

## **MEMORANDUM**

**TO: Cherokee Nation Tribal Council**

**FR: Cherokee Nation Citizens Compensation Committee members –**  
Adair, Larry  
Barger Johnson, Jennifer  
Haley, Joe  
Jett, Shane  
Ketcher, John

**DA: 31 January 2008**

**RE: Salary Recommendation, elective term beginning**

On January 16, 2008, newly-appointed members of the Cherokee Nation Citizens Compensation Committee, Larry Adair, Shane Jett, John Ketcher, and Jennifer Barger Johnson met by teleconference for the first time. Pursuant to Cherokee Nation Legislative Act 40-07, §5 (D), the first order of business was to appoint a fifth member to the Committee. By unanimous vote of all four members present, Joe Haley of Muskogee was selected.

Pursuant to Cherokee Nation Legislative Act 40-07, §5 (D), the Citizens Compensation Committee considered all relevant comparative market compensation levels, including available compensation information of other Tribal Governments, state and local governments, and the private sector, along with data from the U.S. Department of Labor's Bureau of Labor Statistics, and all other relevant market information. The Citizen's Compensation Committee respectfully submits the following recommendation:

- 1) **Tribal Council** – a 5 percent per year salary increase for all duly elected Tribal Council members, commencing with August 14, 2008, and continuing on August 14<sup>th</sup> of each subsequent year of the 2007 elective term;
- 2) **Deputy Principal Chief** – a 5 percent per year salary increase for the duly elected Deputy Principal Chief, commencing with the elected term beginning August 14, 2008, and continuing on August 14<sup>th</sup> of each subsequent year of the 2007 elective term; and
- 3) **Principal Chief** – a 5 percent per year salary increase for the duly elected Principal Chief, commencing with the elected term beginning August 14, 2008, and continuing on August 14<sup>th</sup> of each subsequent year of the 2007 elective term.

In recognition of the foregoing, the Citizens Committee believes that the recommended increase of 5 percent for all duly elected tribal officials represents a fair and equitable base salary for the Cherokee Nation of Oklahoma's elected

tribal officials. Overall, the 5 percent proposed increase would still be less than the base salary increase reflected for the years 2003 through 2006 for state and local government, private industry, and civilian employment, and is also less than projected increases for 2007.

Presently, the base salary for Cherokee Nation Tribal Council members is nearly 6.5 percent less than their counterparts in other tribes, and the recommended increase for 2008-2009 would only still place those salaries at 1.802 percent less than the average of the comparables. Similarly, the Deputy Principal Chief of the Cherokee Nation receives 28.406 percent less than other Deputy (or Vice) Chiefs/Governors/Presidents, and the recommended 2008-2009 increase would still be 24.827 percent less than the counterpart offices of the comparatives. While the Principal Chief of the Cherokee Nation currently receives 5.343 percent less than other Chiefs/Governors/Presidents. Under the proposed increase this office would move to merely 0.610 percent less than the counterpart tribal offices (see chart below).

**Comparative Data:**

**1) U.S. Department of Labor, Bureau of Labor Statistics Average Base Salary Percentage Increase (2003 through 2006):**

- a. **State and Local Government** = **3.65%**
- b. **Private Industry** = **3.60%**
- c. **Civilian** = **3.61%**

**2) Hewitt Associates Survey, Projected Executive Base Salary Increase for Large Organizations (2007) = 3.70%**

**3) Comparative Base Salary Averages:**

	<b>Chief</b>	<b>Deputy Chief</b>	<b>Tribal Council</b>
2007 Average of Comparative Tribes/Governments <sup>1</sup>	\$118,790.75	\$79,953.30	\$38,975.00

**4) 2008-2009 Proposed Cherokee Nation Base Salary/Increase:**

Proposed Salary for August 14, 2008 through August 13, 2009	\$118,066.20	\$60,103.68	\$38,272.50
Proposed Salary Change %	+5%	+5%	+5%

<sup>1</sup> Average was taken by using the actual known salaries of positions. Those tribes with variable salaries (based upon scale or per meeting) were excluded for sake of certainty.

**5) Comparisons to Average:**

2007-2008 Current Salary Compared to 2007 Average	<b>-\$6,346.75</b>	<b>-\$22,711.70</b>	<b>-\$2,525.00</b>
<b>% Difference from Average</b>	<b>-5.343%</b>	<b>-28.406%</b>	<b>-6.479%</b>
2008-2009 Proposed Salary Compared to 2007 Average	<b>-724.55</b>	<b>-\$19,849.62</b>	<b>-\$702.50</b>
<b>% Difference from Average</b>	<b>-0.610%</b>	<b>-24.827%</b>	<b>-1.802%</b>

**6) 2009-2010 Proposed Cherokee Nation Base Salary/Increase:**

Proposed Salary for August 14, 2009 through August 13, 2010	\$123,969.51	\$63,108.86	\$40,186.13
Proposed Salary Change % from 2008-2009 to 2009-2010	+5%	+5%	+5%

**7) 2010-2011 Proposed Cherokee Nation Base Salary/Increase:**

Proposed Salary for August 14, 2010 through August 13, 2011	\$130,167.99	\$66,264.31	\$42,450.00
Proposed Salary Change % from 2009-2010 to 2010-2011	+5%	+5%	+5%

**8) 2011-2012 Proposed Cherokee Nation Base Salary/Increase:**

Proposed Salary for August 14, 2011 through August 13, 2012	\$136,676.38	\$69,577.52	\$44,305.20
Proposed Salary Change % from 2010-2011 to 2011-2012	+5%	+5%	+5%

### 9) Raw Data from other tribes/governmental entities

<b>Name</b>	<b>Chief</b>	<b>Deputy Chief</b>	<b>Council Members</b>
State of Oklahoma	110,299.00	\$85,500.00	\$38,400.00
Cherokee Nation	\$112,444.00	\$57,241.60	\$36,450.00
Cheyenne-Arapaho Tribes of OK	\$50,000.00	\$35,000.00	\$50,000.00
Chickasaw Nation	\$550,000.00	\$300,000.00	\$20,000.00-\$92,656.00
Comanche Nation	\$40,000.00		\$18,000.00
Muscogee (Creek) Nation	\$100,000.00	\$60,000.00	\$35,000.00
Ft Sill Apache Tribe	\$115,800.00		
Osage Nation	\$95,000.00		\$56,000.00
Pawnee Tribe	\$33,155.20	\$19,884.80	\$19,884.80/\$14,284.80
Sac & Fox Nation	\$60,000.00	\$47,000.00	\$41,000.00/\$35,000.00
Seminole Nation	\$40,000.00	\$35,000.00	\$125 per meeting
Thlopthlocco Tribal town	\$10 Hourly/\$250 per meeting	\$10 Hourly/\$250 per meeting	\$250 per meeting
Wyandotte Nation	\$74,693-\$94,016	\$68,140-\$85,467	\$50 per meeting
Miami Tribe	Cannot give out the information per phone call with Charla Gibson		
Pottawatomie Nation	Cannot give out the information		
United Keetoowah Band	Cannot give out the information		
Iowa Tribe of OK	Cannot give out the information		
Caddo Nation	Cannot give out the information		
Choctaw Nation	Cannot give out the information per email from Cindy Matson, 1/3/08		