

RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(Providing Employee Benefits Package)

RES. NO. 154-90

1 WHEREAS, the Tohono O'Odham Nation provides benefits to employees
2 at a rate less than one-half of the average rate of
3 employment benefits, in the United States (12% for the
4 Nation as opposed to 27.3% average for the rest of the
5 United States); and

6 WHEREAS, the 12% benefit rate provides only FICA (Social Security),
7 Workmen's Compensation Insurance, Unemployment Insurance
8 and Life Insurance (all of which, except for life
9 insurance are required to be provided, by all employers,
10 by law); and

11 WHEREAS, in today's world, the benefits available to employees,
12 through paid employment are considered to be as important
13 as the salary an employee earns; and

14 WHEREAS, employee satisfaction and therefore productivity is
15 greatly impacted upon by the employees' perception of the
16 relative value of their contribution towards the employer,
17 as evidenced by the rate at which the employer compensates
18 them for such contribution, including the provision of
19 highly desirable benefits; and

20 WHEREAS, it is an accepted fact that it is much more economical,
21 to establish and maintain a low employee turnover rate,
22 which is enhanced by the provision of a competitive
23 benefits package; and

24 WHEREAS, those benefits demonstrated to be the most desirable and
25 thus provide the greatest increases in employee
26 satisfaction and therefore productivity, in addition to
27 those cited above, are Comprehensive Medical, Dental,
28 Death and Dismemberment, Long Term Disability Insurances
29 and Retirement; and

30 WHEREAS, the provision of such benefits, especially the Medical,
31 Dental and Long Term Disability Insurances, would provide
32 substantial enhancement of currently critical, limited

1 National resources, that is the availability of Medical
2 Services provided by Indian Health Service, to all members
3 of the Nation; and

4 WHEREAS, the provision of such benefits are in the best interests
5 of the Tohono O'Odham Nation, considering the positive
6 benefits that are to be gained therefrom, and the Nation
7 is desirous of establishing a comprehensive and
8 competitive benefits package; and

9 WHEREAS, the cost of providing: (1) Comprehensive Medical
10 Insurance, (2) Dental Insurance, (3) Death and
11 Dismemberment Insurance, (4) Long Term Disability
12 Insurance, and (5) Retirement Plan, while continuing to
13 provide FICA, Workmen's Compensation and Unemployment
14 Insurance, would be 28% of annual salaries; and

15 WHEREAS, it is in the best interest of the Nation to identify an
16 appropriate oversight committee to assist in the review
17 and recommendation for selection of proposals for
18 individual elements of the employee benefit package; and

19 WHEREAS, it is imperative that a 16% increase, to a total of 28%
20 of annual salary benefit level be implemented and approved
21 quickly because:

- 22 (1) The increased fringe percentage is necessary for
23 development of budgets in all areas of the Nation,
- 24 (2) The expiration date for the current medical and
25 dental policies for non-Indian employees is June
26 1, 1990,
- 27 (3) Because of the provision medical/dental coverages
28 for non-Indian employees, all employees of the
29 Nation are not being treated equally, which is a
30 clear violation of the law, and
- 31 (4) There are an increasing number of long term
32 employees of the Nation nearing normal service
requirements for retirement.

30 NOW, THEREFORE, BE IT RESOLVED that the Tohono O'Odham Legislative
31 Council does hereby authorize a 16% increase in the
32 employees' benefits package to a total level of 28% of an
employee's annual salary.

1 BE IT FURTHER RESOLVED that the increased benefit level shall be
2 utilized to provide the following coverages:

- 3 (1) FICA
- 4 (2) Workmen's Compensation
- 5 (3) Unemployment Insurance
- 6 (4) Death and Dismemberment Insurance
- 7 (5) Comprehensive Medical Insurance
- 8 (6) Dental Insurance
- 9 (7) Long Term Disability
- 10 (8) Retirement
- 11 (9) Term Life Insurance

12 BE IT FURTHER RESOLVED that the appropriate legislative oversight
13 committee(s) assist in reviewing the proposals for the
14 individual elements of the employee benefit package.

15 BE IT FURTHER RESOLVED that the Nation's Personnel Office in
16 collaboration with the oversight committee(s) shall
17 recommend selection of specific proposals regarding each
18 of the individual elements of the benefit package.

