

RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(The Executive Branch Wage/Salary Compensation Administration for FY 2001, effective
October 01, 2000)

RESOLUTION NO. 2000-354

1 **WHEREAS, the Tohono O'odham Nation's Legislative Council recognizes the continuing need to**
2 **maintain a competitive salary and position classification for its employees in order**
3 **to facilitate the highest level of service delivery to members of the Tohono O'odham**
4 **Nation; and**

5 **WHEREAS, the Tohono O'odham Nation's Legislative Council did by Resolution No. 96-425,**
6 ***Approving the Classification/Compensation Plan, (the Plan) approve and adopt the***
7 **Position Classification/Compensation Plan for the benefit of the Nation's Executive**
8 **Branch employees, effective October 01, 1996; and**

9 **WHEREAS, the Plan provides that the Nation's Human Resources Office will annually review the**
10 **Position Classification Plan and report to Council any modifications and/or increases**
11 **based on market analysis, see attached report, Fiscal Year 2001 Compensation Plan**
12 **Recommendation Submitted by the Human Resources Office, Tohono O'odham**
13 **Nation, incorporated into this resolution by this reference; and**

14 **WHEREAS, published surveys and prevailing rate data indicate that a 5% increase over last year**
15 **has occurred in all job categories with corresponding pay changes occurring in the**
16 **market; and**

17 **WHEREAS, in response to the identified market adjustment the Human Resources Office**
18 **recommends the following:**

19 **The range assigned to each position be increased by two (2) ranges which is a 5%**
20 **market adjustment, therefore providing employees within their assigned steps a 5%**
21 **increase.**

22 **WHEREAS, in adopting the Plan the Nation also provides a one (1) step increase of 2.5% for**
23 **longevity in fiscal year 2001 for those employees in assigned steps 1-9 and having two**
24 **(2) years of service since their last anniversary increase or hire date as mandated in**
25 **Resolution No. 96-425; and**

26 **WHEREAS, Compensation Plan implementation costs for FY 2001 are projected as:**
27 **5% for market range adjustments:**

28	Salary	\$1,559,600.00
29	Fringe	<u>\$ 499,072.00</u>
30	Sub Total	\$2,058,672.00

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.4% for longevity step increases based on current personnel:

Salary	\$124,768.00
Fringe	\$ 39,926.00
Sub Total	\$164,694.00
Total	\$2,223,366.00

Actual costs will be budgeted by departments, as tribal and contract submittals for FY 2001 are prepared according to these guidelines. The increased cost will be born by the Nation's budget unless the grant and contract budgets can absorb the cost of the salary/wage increases.

NOW, THEREFORE, BE IT RESOLVED that the Tohono O'odham Legislative Council hereby approves and adopts the recommendations of the Human Resources Office as contained in the attached report and stated in this resolution.

The foregoing Resolution was passed by the Tohono O'odham Legislative Council on the 08th Day of AUGUST, 2000 at a meeting at which a quorum was present with a vote of 1,396.5 FOR; 769.0 AGAINST; -0-NOT VOTING; and [01] 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

9 day of August, 20 00

ATTEST:


Julianna Saraficio, Acting Legislative Secretary

08 day of August, 20 00

Said Resolution was submitted for approval to the office of the Chairman of the Tohono O'Odham Nation on the 9 day of August, 20 00 at 5:10 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.

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TOHONO O'ODHAM LEGISLATIVE COUNCIL


Dennis Ramon, Legislative Chairman

APPROVED

on the 11th day of August, 20 00

DISAPPROVED

at 9:30 o'clock, A.M.


EDWARD D. MANUEL, Chairman
TOHONO O'ODHAM NATION

Returned to the Legislative Secretary on the 11th day of

August, 20 00, at 11:48 o'clock, A.M.


Julianna Saraficio, Acting Legislative Secretary

ACTION: THE EXECUTIVE BRANCH WAGE/SALARY COMPENSATION ADMINISTRATION FOR FY 2001, EFFECTIVE OCTOBER 01, 2000

MOVED: COUNCILWOMAN MARY ANN ANTONE

SECOND: COUNCILMAN TONY BURRELL

DATE: AUGUST 08, 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			
	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			
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			
	2. GLORIA RAMIREZ ()	64.05	X			
GU VO 160.0	1. FERN SALCIDO ()	80.0	X			
	2. GLORIA MONTANA (Phillip Antone)	80.0	X			
HICKIWAN 158.1	1. SHIRLEY MOLINA ()	79.05		X		
	2. LLOYD FRANCISCO (Susan Sam)	79.05		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	1,396.5	769.0	-0-	[01]

**PASSED VOTES