

RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(Approving a FY 00 Salary Adjustment appropriation for the Tohono O'odham
Nation Police Department)

RESOLUTION NO. 2000-172

1 **WHEREAS, the Tohono O'odham Nation with a land base of 2.8 million acres and a population**
2 **of 23,000 members contracts to provide its own Law Enforcement, Corrections, and**
3 **Ranger programs; and**

4 **WHEREAS, providing law enforcement and related public safety services is recognized as a**
5 **critical function of the sovereign Tohono O'odham Nation Government; and**

6 **WHEREAS, it is recognized that the Tohono O'odham Nation Police Department must attract**
7 **and retain qualified and trained staff to perform its various public safety missions;**
8 **and**

9 **WHEREAS, the Tohono O'odham Nation Police Department's Officers, Rangers, Corrections**
10 **Officers and staff are required to accept a number of unique challenges such as the**
11 **need to be familiar and conversant with three different and distinct criminal justice**
12 **systems: Tribal, Federal, and Arizona State; and**

13 **WHEREAS, it is understood that ongoing vacant Police Department personnel positions have**
14 **a negative impact on the level of service that can be delivered to the individual**
15 **communities of the Nation; and**

16 **WHEREAS, it is acknowledged that part of the solution to filling vacant positions and keeping**
17 **experienced staff is providing a salary and benefits package that is more**
18 **competitive with other regional public safety organizations; and**

19 **WHEREAS, the Gila River Indian Nation Police Department is a regional agency who's multi**
20 **disciplinary public safety mission and work environment most closely resembles**
21 **the nature and scope of work accomplished by the Tohono O'odham Nation Police**
22 **Department; and**

23 **WHEREAS, the salary structure of the Gila River Indian Nation Police Department at the time**
24 **of this resolution is neither at the top nor at the bottom of the regions public safety**
25 **salary range but is higher than that of the Tohono O'odham Nation Police**
26 **Department; and**

27 **WHEREAS, there is also a need to provide compensation and incentive to Police Officers who**
28 **achieve additional training and certifications that permit them to provide technical**

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1 or specialized services above and beyond those that are expected of a regular Police
2 officer; and

3 **WHEREAS,** the ability for the Police Department to hire "lateral Officers", or those that already
4 have experience and State Certification, could be better facilitated by allowing a
5 budgetary or accounting mechanism to permit offers of employment to
6 experienced applicants at a salary rate greater than that normally offered an
7 untrained, uncertified, or inexperienced individual.

8 **NOW, THEREFORE, BE IT RESOLVED** by the Tohono O'odham Legislative Council that it hereby
9 authorizes the following:

- 10 1. **The base salary of Tohono O'odham Nation Commissioned Police Officers shall**
11 **be the equivalent of that of their respective ranks at the Gila River Indian**
12 **Nation Police Department at the time of this resolution.**
- 13 2. **The base salary of a newly appointed Tohono O'odham Nation basic Ranger**
14 **shall be the equivalent of the current base salary of the existing current full**
15 **salaried step one Tohono O'odham Nation Detention Officer.**
- 16 3. **The base salary of a newly appointed Tohono O'odham Nation basic Ranger**
17 **Sergeant shall be the equivalent of the current base salary of a full salaried step**
18 **one Tohono O'odham Nation Detention Sergeant.**
- 19 4. **The Base Salary of a Tohono O'odham Nation Police Department Detention**
20 **Officer shall be the equivalent of the base salary of a starting Pima County**
21 **Sheriff's Department Corrections Officer.**
- 22 5. **The base salary of a Tohono O'odham Nation Police Department Detention**
23 **Sergeant shall be the equivalent of the base salary of a Pima County Sheriff's**
24 **Department Corrections Sergeant or at least seven and one half percent more**
25 **than their pre promotion salary as a Detention Officer.**
- 26 6. **The base salary of a Tohono O'odham Nation Police Department Detention**
27 **Lieutenant, also known as the Assistant Corrections Administrator, shall be the**
28 **equivalent of the base salary of a Pima County Sheriff's Department**
29 **Corrections Lieutenant or at least seven and one half percent more than their**

