

**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**

**RESOLUTION NO. 97-179**

**(The Executive Branch Wage/Salary Compensation Administration for  
FY98 (Effective October 1, 1997))**

**Page 2 of 5**

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

**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:**

**RESOLUTION NO. 97-179**

**(The Executive Branch Wage/Salary Compensation Administration for  
FY98 (Effective October 1, 1997))**

**Page 3 of 5**

**2.5% for market range adjustments:**

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

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

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

**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**

**RESOLUTION NO. 97-179**

**(The Executive Branch Wage/Salary Compensation Administration for  
FY98 (Effective October 1, 1997))**

**Page 4 of 5**

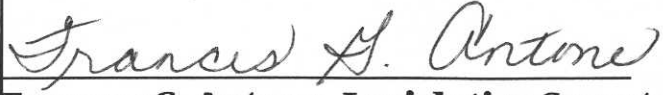
**approved by the Acting Deputy Assistant Secretary - Indian Affairs  
(Operations) on March 6, 1986, pursuant to Section 16 of the Act of June  
18, 1934 (48 Stat. 984).**

**TOHONO O'ODHAM LEGISLATIVE COUNCIL**

  
\_\_\_\_\_  
**Dennis Ramon, Legislative Chairman**

23<sup>rd</sup> day of May, 19 97

**ATTEST:**

  
\_\_\_\_\_  
**Frances G. Antone, Legislative Secretary**

21<sup>st</sup> 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 23<sup>rd</sup> 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**

**RESOLUTION NO. 97-179**


**(The Executive Branch Wage/Salary Compensation Administration for  
FY98 (Effective October 1, 1997))**

**Page 5 of 5**

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 27<sup>th</sup> day of May, 1997

**DISAPPROVED** at 5:43 o'clock, P.M.

  
\_\_\_\_\_  
**EDWARD D. MANUEL, Chairman  
TOHONO O'ODHAM NATION**

Returned to the Legislative Secretary on the 28<sup>th</sup> day of  
May, 1997, at 2:50 o'clock, P.M.

  
\_\_\_\_\_  
**Frances G. Antone, Legislative Secretary**

ACTION: THE EXECUTIVE BRANCH WAGE/SALARY COMPENSATION ADMINISTRATION FOR FY98 (EFFECTIVE OCTOBER 1, 1997)

MOVED: COUNCILWOMAN FERN SALCIDO

SECOND: COUNCILMAN JOSEPH JUAN

DATE: MAY 20, 1997

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
<b>SIF OIDAK</b> 160.0	1. MARY ANN ANTONE (Nellie Miguel)	80.0			X	
	2. RITA MARTINEZ (Maxine Norris)	80.0			X	X
<b>SELLS</b> 314.0	1. JOSEPH T. JOAQUIN (Allen W. Garcia, Jr.)	157.0	X			
	2. LUCILLE ENCINAS (Cynthia Chico)	157.0	X			X
<b>SCHUK TOAK</b> 117.0	1. KENNETH J. ANTONE ( )	58.5	X			X
	2. JOSEPH JUAN ( )	58.5	X			
<b>SAN XAVIER</b> 142.0	1. DENNIS RAMON ( )	71.0		X		X
	2. TONY BURRELL ( )	71.0		X		
<b>BABOQUIVARI</b> 257.0	1. EDWARD KISTO (Idella Stanley)	128.5	X			X
	2. FRANCES MIGUEL ( )	128.5	X			
<b>GU ACHI</b> 187.0	1. WILLARD ANITA (Louis Johnson)	93.5	X			
	2. ALEX J. RAMON (Marian Johnson)	93.5	X			
<b>PISINEMO</b> 135.0	1. JOHNSON JOSE (Roseleen Antone)	67.5	X			
	2. BARBARA SALVICIO ( )	67.5	X			
<b>SAN LUCY</b> 105.0	1. ALBERT MANUEL, JR. ( )	52.5		X		X
	2. JOHN RENO (Mary Hoffman)	52.5		X		
<b>GU VO</b> 134.0	1. GLORIA MONTANA ( )	67.0			X	
	2. FERN SALCIDO (Larry Montana)	67.0	X			
<b>HICKIWAN</b> 142.0	1. LLOYD FRANCISCO ( )	71.0	X			
	2. ALEX JOSE ( )	71.0	X			
<b>CHUKUT KUK</b> 183.0	1. KENNETH WILLIAMS ( )	91.5	X			
	2. DAVID GARCIA (Marvin Thomas)	91.5		X		
<b>TOTAL</b>		<b>1876.0</b>	<b>1,311.0</b>	<b>338.0</b>	<b>227.0</b>	<b>(06)</b>

\*\*PASSED VOTES