

RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(The Executive Branch Direct Services Employee Compensation Adjustments for
Fiscal Year 2005, effective October 1, 2004)

RESOLUTION NO. 04-602

1 **WHEREAS, the Tohono O'odham Legislative Council recognizes the continuing need to address**
2 **market pay levels of certain job classifications; and**

3 **WHEREAS, the Executive Office identified direct service positions as requiring special review**
4 **during the budget adoption cycle; and**

5 **WHEREAS, certain Native American employers in Arizona (identified in the attached study as A**
6 **through E) are very similar to the Tohono O'odham Nation and should be used to**
7 **establish appropriate market survey comparisons; and**

8 **WHEREAS, the Human Resources Office was directed to conduct a study of certain direct service**
9 **positions that have experienced turnover and difficulty to fill since the last**
10 **compensation study was adopted by Resolution No. 01-179; and**

11 **WHEREAS, the attached "Service Worker Salary Surveys" report was prepared by the Human**
12 **Resources Office for the Chairwoman of the Tohono O'odham Nation; and**

13 **WHEREAS, implementation of these recommended pay changes will be funded during the FY05**
14 **Budget adoption process, at an estimated cost of \$157,791.23.**

15 **NOW, THEREFORE, BE IT RESOLVED that the Tohono O'odham Legislative Council hereby approves**
16 **and adopts the following grade changes:**

<u>Job Title</u>	<u>Current Grade</u>	<u>FY05 Grade (New)</u>
Home Visitor	NE09	NE15
Supervising Teacher	NE17	E04
Teacher	NE13	NE32
Teacher Aide	NE09	NE15
Community Health Representative	NE12	NE25
Health Transportation Driver	NE19	NE20
Community Home Worker	NE09	NE10

25 **BE IT FURTHER RESOLVED that the appropriation for the tribal budget portion of the cost would**
26 **be funded through the General Fund.**

27 **BE IT FINALLY RESOLVED that, to the extent the salary adjustments approved herein exceed the**
28 **20% cap on salary adjustments imposed by the Nation in 2001, the Legislative Council**
29 **hereby approves the lifting of the 20% cap for the one-time purpose of permitting the**
30 **salary adjustments referred to in this resolution, and no others.**

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Page 2 of 3

1 The foregoing Resolution was passed by the Tohono O'odham Legislative Council on the 17TH Day
2 of NOVEMBER, 2004 at a meeting at which a quorum was present with a vote of 1,328.55 FOR;
3 1,216.0 AGAINST; 85.15 NOT VOTING; and [04] ABSENT, pursuant to the powers vested in the Council
4 by Section 1 (d)(2) of Article VI of the Constitution of the Tohono O'Odham Nation, adopted by the
5 Tohono O'Odham Nation on January 18, 1986; and approved by the Acting Deputy Assistant
6 Secretary - Indian Affairs (Operations) on March 6, 1986, pursuant to Section 16 of the Act of June
7 18, 1934 (48 Stat. 984).
8

9 TOHONO O'ODHAM LEGISLATIVE COUNCIL

10 
11 _____
12 Isidro Lopez, Legislative Chairman

13
14 23 day of November, 2004

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17 ATTEST:

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19 _____
20 Julianna Saraficio, Acting Legislative Secretary

21 19 day of November, 2004.

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24 Said Resolution was submitted for approval to the office of the Chairwoman of the Tohono
25 O'Odham Nation on the 23 day of November, 2004 at 10:49 o'clock,
26 A.M., pursuant to the provisions of Section 5 of Article VII of the Constitution and will become
27 effective upon her approval or upon her failure to either approve or disapprove it within 48 hours
28 of submittal.

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30 TOHONO O'ODHAM LEGISLATIVE COUNCIL

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32 _____
33 Isidro Lopez, Legislative Chairman

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36 APPROVED

on the 23 day of November, 2004

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38 DISAPPROVED

at 2:20 o'clock, P.M.

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42 _____
43 VIVIAN JUAN-SAUNDERS, CHAIRWOMAN
44 TOHONO O'ODHAM NATION
45
46

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Page 3 of 3

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Returned to the Legislative Secretary on the 30th day of

November, 2004, at 8:49 o'clock, A.M.

Julianna Saraficio
Julianna Saraficio, Acting Legislative Secretary

ACTION: THE EXECUTIVE BRANCH DIRECT SERVICES EMPLOYEE COMPENSATION ADJUSTMENTS FOR FISCAL YEAR 2005, EFFECTIVE OCTOBER 1, 2004

MOVED: COUNCILMAN VERLON JOSE

SECOND: COUNCILWOMAN PATRICIA CRUZ

DATE: NOVEMBER 17, 2004

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
SIF Oidak 192.6	1. ISIDRO LOPEZ (Nicholas Jose)	96.30		X		
	2. DARLENE ANDREW (Rita Martinez)	96.30		X		
SELLS 465.6	1. DENNIS E. JOSE ()	232.80		X		X
	2. EVELYN JUAN ()	232.80		X		
SCHUK TOAK 176.1	1. FRANCES B. CONDE ()	88.05		X		
	2. PHYLLIS JUAN ** ()	88.05		X		
SAN XAVIER 215.4	1. FELICIA NUÑEZ (Olivia Liston-Villegas)	107.70		X		
	2. DENNIS RAMON (Eleanor Hunter)	107.70		X		X
SAN LUCY 166.3	1. JOHN W. LAWSON, SR. ()	83.15		X		
	2. GLORIA RAMIREZ ()	83.15		X		
PISINEMO 175.4	1. BARBARA SALVICIO ()	87.70	X			
	2. PATRICIA CRUZ ()	87.70	X			
HICKIWAN 170.3	1. DELMA GARCIA (Mary E. Sam)	85.15			X	
	2. SANDRA ORTEGA ()	85.15	X			
GU VO 191.4	1. RAYMOND VICTOR ()	95.70	X			
	2. MICHAEL FLORES (Willard Manuel)	95.70	X			X
GU ACHI 253.6	1. TIMOTHY L. JOAQUIN (Jonas Robles)	126.80	X			X
	2. JEROME JOAQUIN (Roberta Picard)	126.80	X			
CHUKUT KUK 258.9	1. KENNETH WILLIAMS (Juanita Homer)	129.45	X			
	2. VERLON M. JOSE (David Garcia)	129.45	X			
BABOQUIVARI 364.1	1. FRANCES MIGUEL (Lucilda Norris-Valenzuela)	182.05	X			
	2. FRANCES G. ANTONE ()	182.05	X			
TOTAL		2,629.7	1,328.55	1,216.0	85.15	[04]

**PASSED VOTES