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- 1 **pre promotion salary as a Detention Sergeant.**
- 2 **7. The base salary of a Tohono O'odham Nation Police Department's Corrections**
- 3 **Administrator shall be the equivalent of the base salary of a Pima County**
- 4 **Sheriff's Department Corrections Captain.**
- 5 **8. The base salary of a Tohono O'odham Nation Police Department Evidence**
- 6 **Technician shall be five percent greater than that of a Pima County Sheriff's**
- 7 **Department Lead Evidence Technician.**
- 8 **9. The base salary of a Tohono O'odham Nation Police Department Dispatcher**
- 9 **shall be the equivalent of a Pima County Sheriff's Department Dispatcher.**
- 10 **10. The base salary of a Tohono O'odham Nation Police Department Dispatch**
- 11 **Supervisor shall be the equivalent of a Pima County Sheriff's Department**
- 12 **Dispatch Supervisor.**
- 13 **11. The base salary of a Tohono O'odham Nation Police Department Senior**
- 14 **Accountant shall be the equivalent of a Pima County Sheriff's Department**
- 15 **Financial Administrator.**
- 16 **12. The base salary of a Tohono O'odham Nation Police Department**
- 17 **Receptionist shall be the equivalent of a Pima County Sheriff's Department**
- 18 **Office Support II.**
- 19 **13. The base salary of a Tohono O'odham Nation Police Department Records Clerk**
- 20 **shall be the equivalent of a Pima County Sheriff's Department Office Support**
- 21 **Specialist III.**
- 22 **14. The base salary of a Tohono O'odham Nation Police Department Records**
- 23 **Supervisor shall be the equivalent of a Pima County Sheriff's Department Office**
- 24 **Support Specialist IV.**
- 25 **15. The base salary of a Tohono O'odham Nation Police Department Building and**
- 26 **Grounds Worker shall be the equivalent of a Pima County Sheriff's Department**
- 27 **Senior Corrections Custodian.**
- 28 **16. The base salary of a Tohono O'odham Nation Police Department Corrections**
- 29 **Cook shall be the equivalent of a Pima County Sheriff's Department**

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1 **Corrections Cook.**

2 **17. The base salary of a Tohono O'odham Nation Police Department Corrections**
3 **Cook Supervisor shall be the equivalent of a Pima County Sheriff's Department**
4 **Senior Corrections Cook.**

5 **18. Non-Probationary Police Officers are eligible to receive a maximum of two**
6 **Specialty Incentive Compensation Pay units of which one unit shall consist of**
7 **Sixty dollars per month per Specialty as recommended by the Chief of Police**
8 **and approved by the Domestic Affairs Oversight Committee.**

9 **NOW, THEREFORE, BE IT RESOLVED by the Tohono O'odham Legislative Council that the amount**
10 **of \$566,419.45 has been identified as the funding required to implement the salary**
11 **adjustment for the last five months of the 2000 budget year.**

12 **BE IT FURTHER RESOLVED that the amount of \$37,200.00 has been identified as the funding**
13 **required to implement Specialty Incentive Pay for the last five months of the 2000**
14 **budget year.**

15 **BE IT FURTHER RESOLVED that the above listed salary adjustments be made to each affected**
16 **employee by adding the difference between their existing Tohono O'odham Nation**
17 **Police Department base salary and newly proposed base salary to each employee's**
18 **current rate so as to account for existing longevity and seniority.**

19 **BE IT FURTHER RESOLVED that a line item within the Tohono O'odham Nation Police**
20 **Department's 01-1090 account shall be created to accommodate the Specialty**
21 **Incentive Pay.**

22 **BE IT FURTHER RESOLVED that the Accounting Office shall develop an appropriate mechanism**
23 **to be included in the 2001 budget that will permit the TOPD to hire lateral Police**
24 **Officers at a pay rate commensurate with their experience.**

