

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

RES. NO. 341-90

1 WHEREAS, the Tohono O'odham Legislative Council, recognizing the  
2 need for providing a comprehensive employee benefits  
3 package, for the Nation's employees, enacted Resolution  
4 No. 154-90, "Providing Employee Benefits Package," and

5 WHEREAS, Resolution 154-90 provides for a total benefits package  
6 in the amount of 28% of salary, which includes the 12%  
7 benefit currently being provided, to the Nation's  
8 employees and an additional 16% to provide for additional  
9 and enhanced coverages; and

10 WHEREAS, Resolution No. 154-90 further provides that the 28%  
11 benefits package shall provide the following coverages:

- 12 (1) FICA
- 13 (2) Workman's Compensation
- 14 (3) Unemployment Insurance
- 15 (4) Death and Dismemberment Insurance
- 16 (5) Comprehensive Medical Insurance
- (6) Dental Insurance
- (7) Long Term Disability
- (8) Retirement
- (9) Term Life Insurance

17 WHEREAS, Resolution No. 154-90 authorizes and directs the Nation's  
18 Personnel Office, in collaboration with the appropriate  
19 Legislative oversight committees to review proposals for  
20 the individual elements of the employee benefit package  
21 and recommend selection of specific proposals, regarding  
22 each of the individual elements of the benefits package;  
23 and

24 WHEREAS, the Nation's Personnel Office, in collaboration with the  
25 Employee Benefits Oversight Committee, consisting of the  
26 Legislative Council's Chairman and Vice Chairman and the  
27 Human Resources Development Committee, and the Executive  
28 Committee has completed a review of proposals to provide  
29 the individual elements of the employee benefits package  
30 and have determined specific recommendations, for the  
31 provision of such benefits; and

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1 WHEREAS, Resolution No. 154-90 further authorizes the Nation's  
2 Personnel Office to implement and administer each element  
3 of the employee benefit package, upon selection of  
4 proposals considered; and

5 WHEREAS, it is necessary that the Personnel Office, in order to  
6 implement and administer each element of the employee  
7 benefit package, in the best interests of the Nation, be  
8 authorized and empowered to monitor performance and take  
9 appropriate action, including, but not limited to, review  
10 of premiums, benefits, settlements and service and retain,  
11 modify or change terms of specific contracts as well as  
12 individual underwriters; and

13 WHEREAS, the 28% level of funding is a known factor, based upon  
14 salary levels; and

15 WHEREAS, it is in the best interest of the Nation, to set aside  
16 and secure such funds, to be utilized expressly for the  
17 purposes of providing and administering the employee  
18 benefits package.

19 NOW, THEREFORE, BE IT RESOLVED that the Tohono O'odham Legislative  
20 Council does establish an Employee Benefits Fund, into a  
21 from which funds shall be deposited and disbursed, for the  
22 purposes of providing and administering the Employee  
23 Benefits Package.

24 BE IT FURTHER RESOLVED that the Employee Benefits Fund shall be  
25 utilized solely and expressly for the purposes of  
26 providing an Employee Benefits Package.

27 BE IT FURTHER RESOLVED that the Tohono O'odham Legislative Council  
28 accepts the recommendations of the Nation's Personnel  
29 Office and the Employee Benefits Oversight Committee  
30 regarding the coverages to be provided under specific  
31 elements of the benefits package; such recommendations  
32 consisting of the following:

<u>ELEMENT</u>	<u>PROVIDER</u>
(1) Comprehensive Medical	Blue Cross Blue Shield
(2) Dental	Associated Dental
(3) Life and Long Term Disability Death and Dismemberment	CIGNA Life Insurance
(4) Retirement	Principal Mutual
(5) All Other Elements	The Current Providers

BE IT FURTHER RESOLVED that the Nation's Personnel Office is directed and authorized to implement contracts for coverages with:

(1) Blue Cross Blue Shield, for	Comprehensive Medical
(2) Associated Dental, for	Dental
(3) CIGNA Life Insurance, for	Life and Long Term Disability
(4) Principal Mutual, for	Retirement
(5) All Other Elements	Current Providers

BE IT FURTHER RESOLVED that the Nation's Personnel Office is authorized and empowered to implement and administer, each element of the Employee Benefit Package, taking such action as is deemed necessary for the effective and efficient administration of the Employee Benefits Package and in the best interests of the Nation and its employees.

The foregoing Resolution was passed by the Tohono O'odham Council on the 19th. day of September, 1990 at a meeting at which a quorum was present with a vote of 932.5 for; 666.5 against; 125.0 not voting; 02 absent, pursuant to the powers vested in the Council by Section 1 (b)(c)(2)(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

Edward D. Manuel  
for Edward D. Manuel, Legislative Chairman

21<sup>st</sup> day of September, 1990.

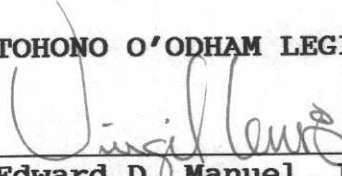
ATTEST:

Teresa M. Choyguha  
Teresa M. Choyguha, Legislative Secretary

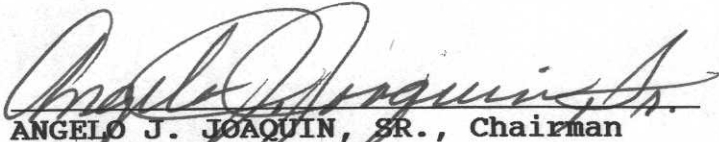
21<sup>st</sup> day of September, 1990.

1 Said Resolution was submitted for approval to the office of the  
Chairman of the Tohono O'odham Nation on the 21<sup>st</sup> day of  
2 September, 1990, at 11:52 o'clock, A.M.,  
3 pursuant to the provisions of Section 5 of Article VII of the  
Constitution and will become effective upon his approval or upon  
4 his failure to either approve or disapprove it within 48 hours of  
submittal.


5 TOHONO O'ODHAM LEGISLATIVE COUNCIL

6   
7 Edward D. Manuel, Legislative Chairman

8 [  ] APPROVED ) on the 24 day of Sept., 1990.  
9 [  ] DISAPPROVED) at 4:16 o'clock, P..M.

10   
11 ANGELO J. JOAQUIN, SR., Chairman  
12 TOHONO O'ODHAM NATION

13  
14 Returned to the Legislative Secretary on the 25<sup>th</sup> day of  
15 September, 1990, at 8:42 o'clock, A.M.

16   
17 Teresa M. Choyguha  
18 Legislative Secretary

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MOVED: ANDREW PATRICIO

SUBJECT: ENACTING EMPLOYEE BENEFITS

SECOND: VIRGIL LEWIS

PACKAGE

DATE: SEPTEMBER 19, 1990

RESOLUTION NO. 341-90

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		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			
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		
SCHUK TOAK 107.0	1. JoAnn Francisco (David Valenzuela Sr.)	53.5	X			
	2. Joseph Juan (Frances Francisco)	53.5	X			
SELLS 310.0	1. Joseph T. Joaquin (Larry Garcia)	155.0	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		
TOTAL		1,724.0	932.5	666.5	125.0	02

\*\*PASSED VOTES