

Report to the Cherokee Nation Tribal Council
From the Cherokee Nation Citizens Compensation Committee,
In accordant with Legislative Act 40-07 of the Cherokee Constitution
January 12, 2011

Members

The Honorable Robin W. Adair - Chairman (Muskogee, Ok.)

Robin Flint Ballenger (Tulsa, Ok)

Timothy D. Brown (Seminole, Ok.)

The Honorable A.J. Henshaw (Sallisaw, Ok.)

Michael Kelley (Edmond, Ok.)

Charge

To set guidelines by which elected Cherokee Nation Officials, specifically the Principal Chief, Deputy Chief and members of the Tribal council will be compensated.

Procedure

The four members appointed to this committee by the Principal Chief (Robin Adair and Robin Ballenger) and by the Tribal council (Tim Brown and Michael Kelley) met by teleconference on January 5, 2011 to unanimously appoint our fifth member, The Honorable A.J. Henshaw, retired Judge. Upon Mr. Henshaw's acceptance, we convened in person at noon on January 12, 2011 at the Council House in Tahlequah, and met well into the afternoon.

We closely examined comparative data for Oklahoma State and local officials, other tribes and governmental entities as well as the private sector and other relevant market information. We reviewed the duties and time commitments of the Chiefs and Council members and carefully weighed the financial and practical responsibilities with which they are charged. With the help of Mr. Doug Evans, the executive director of financial oversight for the Nation, we sought to gain an understanding of the financial status of the Nation and its growth and progress over the last decade.

This Committee feels strongly that our Cherokee Nation elected officials hold positions of great and grave responsibility as they govern the country's second largest Indian tribe. The Cherokee Nation has

an enormous economic and cultural impact on our state and region. The Council specifically is charged with nearly a \$600 million budget and oversight of many vital services for our people. The Council is the Voice of our citizenry, and its members deserve a salary that will attract the quality of Council members that will safeguard our strength and growth. It is time to compensate our elected officials in accordance with their value to the Nation.

Recommendations

After deliberations, the committee unanimously agreed on our findings. We respectfully submit the following salary recommendations.

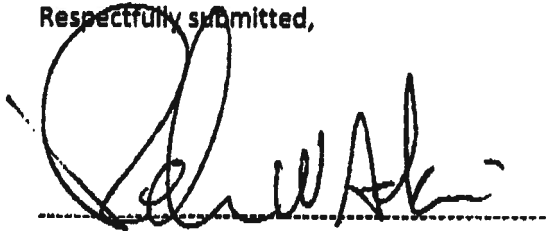
The vehicle allowance currently in force shall be discontinued.

The Committee unanimously recommends an 11% annual increase each year for the next four years for the Members of the Council, Deputy Chief and the Principal Chief of the Cherokee Nation. Please find enclosed chart.

Each of the committee members greatly values our Cherokee Citizenship and we appreciate this opportunity to be of service to the Cherokee Nation.

The committee wishes to thank Shelli Brittain and Doug Evans for their assistance through our deliberations.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin W. Adair", is written over a horizontal dashed line. The signature is fluid and cursive.

The Honorable Robin W. Adair, Chairman

ATTACHMENT A

SALARY CHART

Council Member	Current: \$36,450.00
	1st Year: \$40,459.05
	2nd Year: \$44,910.05
	3rd Year: \$49,850.15
	4th Year: \$55,333.67
Deputy Chief	Current: \$57,241.60
	1st Year: \$63,538.18
	2nd Year: \$70,527.38
	3rd Year: \$78,825.39
	4th Year: \$86,896.78
Chief	Current: \$112,444.00
	1st Year: \$124,812.84
	2nd Year: \$138,542.25
	3rd Year: \$153,781.90
	4th Year: \$170,697.91

01/25/2011

Cherokee Nation

Re: Additional Report of Compensation Commission

After filing the initial report of the compensation committee of the Cherokee Nation, it was brought to my attention that that report did not include a recommendation for office of speaker of the council. Making its initial recommendations for its report to the council the committee relied in large measure on previous recommendations made by previously seated committees. I have been informed that the position of speaker did not exist when those prior committees made their recommendation and since the position of speaker was not mentioned in those prior reports this committee did not make a recommendation initially.

This oversight was inadvertent by the committee and the committee met by telephone conference call on January 21st, which was the earliest time that a quorum could be assembled to discuss this issue. All members of the committee were present at the January 21st telephone conference except for Mr. Michael Kelly who has been informed of our actions by e-mail.

After reviewing the duties and responsibilities of the speaker and the compensation given to the speaker of the Oklahoma State House of Representatives and the speaker of other state legislative bodies, the committee finds that the persons granted this office customarily receive additional compensation above that of a member of a legislative body. Anywhere between 20% and 50%. It is the unanimous recommendation of the participants of the telephone conference that our speaker receive a stipend equal to 1/3 of the compensation level of a member of the council. We feel this will adequately reflect the additional duties and responsibilities of the speaker and we urge this council to follow our recommendation.

Respectfully Submitted,



Robin W. Adair

Chairman on behalf of the Compensation Committee