If an employee of the Tla'amin Nation or a Tla'amin Entity is declared elected for the office of Hegus and does not take political leave by the start of that term, or 10 days after the date of appointment, that individual is deemed to have resigned from that political office.

3.4 The rate of remuneration for Hegus has been determined in part through review and analysis of comparable jurisdictions.

4 Dual Roles and Key Considerations for Members of Executive Council

4.1 The office of Executive Councillor, other than the position of Hegus, is a half-time position of the Tla'amin Government.

4.2 An employee of the Tla'amin Nation or a Tla'amin Entity is eligible to be a member of the Executive Council.

4.3 The rate of remuneration for members of Executive Council has been determined in part through review and analysis of comparable jurisdictions.

5 Dual Roles and Key Considerations for Legislators

5.1 The annual Legislator stipend is based on the assumption that the Legislative Assembly of the Tla'amin Nation will meet approximately 20 days per year, and that Executive Council meetings will be attended a further 20 days per year.

5.2 An employee of the Tla'amin Nation or a Tla'amin Entity is eligible to hold the office of Legislator.

5.3 The stipend for Legislator has been determined in part through review and analysis of comparable jurisdictions.

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6 Rate of pay for Hegus

- 6.1 The rate of pay for the position of Hegus is set out in Schedule A of this Regulation.
- 6.2 The Hegus is entitled to benefits and pension contributions according to the terms of those plans set up for employees of the Tla'amin Nation.

7 Rate of pay for Executive Council member

- 7.1 The rate of pay for a member of Executive Council is set out in Schedule A of this Regulation.
- 7.2 Executive Council members are entitled to benefits and pension contributions according to the terms of those plans set up for employees of the Tla'amin Nation.

8 Legislator Stipend

- 8.1 The stipend for a Legislator is set out in Schedule A of this Regulation.

9 Annual reporting on remuneration

- 9.1 In accordance with the *Administration and Finance Law*, the Chief Financial Officer of the Tla'amin Nation must prepare, and include with the audited financial statements, a special purpose report separately listing the remuneration paid and expenses reimbursed by the Tla'amin Nation, and by any entity, to each elected official.

10 Adjustments to remuneration

- 10.1 The remuneration set out in this Regulation may be adjusted annually, following a review by Executive Council of
- (a) the audited financial statements for the most recent year end;
 - (b) the special purpose report on the remuneration of elected officials;
 - (c) consideration of any increases in the cost of living in the region;
 - (d) the respective workloads and time commitments of
 - (i) the Hegus;
 - (ii) members of the Executive Council; and
 - (iii) Legislators.
- 10.2 Any adjustments made by the Executive Council under 10.1 must
- (a) be recorded in the meeting minutes of Executive Council; and
 - (b) published in the community newsletter.

11 Payment of remuneration

- 11.1 The remuneration under sections 6 and 7 is payable on a bi-weekly basis throughout the year in the same manner that employees of Tla'amin Nation are paid.

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11.2 The stipend set out in section 8 is payable to Legislators in equal payments on a monthly basis throughout the year.

11.3 Notwithstanding 11.1 and 11.2, remuneration is not owing or payable to an elected official who has not successfully completed the Oath of Office and Conflict of Interest Disclosure Form under 11(1) of the *Government Law*.

12 Adjustments to remuneration if a member of Executive Council is employed by the Tla'amin Nation or a Tla'amin Entity

12.1 In the event that a member of Executive Council, other than the Hegus, is also an employee of the Tla'amin Nation or a Tla'amin Entity, the rate of pay for the position of Executive Council member as set out in Schedule A of this Regulation will be reduced by 50%.

12.2 If a member of the Executive Council, other than the Hegus, is employed on a part-time basis or part-time contract basis by the Tla'amin Nation or a Tla'amin Entity, the rate of pay for the position of Executive Council member, as set out in Schedule A of this Regulation will not be reduced.

13 Commencement

13.1 This regulation comes into force on the first business day following the first general election of the Tla'amin Nation.

SCHEDULE A

Rate of Pay for Hegus and Executive Councillors, and Stipend for Legislators

1. The rate of pay for Hegus and Executive Councillors, and the Stipend for Legislators, is set out in the Table of this Schedule below. Annual increases shall take effect on the first day of each fiscal year.
2. After F2029, the rate of pay for Hegus and Executive Councillors, and the amount of the Stipend for Legislators, shall remain fixed at the same rates and amounts as F2029, until this Schedule is amended.

	F2025 (Current)	F2026 + 3.5%	F2027 + 3.0%	F2028 + 2.5%	F2029 + 2.5%
Rate of Pay for Hegus	\$112,000	\$115,920	\$119,398	\$122,383	\$125,442
Rate of Pay for Executive Council	\$56,000	\$57,960	\$59,699	\$61,191	\$62,721
Stipend for Legislators	\$15,000	\$15,525	\$15,991	\$16,391	\$16,800