

**RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL
(The Executive Branch Wage/Salary Compensation Administration
for FY-99, effective October 01, 1998)**

RESOLUTION NO. 98-239

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

8 **WHEREAS, the Tohono O'odham Nation's Legislative Council did by Resolution**
9 **No. 96-425, *Approving the Classification/Compensation Plan*, (the**
10 **plan) approve and adopt the Position Classification/Compensation**
11 **Plan for the benefit of the Nation's Executive Branch employees,**
12 **effective October 01, 1996; and**

13
14 **WHEREAS, the Plan provides that the Nation's Human Resources Department will**
15 **annually review the Position Classification Plan and report to Council**
16 **any modifications and/or increases based on market analysis, see**
17 **attached report, 1999 Compensation Plan Recommendation**
18 **Submitted by the Human Resources Department, Tohono O'odham**
19 **Nation, incorporated into this resolution by this reference; and**

20 **WHEREAS, published surveys and prevailing rate data indicate that a 2.5%**
21 **increase over last year has occurred in all job categories with**
22 **corresponding pay changes occurring in the market; and**

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

- 25 **1. The range assigned to each position be increased by one (1) range**
26 **which is a 2.5% market adjustment, therefore providing**
27 **employees within their assigned steps a 2.5% increase.**
28

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WHEREAS, in adopting the Plan the Nation also provides a one (1) step increase of 2.5% for longevity in fiscal year 1999 for those employees in assigned steps 1-9 and having two (2) years of service since their last anniversary increase or hire date as mandated in Resolution No. 96-425; and

WHEREAS, Compensation Plan implementation costs for FY 1999 are projected as:

2.5% for market range adjustments:

Salary	\$546,295.15
Fringe	<u>\$174,815.45</u>
Sub Total	\$721,109.60

.3% for longevity step increases based on current personnel:

Salary	\$55,500.00
Fringe	<u>\$17,760.00</u>
Subtotal	\$73,260.00
Total	\$794,369.60

Actual costs will be budgeted by departments as tribal and contract submittals for FY 1999 are prepared according to these guidelines. The increased cost will be born by the Nation's budget unless the grant and contract budgets can absorb the cost of the salary/wage increases.

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.

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BE IT FURTHER RESOLVED that the positions of the Chief Financial Officer (CFO) and the Treasurer of the Tohono O'odham Nation be deleted from the 1999 compensation plan pending further discussion and review on the job descriptions and clarification on pay levels for both.

BE IT FURTHER RESOLVED that the revised compensation pay scale for the Chief Financial Officer (CFO) and the Treasurer positions be brought back to this Council for approval in the July Session.

The foregoing Resolution was passed by the Tohono O'odham Council on the 26TH day of JUNE, 1998 at a meeting at which a quorum was present with a vote of 1,813.0 FOR; -0- AGAINST; 114.0 NOT VOTING; and [04] ABSENT, pursuant to the powers vested in the Council by Section 1(f) 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).

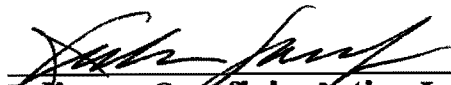
TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

1st day of July, 19 98

ATTEST:



Julianna Saraficio, Acting Legislative Secretary

26 day of June, 19 98.

Said Resolution was submitted for approval to the office of the Chairman of the Tohono O'Odham Nation on the 1st day of July, 19 98 at 5:15 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.

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TOHONO O'ODHAM LEGISLATIVE COUNCIL



Dennis Ramon, Legislative Chairman

APPROVED on the _____ day of _____, 19____

DISAPPROVED at _____ o'clock, _____.M.

EXCEEDED 48 HOURS

EDWARD D. MANUEL, Chairman
TOHONO O'ODHAM NATION

Returned to the Legislative Secretary on the 7th day of

July, 19 98, at 11:39 o'clock, A.M.



Julianna Saraficio, Acting Legislative Secretary

ACTION: THE EXECUTIVE BRANCH WAGE/SALARY COMPENSATION ADMINISTRATION FOR FY-99, EFFECTIVE OCTOBER 01, 1998

Moved: COUNCILWOMAN FRANCES MIGUEL

SECOND: COUNCILMAN TONY BURRELL

DATE: JUNE 26, 1998

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
CHUKUT KUK 189.0	1. DAVID GARCIA (Marvin Thomas)	94.5	X			X
	2. KENNETH WILLIAMS (Arnold F. Smith Sr.)	94.5	X			
HICKIWAN 146.0	1. ALEX JOSE** ()	73.0	X			
	2. LLOYD FRANCISCO (Susan Sam)	73.0	X			
GU VO 142.0	1. FERN SALCIDO (Larry Montana)	71.0	X			
	2. GLORIA MONTANA** (Phillip Antone)	71.0	X			
SAN LUCY 114.0	1. JOHN RENO (Mary Hoffman)	57.0			X	X
	2. ALBERT MANUEL, JR. (Jana Montana)	57.0			X	
PISINEMO 139.0	1. BARBARA SALVICIO ()	69.5	X			
	2. JOHNSON JOSE ()	69.5	X			
GU ACHI 190.0	1. LOUIS JOHNSON ()	95.0	X			X
	2. ALEX J. RAMON ()	95.0	X			
BABOQUIVARI 258.0	1. FRANCES MIGUEL ()	129.0	X			
	2. FRANCES G. ANTONE (Edward N. Kisto)	129.0	X			X
SAN XAVIER 146.0	1. TONY BURRELL ()	73.0	X			
	2. DENNIS RAMON ()	73.0	X			
SCHUK TOAK 120.0	1. JOSEPH JUAN ()	60.0	X			
	2. AMBROSE ENCINAS ()	60.0	X			
SELLS 322.0	1. DENNIS E. JOSE ()	161.0	X			
	2. EVELYN JUAN ()	161.0	X			
SIF OIDAK 161.0	1. RITA MARTINEZ (Maxine Norris)	80.5	X			
	2. MARY ANN ANTONE (Darlene Andrew)	80.5	X			
TOTAL		1,927.0	1,813.0	-0-	114.0	[04]

****PASSED VOTES**