

**RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(Approving the Classification/Compensation Plan)**

RESOLUTION NO. 96-425

1
2
3
4 **WHEREAS, the Tohono O'odham Nation's Legislative Council recognizes the need**
5 **to maintain a competitive salary and position classification for its**
6 **employees in order to facilitate the highest level of service delivery**
7 **to the members of the Tohono O'odham Nation; and**

8
9
10 **WHEREAS, Resolution No. 95-166, authorized and funded Human Resources**
11 **Department to hire Public Sector Personnel Consultants to review**
12 **and recommend a new classification/compensation plan for the**
13 **Executive Branch; and**

14
15
16 **WHEREAS, the Public Sector Personnel Consultants finished their**
17 **classification/compensation plan review, and prepared a presentation**
18 **for the Tohono O'odham Legislative Council in October 1995. Their**
19 **recommendations have been presented to the Human Resources**
20 **Department, Executive Review Committee, Budget & Finance**
21 **Committee, Human Resource Development Committee and the**
22 **Executive Directors; and**

23
24
25
26
27 **WHEREAS, the Nation's Human Resources Department will annually review the**
28 **Position Classification Plan and report to Council any changes,**

RESOLUTION NO. 96-425

(Approving the Classification/Compensation Plan)

1 Page 2 of 6

2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

modifications and/or increases based on market analysis; and

WHEREAS, a one (1) step increase will be given to all employees with 3 or more years of full time service, whose salary/grade/step are at, or will be, raised to the minimum on their salary scale by the adoption of this new classification/compensation plan; and

WHEREAS, a one step increase for longevity will be given after two (2) years of service. The effective date of this calculation will be from each employee's last anniversary date, and will be effective upon the beginning of the next fiscal year. This will continue until the maximum of ten (10) steps have been attained; and

WHEREAS, all employees regardless of years of service, whose salaries are at the minimum grade, plus one (1) step or above, on the effective date of adoption will not receive any increases until such time as it is indicated by market survey; and at that time the individual employee will be adjusted to the scale that is in effect; and

WHEREAS, the Public Sector Personnel Consultants classification/compensation plan identifies those positions that are below the market value, and

RESOLUTION NO. 96-425

(Approving the Classification/Compensation Plan)

Page 3 of 6

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

lists how much money it would take to bring them to the minimum of the recommended salary range. An adjustment in the amount of \$2,885,474.56 is needed to bring employees up to their position's minimum level.

NOW, THEREFORE, BE IT RESOLVED by the Tohono O'odham Legislative Council that the new Position Classification Plan submitted to this Council by the Human Resources Department is hereby approved and adopted effective October 01, 1996. Employees will be placed in their appropriate categories and paid according to that category's assigned range and step. The salaries of current employees will not be reduced.

BE IT FURTHER RESOLVED that a one (1) step increase be given to all employees with three (3) years or more of service and whose salary is at, or will be at the beginning step for their respective positions. The amount of money needed for this one (1) step increase would be \$258,389.31.

BE IT FURTHER RESOLVED that each Director be given the opportunity to

RESOLUTION NO. 96-425

(Approving the Classification/Compensation Plan)

1 **Page 4 of 6**

2
3 appeal, and have any position under their control given a second
4 evaluation for any of the following reasons: 1) Position title change
5 is felt not to represent the true function of the job; and 2) The
6 recommended salary/grade/step is either too high, or too low, and
7 does not properly reflect the market survey of which this review is
8 compared to. \$63,131.26 is needed to assure that a proper correction
9 can be made and that the process can be done quickly.

10
11
12
13
14 **BE IT FURTHER RESOLVED** that the Tohono O'odham Legislative Council hereby
15 requests for accurate information prior to implementation of the
16 compensation/classification plan.

17
18 **BE IT FINALLY RESOLVED** that the total adjustments in the amount of
19 \$3,206,995.13 be allocated from the General Revenue Account.

