



# TAKLA NATION

HEALTH ■ PROSPERITY ■ TRADITION

## TAKLA NATION Elected Official Severance Policy

### Policy Statement

Takla Nation will provide a defined severance package to any elected official whose term expires, who resigns from public office in good standing, chooses not to run again, or is defeated in an election.

### Purpose/Rationale

Takla Nation elected officials are full-time employees of the Nation, carrying full workloads defined either as Chief, as a Councillor with defined responsibility and accountability. The responsibilities of Council members have evolved rapidly in the past few years to include extensive requirements for external engagement, negotiation and the management of substantial own-source revenues on behalf of the Nation. Current Council are all full-time in their roles.

All elected officials make the difficult choice to give up their original employment and income to serve the Nation. A Council severance package respects the service of those who leave elected service in good standing or who lose in an election to transition effectively to the next stage of their lives.

### Principles

- Traditional respect for services
- Fair
- Equitable
- Transparent

### Scope/Limitations

Within the requirements of the Takla Nation Election Code, the Leadership Policy:

- This policy is effective immediately on approval by Council;
- This policy is not retroactive;
- An elected official who is removed from Council for just cause is not entitled to severance;
- An elected official who is no longer serving on Council and is the successful candidate for a Takla Nation employment position is entitled to severance for the Council service;
- If a member of Council dies, the severance allowance will be paid to his/her estate, in a lump sum.

### Definitions:

**Severance:** Money, exclusive of wages, vacation pay etc., paid by an employer to an employee whose job the employer has chosen to bring to an end, or to an elected official whose fixed term of service has ended.

**Elected official:** An individual duly elected under the Takla Nation Custom Election Code.

**POLICY APPROVAL SUMMARY**

Approved by: Takla Nation Council  
Original approval date: May 7, 2019  
Latest approval date:

## Elected Official Severance Procedures

In conjunction with the Elected Official Severance Policy, these procedures outline how Takla Nation provides financial support for elected officials who retire, choose not to run again, or are not re-elected.

### Procedures

Elected officials have fixed term employment contracts with Takla Nation (new)

Reason for Departure	Amount of Severance Pay
Completion of term: One term – four (4) years	5 months pay
Two or more consecutive terms – eight (8) years or more	6 months pay + one month for every additional year after eight (8) years
Resignation	Pro-rated depending on the length of time served
Removal from office	None
Death	Same as completion of term

Severance is paid out in a lump sum when the term of the elected official is over, meaning that he or she has chosen not to run for re-election, or was unsuccessful in his or her bid to be re-elected. Terms must be consecutive.

If an elected official serves and is paid during his/her term on a part-time basis, the severance will be an averaged amount of the part-time pay based on the past six (6) months of service.

If a member of Council passes, the severance allowance will be paid to his/her estate, in a lump sum.

#### PROCEDURE APPROVAL SUMMARY

Approved by: Takla Nation Council  
Original approval date: May 7, 2019  
Latest approval date: