



MILLE LACS BAND OF OJIBWE
Executive Branch of Tribal Government

EXECUTIVE ORDER 157-08

An Executive Order for the Establishment of a Salary Scale for Appointed Officials.

WHEREAS, pursuant to Mille Lacs Band Statute 4 MLBSA § 6 (e), the Chief Executive is authorized to issue Executive Orders on any subject matter within the Executive Branch of government pursuant to the authority conferred by Band Statute; and

WHEREAS, pursuant to Mille Lacs Band Statute 4 MLBSA §§ 4 and 7 (i), the Chief Executive is authorized to take such measures as he deems necessary to prevent any harm from occurring to any program under his jurisdiction; and

WHEREAS, pursuant to Mille Lacs Band Statute 4 MLBSA § 6 (m), the Chief Executive may make rules and policies consistent with the provisions of Band Statute; and

WHEREAS, there is a need for revising any scale which was promulgated prior to this Executive Order for the uniform and equitable administration of salaries of appointed officials.

NOW THEREFORE, BE IT ORDERED, that this amended salary scale be adopted for the administration of salaries for Mille Lacs Band appointed officials which is attached hereto as Exhibit A to this Order and made part hereof by reference thereto; and

NOW THEREFORE, BE IT FURTHER ORDERED, this Executive Order repeals and replaces any and all Band policies on the same subject.

Dated this // day of November, 2008.

Herb Weyaus, Interim Chief Executive

Expiration Date: None.

APPROVED AS TO FORM,
EXECUTION AND NUMBERING.

Rjay Brunkow
Solicitor General

OFFICIAL SEAL OF THE BAND

DISTRICT I

43408 Oodena Drive • Onamia, MN 56359
(320) 532-4181 • Fax (320) 532-4209

DISTRICT II

36666 State Highway 65 • McGregor, MN 55760
(218) 768-3311 • Fax (218) 768-3903

DISTRICT IIA

2605 Chiminising Drive • Isle, MN 56342
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DISTRICT III

45749 Grace Lake Road • Sandstone, MN 55072
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URBAN OFFICE

1433 E. Franklin Avenue, Ste. 7c • Minneapolis, MN 55404
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Exhibit A **Appointed Officials Salary Scale**

Years of Service	1	2-	3	4	5	6	7	8	9-10
Step 1	\$ 77,088	\$ 80,171	\$ 83,378	\$ 86,713	\$ 90,182	\$ 93,789	\$ 97,541	\$ 101,442	\$ 105,500
Step 2	\$ 85,682	\$ 89,109	\$ 92,673	\$ 96,380	\$ 100,235	\$ 104,245	\$ 108,415	\$ 112,751	\$ 117,261
Step 3	\$ 95,179	\$ 98,986	\$ 102,946	\$ 107,064	\$ 111,346	\$ 115,800	\$ 120,432	\$ 125,249	\$ 130,259
Step 4	\$ 105,755	\$ 109,985	\$ 114,385	\$ 118,960	\$ 123,718	\$ 128,667	\$ 133,814	\$ 139,166	\$ 144,733

- Step 1: Experience, High School, Vocational Technical School, AA Degree
- Step 2: Experience, Bachelor of Arts, Bachelor of Science
- Step 3: Experience, Masters
- Step 4: Experience, Ph.D., J.D., C.P.A

Increase is based on Cost-Of-Living Adjustments (COLA) from 1999 to 2007. The current Administration Executive Officers started at \$ 60,000.

Only the number of years of service as an Executive Officer are counted. Other time spent as an employee of the Band does not raise their salary level.

Executive Officers do not have to wait any period of time before being eligible for any of the Band's benefits packages.

There may be instances where the market for an Executive Officer position is paying a higher salary than this scale provides for. The Chief Executive has the discretion in such instances to pay a market competitive salary.