

RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(Accepting and Approving the Current Cost Estimations for Implementing the
Tohono O'odham Nation's Position Classification/Compensation Plan)

RESOLUTION NO. 96-570

WHEREAS, the Tohono O'odham Nation's Legislative Council did by Resolution
No. 96-425, *Approving the Classification/Compensation Plan*, approve
and adopt the Position Classification/Compensation for the benefit of
all the Nation's employees, effective October 1, 1996; and

WHEREAS, in adopting the Classification/Compensation Plan, the Legislative
Council;

- 1. Appropriated \$3,206,995.13 from the general fund to provide for**
the implementation of the Position Classification Plan;
- 2. In recognition of the employees' length of service to the Nation,**
the Legislative Council authorized an additional one step
increase for all employees having 3 years or more of service,
provided that their current salary is at or will be at the
beginning step of their respective position classification;
- 3. Provided that none of the current salary levels of any employee**
be subject to a reduction;

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4. Authorized a right of appeal by departmental directors on any of the proposed classification and compensation levels; and
5. Finally, the Legislative Council requested that the Executive Branch, through the Human Resources Department and associated departments, prepare and present to the Legislative Council an accurate cost estimation prior to full implementation of the Classification/Compensation Plan; and

WHEREAS, the Human Resources Department of the Nation, in conjunction with the Executive Office of the Chairman, did facilitate an appeal process through which the departmental directors were afforded the opportunity to forward recommendations regarding the proposed classifications for reconsideration by the Human Resources Department and approval by the Executive Office of the Chairman; and

WHEREAS, having completed the appeals process and finalizing its recommendations on the proposed classifications and compensation

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levels, the Executive Branch has prepared an accurate estimation of
the cost of implementing the approved Position Classification Plan for
presentation to the Legislative Council as directed by Resolution No.
96-425; and

WHEREAS, the current estimated cost of implementation is \$2,039,409.58.

NOW, THEREFORE, BE IT RESOLVED by the Tohono O'odham Legislative Council
that it does hereby accept and approves the current cost estimations
of \$2,039,409.58 for implementation of the approved Position
Classification Plan as prepared and presented by Executive Branch,
Executive Office of the Chairman.

BE IT FURTHER RESOLVED that the Executive Branch, through its appropriate
departments, implement the Position Classification Plan as approved
by Resolution No. 96-425, modified by the appeals process authorized
by the Legislative Council and approved by this resolution.

The foregoing Resolution was passed by the Tohono O'Odham Council on the 6TH
day of DECEMBER, 1996 at a meeting at which a quorum was present with a vote
1,014.5 FOR; 861.5 AGAINST; -0- NOT VOTING; and [05] ABSENT, pursuant to
the powers vested in the Council by Article VI, Section 1 (d)(2) of the Constitution


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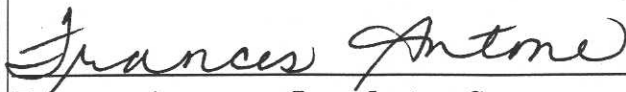
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of the Tohono O'Odham Nation, adopted by the Tohono O'Odham Nation on
January 18, 1986; and approved by the Acting Deputy Assistant Secretary - Indian
Affairs (Operations) on March 6, 1986, pursuant to Section 16 of the Act of June
18, 1934 (48 Stat. 984).

TOHONO O'ODHAM LEGISLATIVE COUNCIL



for Dennis Ramon, Legislative Chairman
9th day of December, 1996

ATTEST:


Frances Antone, Legislative Secretary
9th day of December, 1996

Said Resolution was submitted for approval to the office of the Chairman of the
Tohono O'Odham Nation on the 9th day of December, 1996 at
3:59 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


for Dennis Ramon, Legislative Chairman

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APPROVED

on the 10th day of December, 19 96

DISAPPROVED

at 5:45 o'clock, P.M.



EDWARD D. MANUEL, Chairman

TOHONO O'ODHAM NATION

Returned to the Legislative Secretary on the 11th day of

December, 19 96, at 3:01 o'clock, P.M.

Frances Antone

Frances Antone, Legislative Secretary

ACTION: ACCEPTING AND APPROVING THE CURRENT COST ESTIMATIONS FOR IMPLEMENTING THE TOHONO O'ODHAM NATION'S POSITION CLASSIFICATION/COMPENSATION PLAN

MOVED: COUNCILWOMAN FERN SALCIDO

SECOND: COUNCILMAN DAVID GARCIA

DATE: DECEMBER 06, 1996

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	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		X
	2. LUCILLE ENCINAS (Cynthia Chico)	157.0		X		
SCHUK TOAK 117.0	1. KENNETH J. ANTONE ()	58.5		X		
	2. JOSEPH JUAN ()	58.5	X			
SAN XAVIER 142.0	1. DENNIS RAMON ()	71.0		X		X
	2. TONY BURRELL ()	71.0		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		
	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			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	1,014.5	861.5	-0-	[05]

****PASSED VOTES**