WAKANAKISING ODAWAK STATUTE
AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010
FAIR EMPLOYMENT

SECTION I. REPEAL

SECTION XI. EMPLOYEE LIVING WAGES

A. In order to maintain a minimum standard of living necessary for health, efficiency and general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of Odawa Indians has set forth the following to establish a LTBB Living Wage that is set at $10.50 per hour:

1. $8.25 an hour, beginning three months after the legislation is enacted.

2. $9.25 an hour, beginning one year after the legislation is enacted.

3. $10.50 an hour, beginning two years after the legislation is enacted.

4. Starting the third year after the legislation is enacted, the Living Wage will be adjusted annually by the beginning of the fiscal year, based on the Federal Consumer Price Index. Such living wage will be approved by Resolution by the Tribal Council.

SECTION II. REPLACE

SECTION XI. EMPLOYEE LIVING WAGES

A. In order to maintain a minimum standard of living necessary for health, efficiency and general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of Odawa Indians has set forth the following to establish a LTBB Living Wage:

1. The LTBB Living Wage shall be based on based on the formula from the United States Department of Agriculture (USDA) and Native American Housing Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market Rent price as found at Rentdata.org, an independent organization.

2. The basis of the formula is the rent for an average 2 to 3-bedroom rental housing, multiplied by twelve (12) months in a year, divided by thirty (30) percent, divided by standard hours of 2080 per year, sets the a LTBB Living Wage.

3. In 2018, Fair Market Rent for a two-bedroom apartment in Emmet County is $832 per month and a three-bedroom apartment was $1,064, creating an average rent of $948.00. The previous year (2017), rent for a two-bedroom home was $800 per month and a three-bedroom apartment was $1,001, creating an average rent of $900.50. This is a 5.3% increase year-over-year in the average of two and three-bedroom apartments.

4. The LTBB Living Wage shall be $11.50 an hour, and shall begin at the next fiscal year, January 1st, after the enactment of this amendment.

5. The following Fiscal Year the LTBB Living Wage shall be $12.71 an hour.

6. The Fiscal Year following the LTBB Living Wage shall be $13.98.

7. Each fiscal year thereafter the LTBB Living Wage shall increase by 10% until it reaches the amount of $18.23 an hour or meets the amount established by using the formula as set in this subsection.

8. The LTBB Living Wage adjustment shall be automatic and shall continue each fiscal year until this Amendment is either repealed or replaced.

CERTIFICATION