19 BE IT FINALLY RESOLVED that the Nation's Personnel Office shall
20 implement and administer each element, of the employee
21 benefit package, upon final selection of proposals
22 considered.

23 The foregoing Resolution was passed by the Tohono O'odham Council
24 on the 11th. day of May, 1990 at a meeting at which a quorum was
25 present with a vote of 1,118.0 for; 374.0 against; 232.0 not
26 voting; 06 absent, pursuant to the powers vested in the Council
27 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).

28 TOHONO O'ODHAM LEGISLATIVE COUNCIL

29 
30 for Edward D. Manuel, Legislative Chairman

31 15th day of May, 1990.

1 ATTEST:

2 Teresa M. Choyguha for
3 Teresa M. Choyguha, Legislative Secretary

4 15th day of May, 1990.

5 Said Resolution was submitted for approval to the office of the
6 Chairman of the Tohono O'odham Nation on the 15th day of
7 MAY, 1990, at 1:52 o'clock, P.M.,
8 pursuant to the provisions of Section 5 of Article VII of the
9 Constitution and will become effective upon his approval or upon
10 his failure to either approve or disapprove it within 48 hours of
11 submittal.

12 TOHONO O'ODHAM LEGISLATIVE COUNCIL

13 For Edward D. Manuel
14 For Edward D. Manuel, Legislative Chairman

15 [] APPROVED) on the 17 day of May, 1990,
16 [] DISAPPROVED) at 11:34 o'clock, A.M.

17 Angelo J. Joaquin Sr.

18 ANGELO J. JOAQUIN, SR., Chairman
19 TOHONO O'ODHAM NATION

20 Returned to the Legislative Secretary on the 17th day of
21 May, 1990, at 1:15 o'clock, P.M.

22 Teresa M. Choyguha for
23 Teresa M. Choyguha
24 Legislative Secretary

25
26
27
28
29
30
31
32

MOVED: Andrew Patricio

SUBJECT: Providing Employee Benefits

SECOND: Eugene Enis, Sr.

Package

DATE: May 11, 1990

RESOLUTION NO. 154-90

DISTRICTS	REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
BABOQUIVARI 229.0	1. Earl A. Francisco (Kenneth Chico, Sr.)	114.5	X			
	2. Joann Garcia (Frances Miguel)	114.5	X			
CHUKUT KUK 163.0	1. Rosita Ruiz (Rosemary Lopez)	81.5		X		
	2. Kenneth G. Williams (Harriet Toro)	81.5		X		
GU ACHI 166.0	** 1. Percy Lopez ()	83.0	X			
	2. Alex J. Ramon (Fernando Joaquin)	83.0	X			
GU VO 114.0	1. Cross Antone (Juan Joe Cipriano)	57.0	X			
	2. Virgil Lewis (Michael Flores)	57.0	X			
HICKIWAN 125.0	1. Lloyd Francisco (Billy C. Manuel)	62.5			X	
	2. Lenora Montana	62.5			X	X
PISINEMO 119.0	1. Johnson Jose ()	59.5	X			
	2. Edward Manuel (Alex Antone)	59.5	X			X
SAN LUCY 106.0	1. Albert Manuel, Jr. (Max P. Jose)	53.0		X		
	2. John Reno ()	53.0	X			
SAN XAVIER 127.0	1. Eugene Enis. Sr. (Michael Rios)	63.5	X			
	2. Joanne C. Preston (Carmelita Mattias)	63.5	X			X
SCHUK TOAK 107.0	1. JoAnn Francisco (David Valenzuela Sr.)	53.5			X	X
	2. Joseph Juan (Frances Francisco)	53.5			X	
SELLS 310.0	1. Joseph T. Joaquin (Larry Garcia)	155.0	X			X
	2. Andrew Patricio (Daniel Lopez)	155.0	X			
SIF OIDAK 158.0	1. Mary Ann Antone (Nina Jose)	79.0		X		
	2. Willard Juan, Sr. (Melissa Gregorio)	79.0		X		X
TOTAL		1,724.0	1,118.0	374.0	232.0	06

** PASSED VOTE