

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. 2000-217

- 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, and certain**
10 **other staff are required to accept a number of unique challenges such as the need**
11 **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's Corrections**
20 **Administrator shall be the equivalent of the base salary of a Tohono O'odham**
21 **Police Lieutenant after this adjustment, to make the position competitive with**
22 **salaries available at similar facilities.**
- 23 5. **The base salary of a Tohono O'odham Nation Police Department Evidence**
24 **Technician shall be five percent greater than that of a Pima County Sheriff's**
25 **Department Lead Evidence Technician.**
- 26 6. **Non-Probationary Police Officers are eligible to receive a maximum of two**
27 **Specialty Incentive Compensation Pay units of which one unit shall consist of**
28 **Sixty dollars per month per Specialty as recommended by the Chief of Police**
29 **and approved by the Director of Public Safety.**

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1 **BE IT FURTHER RESOLVED** that the amount of \$512,730.34 has been identified as the funding
2 required to implement the salary adjustment for the last five months of the 2000
3 budget year.

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

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

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

14 **BE IT FURTHER RESOLVED** that the Human Resources Office of the Nation shall institute an
15 appropriate mechanism that will permit the TOPD to hire lateral Police Officers at
16 a pay rate commensurate with their experience.

17 **BE IT FINALLY RESOLVED** that the source of funds will be appropriated from the FY 1998 Audit
18 savings.

19
20 The foregoing Resolution was passed by the Tohono O'odham Legislative Council on the 05TH
21 Day of MAY, 2000 at a meeting at which a quorum was present with a vote of 1,213.2 FOR; 794.2
22 AGAINST; 158.1 NOT VOTING; and [07] ABSENT, pursuant to the powers vested in the Council by
23 Section 1 (d)(2) & (3) of Article VI of the Constitution of the Tohono O'Odham Nation, adopted by
24 the Tohono O'Odham Nation on January 18, 1986; and approved by the Acting Deputy Assistant
25 Secretary - Indian Affairs (Operations) on March 6, 1986, pursuant to Section 16 of the Act of June
26 18, 1934 (48 Stat. 984).

27
28 **TOHONO O'ODHAM LEGISLATIVE COUNCIL**

29
30 
31 _____
32 **Dennis Ramon, Legislative Chairman**

33
34 8th day of May, 2000
35

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ATTEST:

Julianna Saraficio

Julianna Saraficio, Acting Legislative Secretary

05th day of May, 20 00.

Said Resolution was submitted for approval to the office of the Chairman of the Tohono O'Odham Nation on the 8th day of May, 20 00 at 5:05 o'clock, P.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

Dennis Ramon, Legislative Chairman

APPROVED

on the 10th day of May, 20 00

DISAPPROVED

at 1:27 o'clock, P.M.

Edward D. Manuel

**EDWARD D. MANUEL, Chairman
TOHONO O'ODHAM NATION**

Returned to the Legislative Secretary on the 10th day of

May, 20 00, at 3:10 o'clock, P.M.

Julianna Saraficio

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: COUNCILWOMAN MARY ANN ANTONE

DATE: MAY 05, 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			
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			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			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		
	2. GLORIA MONTANA (Phillip Antone)	80.0		X		X
HICKIWAN 158.1	1. ALEX JOSE (Shirley Santos)	79.05			X	X
	2. LLOYD FRANCISCO (Susan Sam)	79.05			X	
CHUKUT KUK 222.6	1. KENNETH WILLIAMS ()	111.3	X			X
	2. DAVID GARCIA (Mary Audrey Juan)	111.3	X			
TOTAL		2,165.5	1,213.2	794.2	158.1	[07]

****PASSED VOTES**