

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
- 17 (6) Dental Insurance
- 18 (7) Long Term Disability
- 19 (8) Retirement
- 20 (9) Term Life Insurance

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

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

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

21st day of September, 1990.

ATTEST:

Teresa M. Choyguha
Teresa M. Choyguha, Legislative Secretary

21st day of September, 1990.