25 **BE IT FURTHER RESOLVED that because of anticipated salary surplus in the Police Department**
26 **2000 budget due to vacant positions, the amount to be appropriated to implement**
27 **this resolution to be effective on May 01, 2000 is \$256,201.**

28 **BE IT FINALLY RESOLVED that the source of funds will be appropriated from the 1998 Audit**
29 **Identified savings.**

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The foregoing Resolution was passed by the Tohono O'odham Legislative Council on the 27TH Day of APRIL, 2000 at a meeting at which a quorum was present with a vote of 1,598.0 FOR; 567.5 AGAINST; -0- NOT VOTING; and [06] ABSENT, pursuant to the powers vested in the Council by Section 1 (d)(2) of Article VI of the Constitution of the Tohono O'Odham Nation, adopted by the Tohono O'Odham Nation on January 18, 1986; and approved by the Acting Deputy Assistant Secretary - Indian Affairs (Operations) on March 6, 1986, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

1st day of May, 20 00

ATTEST:



Julianna Saraficio, Acting Legislative Secretary

27 day of April, 20 00.

Said Resolution was submitted for approval to the office of the Chairman of the Tohono O'Odham Nation on the 1st day of May, 20 00 at 11:47 o'clock, A.M., pursuant to the provisions of Section 5 of Article VII of the Constitution and will become effective upon his approval or upon his failure to either approve or disapprove it within 48 hours of submittal.

TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

APPROVED

on the 3rd day of May, 20 00

DISAPPROVED

at 11:24 o'clock, A.M.



EDWARD D. MANUEL, Chairman
TOHONO O'ODHAM NATION

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Returned to the Legislative Secretary on the 03 day of

May, 20 00, at 11:37 o'clock, A.M.



Julianna Saraficio, Acting Legislative Secretary

ACTION: APPROVING A FY 00 SALARY ADJUSTMENT APPROPRIATION FOR THE TOHONO O'ODHAM NATION POLICE DEPARTMENT

MOVED: COUNCILWOMAN FRANCES MIGUEL

SECOND: COUNCILMAN TONY BURRELL

DATE: APRIL 27, 2000

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
SIF Oidak 171.8	1. MARY ANN ANTONE (Darlene Andrew)	85.9	X			
	2. RITA MARTINEZ (Nicholas Jose)	85.9	X			X
SELLS 372.7	1. DENNIS E. JOSE ()	186.35		X		
	2. EVELYN JUAN ()	186.35		X		
SCHUK TOAK 133.4	1. MARY FLORES ()	66.7	X			
	2. AMBROSE ENCINAS ()	66.7		X		
SAN XAVIER 165.9	1. TONY BURRELL ()	82.95	X			
	2. DENNIS RAMON ()	82.95	X			
BABOQUIVARI 286.5	1. FRANCES MIGUEL ()	143.25	X			
	2. FRANCES G. ANTONE (Edward N. Kisto)	143.25	X			X
GU ACHI 209.6	1. CAMILLUS LOPEZ (Louis Johnson)	104.8	X			
	2. ALEX J. RAMON ()	104.8	X			
PISINEMO 156.8	1. BARBARA SALVICIO (Alex Antone)	78.4	X			
	2. JOHNSON JOSE ()	78.4	X			
SAN LUCY 128.1	1. ALBERT MANUEL, JR. ()	64.05		X		X
	2. GLORIA RAMIREZ ()	64.05		X		
GU VO 160.0	1. FERN SALCIDO ()	80.0	X			X
	2. GLORIA MONTANA (Phillip Antone)	80.0	X			
HICKIWAN 158.1	1. ALEX JOSE (Shirley Santos)	79.05	X			
	2. LLOYD FRANCISCO (Susan Sam)	79.05	X			X
CHUKUT KUK 222.6	1. KENNETH WILLIAMS ()	111.3	X			
	2. DAVID GARCIA (Mary Audrey Juan)	111.3	X			X
TOTAL		2,165.5	1,598.0	567.5	-0-	[06]

**PASSED VOTES