20
21 The foregoing Resolution was passed by the Tohono O'Odham Council on the
22 11TH. day of SEPTEMBER, 1996 at a meeting at which a quorum was present
23 with a vote 1,365.5 FOR; 52.5 AGAINST; 144.0 NOT VOTING; and 341.0 [07]
24 ABSENT, pursuant to the powers vested in the Council by Article VI, Section
25 1(d)(2), of the Constitution of the Tohono O'Odham Nation, adopted by the
26 Tohono O'Odham Nation on January 18, 1986; and approved by the Acting Deputy
27 Assistant Secretary - Indian Affairs (Operations) on March 6, 1986, pursuant to
28 Section 16 of the Act of June 18, 1934 (48 Stat. 984).

RESOLUTION NO. 96-425
(Approving the Classification/Compensation Plan)

Page 5 of 6

TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

20th day of September, 1996

ATTEST:



Frances Antone, Legislative Secretary

20th day of September, 1996

Said Resolution was submitted for approval to the office of the Chairman of the Tohono O'Odham Nation on the 20th day of September, 1996 at 8:01 o'clock, P.M., pursuant to the provisions of Section 5 of Article VII of the Constitution and will become effective upon his approval or upon his failure to either approve or disapprove it within 48 hours of submittal.

TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

RESOLUTION NO. 96-425

(Approving the Classification/Compensation Plan)

Page 6 of 6

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

APPROVED

on the 24th day of September, 1996

DISAPPROVED

at 3:40 o'clock, P.M.

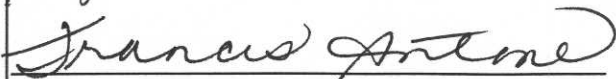


EDWARD D. MANUEL, Chairman

TOHONO O'ODHAM NATION

Returned to the Legislative Secretary on the 24th day of

September, 1996, at 5:48 o'clock, P.M.



Frances Antone, Legislative Secretary

ACTION: APPROVING THE CLASSIFICATION/COMPENSATION PLAN

MOVED: COUNCILWOMAN FRANCES MIGUEL

SECOND: COUNCILWOMAN FERN SALCIDO

DATE: SEPTEMBER 11, 1996

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOIING	ABSENT
SIF OIDAK 160.0	1. MARY ANN ANTONE (Nellie Miguel)	80.0	X			X
	2. RITA MARTINEZ (Maxine Norris)	80.0	X			
SELLS 314.0	1. JOSEPH T. JOAQUIN (Allen W. Garcia, Jr.)	157.0				X
	2. LUCILLE ENCINAS (Cynthia Chico)	157.0				X
SCHUK TOAK 117.0	1. KENNETH J. ANTONE ()	58.5	X			X
	2. JOSEPH JUAN ()	58.5	X			
SAN XAVIER 142.0	1. DENNIS RAMON ()	71.0	X			
	2. TONY BURRELL ()	71.0	X			X
BABOQUIVARI 257.0	1. EDWARD KISTO (Idella Stanley)	128.5	X			
	2. FRANCES MIGUEL (Kenneth Chico, Sr.)	128.5	X			X
GU ACHI 187.0	1. WILLARD ANITA (Louis Johnson)	93.5	X			X
	2. ALEX J. RAMON (Marian Johnson)	93.5	X			
PISINEMO 135.0	1. JOHNSON JOSE (Roseleen Antone)	67.5	X			
	2. BARBARA SALVICIO ()	67.5	X			
SAN LUCY 105.0	1. ALBERT MANUEL, JR. ()	52.5			X	
	2. JOHN RENO (Mary Hoffman)	52.5		X		
GU VO 134.0	1. GLORIA MONTANA ()	67.0	X			
	2. FERN SALCIDO (Larry Montana)	67.0	X			
HICKIWAN 142.0	1. LLOYD FRANCISCO ()	71.0	X			
	2. ALEX JOSE ()	71.0	X			
CHUKUT KUK 183.0	1. KENNETH WILLIAMS ()	91.5	X			
	2. DAVID GARCIA (Marvin Thomas)	91.5			X	
TOTAL		1,876.0	1,365.5	52.5	144.0	314.0 [07]

**PASSED VOTES