



Dual Roles and Remuneration of Elected Officials

Enacted under the *Government Law*

TNR 28/2016

Enacted September 29, 2016

Amended September 1, 2021

Amended March 26, 2025

Amended December 10, 2025

A stylized, handwritten signature in black ink, consisting of a large, flowing loop followed by a horizontal stroke.

Hegus John Hackett

Deposited in the Tla'amin Registry

December 10, 2025

A stylized, handwritten signature in black ink, consisting of a large, flowing loop followed by a horizontal stroke.

Signature of Law Clerk

DUAL ROLES AND REMUNERATION OF ELECTED OFFICIALS REGULATION

TABLE OF CONTENTS

1	Authority	2
2	Definitions	2
3	Dual Roles and Key Considerations for Hegus.....	2
4	Dual Roles and Key Considerations for Members of Executive Council	2
5	Dual Roles and Key Considerations for Legislators	3
6	Rate of pay for Hegus	3
7	Rate of pay for Executive Council member	3
8	Legislator Stipend	3
9	Annual reporting on remuneration.....	4
10	Adjustments to remuneration	4
11	Payment of remuneration	4
12	Adjustments to remuneration if a member of Executive Council is employed by the Tla'amin Nation or a Tla'amin Entity.....	5
13	Commencement	5

1 Authority

- 1.1 This Regulation is made pursuant to the *Government Law*. [Amended March 26, 2025] ¹

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*; and

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. [Amended March 26, 2025] ²
- 4.2 An employee of the Tla’amin Nation or a Tla’amin Entity is eligible to be a member of the Executive Council.

¹ The section enacted on September 29, 2016, originally read:
1.1 This **regulation** is made pursuant to the *Government Law*.
Amended March 26, 2025, to:

² The section enacted on September 29, 2016, originally read:
4.1 The office of Executive **Council**, other than the position of Hegus, is a half time position of the Tla’amin Government.
Amended March 26, 2025, to:
4.1 The office of Executive **Councillor**, other than the position of Hegus, is a half time position of the Tla’amin Government.

- 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.
- 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.

6 Rate of pay for Hegus

- 6.1 The rate of pay for the position of Hegus is set out in Schedule A. *[Amended September 1, 2025; and, March 26, 2025]*³
- 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. *[Amended September 1, 2025; and, March 26, 2025]*⁴
- 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. *[Amended September 1, 2025; and, March 26, 2025]*⁵

³ The section enacted on September 29, 2016, originally read:
6.1 The rate of pay for the position of Hegus is \$80,000 per year.
Amended September 1, 2021, to:

6.1 The rate of pay for the position of Hegus is \$112,000 per year.
Amended March 26, 2025, to:

6.1 The rate of pay for the position of Hegus is **set out in Schedule A**.
⁴ The section enacted on September 29, 2016, originally read:

7.1 The rate of pay for a member of Executive Council is \$40,000 per year.
Amended September 1, 2021, to:

7.1 The rate of pay for a member of Executive Council is \$56,000 per year.
Amended March 26, 2025, to:

7.1 The rate of pay for a member of Executive Council is **set out in Schedule A**.
⁵ The section enacted on September 29, 2016, originally read:

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 *[Amended March 26, 2025]* ⁶

- (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 work loads 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.
- 11.2 The stipend set out in section 8 is payable to Legislators on a bi-weekly basis in twenty-six equal payments throughout the year. *[Amended December 10, 2025]* ⁷

8.1 The stipend for a Legislator is \$8,000 per year.
Amended September 1, 2021, to:

8.1 The stipend for a Legislator is \$15,000 per year.
Amended March 26, 2025, to:

8.1 The stipend for a Legislator is **set out in Schedule A**.

⁶ The section enacted on September 29, 2016, originally read:

10.1 This **regulation** is made pursuant to the *Government Law*.

Amended March 26, 2025, to:

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

⁷ The section enacted on September 29, 2016, originally read:

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

Amended December 10, 2025, to:

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%. *[Amended March 26, 2025]*⁸

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. *[Amended March 26, 2025]*⁹

13 Commencement

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

11.2 The stipend set out in section 8 is payable to Legislators **on a bi-weekly basis in twenty-six equal payments** throughout the year. in equal payments on a monthly basis throughout the year.

The amendment was ordered to become effective upon the first pay period in 2026 (December 21, 2025 – January 9, 2026, payable on January 9, 2026).

⁸ Amended March 26, 2025. The reference to “section 7.1” was changed to “Schedule A of this Regulation”

⁹ Amended March 26, 2025. The reference to “section 7.1” was changed to “Schedule A of this Regulation”.

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