

RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(The Executive Branch Wage/Salary Compensation Administration for FY 2002,
effective October 01, 2001)

RESOLUTION NO. 01-179

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. 2000-195,**
6 **approving the *Executive Branch/Human Resources Office's Request for Funding of***
7 ***a Comprehensive Classification and Compensation Study* provide for a consultant**
8 **study to recommend pay changes if needed to remain competitive; and**

9 **WHEREAS, a comprehensive market survey based on updated job descriptions and titles was**
10 **conducted by Valliant Enterprises, Inc. matching classifications to appropriate**
11 **market rates; and**

12 **WHEREAS, the Executive Branch Personnel Policies provides that the Nation's Human Resources**
13 **Office will annually review the Position Classification Plan and report to Council any**
14 **modifications and/or increases based on market analysis, see attached report from**
15 **Valliant Enterprises, Inc. (referred to as Valliant Study), reviewed and approved by**
16 **the Human Resources Office and Executive Review Committee and Chairman; and**

17 **WHEREAS, the consultants developed and presented two wage structures (one for exempt job**
18 **categories and another for non-exempt) replacing the previous salary schedule in**
19 **use; and**

20 **WHEREAS, in response to the identified market adjustments the Human Resources Office**
21 **recommends the following:**

22 **The range (now referred to as a grade) assigned to each job title be adopted as**
23 **provided in the Job Title Listing contained in Part III of the Valliant Study attached;**
24 **and**

25 **WHEREAS, an appropriate methodology for implementing the new plan has been developed, the**
26 **following will apply:**

27 **a) If the new market grade midpoint is the same or higher than the existing**
28 **midpoint, employees' assigned step numbers will be the same as their current**
29 **step numbers, allowing them to maintain their service credit (as indicated by**

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- 1 **their assigned steps) in their new pay grade with the Nation;**
- 2 **b) If the new market grade midpoint is less than the existing midpoint, the**
- 3 **employees' assigned step numbers will be higher than their current step numbers**
- 4 **to the extent required so that employees do not experience a decrease in pay**
- 5 **amounts;**
- 6 **c) If Step 11 of the new market grade is less than employees' current pay, they will**
- 7 **not receive an increase. Their pay will not be changed by longevity steps or**
- 8 **market adjustments until future changes in the compensation system allows**
- 9 **them to be paid an assigned step in their assigned grade.**

10 **WHEREAS, in adopting the Valliant Study the Nation also provides a one (1) step increase of 2.5%**
11 **for longevity in fiscal year 2002 for those employees in assigned steps 1-10 and having**
12 **two (2) years of service since their last anniversary increase or hire date as previously**
13 **mandated in Resolution No. 96-425 and newly adopted by this resolution for fiscal**
14 **year 2002; and**

15 **WHEREAS, Valliant Study and pay plan implementation costs for FY 2002 are projected as:**
16 **6.4% for market range adjustments:**

17	Salary	\$1,946,453
18	Fringe	<u>\$ 622,865</u>
19	Sub Total	<u>\$2,569,318</u>

20 **2.5% for longevity step increases based on current personnel:**

21	Salary	\$ 485,397
22	Fringe	<u>\$ 155,327</u>
23	Sub Total	<u>\$ 640,724</u>
24	Total	\$3,210,042

25 **Actual costs will be budgeted by departments, as tribal and contract budget**
26 **submittals for FY 2002 are prepared according to these guidelines. The increased cost**
27 **will be born by the Nation's budget unless the grant and contract budgets can absorb**
28 **the cost of the salary/wage increases.**

29 **NOW, THEREFORE, BE IT RESOLVED that the Tohono O'odham Legislative Council hereby approves**
30 **and adopts the recommendations of the Human Resources Office resulting from the**
31 **Valliant Study as contained in the attached report with memorandum dated April 03,**

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Returned to the Legislative Secretary on the 01 day of

May, 20 01, at 11:40 o'clock, A.M.



Julianna Saraficio, Acting Legislative Secretary

ACTION: THE EXECUTIVE BRANCH WAGE/SALARY COMPENSATION ADMINISTRATION FOR FY 2002, EFFECTIVE OCTOBER 01, 2001

MOVED: COUNCILWOMAN RITA MARTINEZ

SECOND: COUNCILWOMAN FERN SALCIDO

DATE: APRIL 26, 2001

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
SIF ODAK 171.8	1. MARY ANN ANTONE (Darlene Andrew)	85.9	X			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 ()	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			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			
TOTAL		2,165.5	2,086.45	79.05	-0-	[02]

**PASSED VOTES