

**RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(The Executive Branch Wage/Salary Compensation Administration for
FY98 (Effective October 1, 1997))**

RESOLUTION NO. 97-179

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

**WHEREAS, the Tohono O'odham Nation's Legislative Council did by
Resolution No. 96-425, Approving the
Classification/Compensation Plan, (the plan) for the benefit
of the Nation's Executive Branch employees, effective
October 1, 1996; and**

**WHEREAS, the plan provides that the Nation's Human Resources
Department will annually review the Position Classification
Plan and report to Council any modifications and/or
increases based on market analysis, see attached report,
1998 Compensation Plan Recommendation Submitted by the
Human Resources Department, Tohono O'odham Nation,
incorporated into this resolution by this reference; and**

**WHEREAS, published surveys and prevailing rate data indicate that a
2.5% increase over last year has occurred in all job**

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**categories. According to the Joint Governmental Salary and
Benefits Survey, 1996, which was just made available in
March 1997, most public employers reported pay increase of
at least 2.5% recommended for 1997; and**

**WHEREAS, in response to identified market adjustment the Human
Resources Department recommends the following:**

- 1. The range assigned to each position should increase by
one (1) range and thereby providing a 2.5% market
adjustment, therefore providing employees assigned
steps will receive a 2.5% increase.**
- 2. Employees not assigned to steps will now be adjusted to
the scale; and**

**WHEREAS, in adopting the Plan, the Nation provides a one (1) step
increase for longevity beginning with fiscal year 1998 for
those employees having two (2) years of service as mandated
in Resolution No. 96-425; and**

**WHEREAS, Compensation Plan implementation costs for FY 1998 are
projected as:**

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2.5% for market range adjustments:

Salary	\$457,288.00
Fringe	<u>\$146,332.00</u>
Sub Total	\$603,620.00

**1.4% for longevity step increases based on current
personnel:**

Salary	\$251,167.00
Fringe	<u>\$ 80,374.00</u>
Sub Total	<u>\$331,541.00</u>
Total	\$935,161.00

**Actual costs will be budgeted by departments as submittals
for FY 1998 are prepared according to these guidelines.**

**NOW, THEREFORE, BE IT RESOLVED that The Tohono O'odham
Legislative Council hereby approves and adopts the
recommendations of the Human Resources Department as
contained in the attached report and stated in this
resolution.**

**The foregoing Resolution was passed by the Tohono O'Odham Legislative
Council on the 20TH. day of MAY, 1997 at a meeting at which a quorum
was present with a vote of 1,311.0 FOR; 338.0 AGAINST; 227.0 NOT VOTING;
and [06] ABSENT, pursuant to the powers vested in the Council by Article
I, Section 1(d)(2) of the Constitution of the Tohono O'Odham Nation,
adopted by the Tohono O'Odham Nation on January 18, 1986; and**

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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).

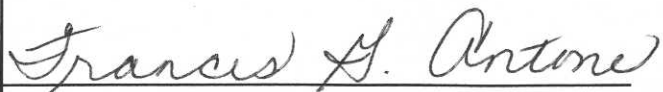
TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

23rd day of May, 19 97

ATTEST:



Frances G. Antone, Legislative Secretary

21st day of May, 19 97.

Said Resolution was submitted for approval to the office of the Chairman of the Tohono O'Odham Nation on the 23rd day of May, 19 97 at 3:13 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