

**RESOLUTION OF THE TOHONO O'ODHAM LEGISLATIVE COUNCIL  
(The Executive Branch Wage/Salary Compensation Administration  
for FY 2000, effective October 01, 1999)**

**RESOLUTION NO. 99-370**

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

5   **WHEREAS, the Tohono O'odham Nation's Legislative Council did by Resolution No. 96-**  
6                   **425, *Approving the Classification/Compensation Plan*, (the Plan) approve**  
7                   **and adopt the Position Classification/Compensation Plan for the benefit of**  
8                   **the Nation's Executive Branch employees, effective October 01, 1996; and**

9   **WHEREAS, the Plan provides that the Nation's Human Resources Office will annually**  
10                  **review the Position Classification Plan and report to Council any**  
11                  **modifications and/or increases based on market analysis, see attached**  
12                  **report, Fiscal Year 2000 Compensation Plan Recommendation Submitted**  
13                  **by the Human Resources Office, Tohono O'odham Nation, incorporated into**  
14                  **this resolution by this reference; and**

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

18   **WHEREAS, in response to the identified market adjustment the Human Resources**  
19                  **Office recommends the following:**

20                  **The range assigned to each position be increased by one (1) range which is**  
21                  **a 2.5% market adjustment, therefore providing employees within their**  
22                  **assigned steps a 2.5% increase; and**

23   **WHEREAS, in adopting the Plan the Nation also provides a one (1) step increase of 2.5%**  
24                  **for longevity in fiscal year 2000 for those employees in assigned steps 1-9**  
25                  **and having two (2) years of service since their last anniversary increase or**  
26                  **hire date as mandated in Resolution No. 96-425; and**

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1 **WHEREAS, Compensation Plan implementation costs for FY 2000 are projected as:**

2 **2.5% for market range adjustments:**

3 **Salary \$730,244.44**

4 **Fringe \$233,678.22**

5 **Sub Total \$963,922.66**

6 **.99% for longevity step increases based on current personnel:**

7 **Salary \$289,559.00**

8 **Fringe \$ 92,658.88**

9 **Sub Total \$382,217.88**

10 **Total \$1,346,140.54**

11 **Actual costs will be budgeted by departments, as tribal and contract**  
12 **submittals for FY 2000 are prepared according to these guidelines. The**  
13 **increased cost will be born by the Nation's budget unless the grant and**  
14 **contract budgets can absorb the cost of the salary/wage increases.**

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

18 **The foregoing Resolution was passed by the Tohono O'odham Council on the 13TH, day**  
19 **of JULY, 1999 at a meeting at which a quorum was present with a vote of 1,362.1 FOR;**  
20 **50.08 AGAINST; 80.0 NOT VOTING; and 222.6 [04] ABSENT, pursuant to the powers vested**  
21 **in the Council by Section 1 (d)(2) of Article VI of the Constitution of the Tohono O'Odham**  
22 **Nation, adopted by the Tohono O'Odham Nation on January 18, 1986; and approved by**  
23 **the Acting Deputy Assistant Secretary - Indian Affairs (Operations) on March 6, 1986,**  
24 **pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).**

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26 **TOHONO O'ODHAM LEGISLATIVE COUNCIL**

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30 **Dennis Ramon, Legislative Chairman**

31 18 day of July, 1999  
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1 **ATTEST:**

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5 **Julianna Saraficio, Acting Legislative Secretary**

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7 13 day of July, 19 99.


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9 Said Resolution was submitted for approval to the office of the Chairman of the Tohono  
10 O'Odham Nation on the 18 day of July, 19 99 at 7:38 o'clock,  
11 P.M., pursuant to the provisions of Section 5 of Article VII of the Constitution and  
12 will become effective upon his approval or upon his failure to either approve or  
13 disapprove it within 48 hours of submittal.

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15 **TOHONO O'ODHAM LEGISLATIVE COUNCIL**

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19 **Dennis Ramon, Legislative Chairman**

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23  **APPROVED** on the 19 day of July, 19 99

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25  **DISAPPROVED** at 1:50 o'clock, P.M.

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29 **EDWARD D. MANUEL, Chairman**  
30 **TOHONO O'ODHAM NATION**

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34 Returned to the Legislative Secretary on the 19 day of  
35 July, 19 99, at 4:32 o'clock, P.M.

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38 **Julianna Saraficio, Acting Legislative Secretary**  
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**ACTION: THE EXECUTIVE BRANCH WAGE/SALARY COMPENSATION ADMINISTRATION FOR FY 2000, EFFECTIVE OCTOBER 01, 1999**

**Moved: COUNCILWOMAN RITA MARTINEZ**

**SECOND: COUNCILWOMAN FRANCES ANTONE**

**DATE: JULY 13, 1999**

DISTRICT	LEGISLATIVE REPRESENTATIVES	# OF VOTES	FOR	AGAINST	NOT VOTING	ABSENT
<b>SIF ODAK</b> 171.8	1. MARY ANN ANTONE** (Darlene Andrew)	85.9	X			
	2. RITA MARTINEZ (Nicholas Jose)	85.9	X			
<b>SELLS</b> 372.7	1. DENNIS E. JOSE** ( )	186.35		X		
	2. EVELYN JUAN ( )	186.35		X		
<b>SCHUK TOAK</b> 133.4	1. MARY FLORES** ( )	66.7	X			
	2. AMBROSE ENCINAS ( )	66.7	X			
<b>SAN XAVIER</b> 165.9	1. TONY BURRELL ( )	82.95	X			
	2. DENNIS RAMON ( )	82.95	X			
<b>BABOQUIVARI</b> 286.5	1. FRANCES MIGUEL ( )	143.25	X			X
	2. FRANCES G. ANTONE (Edward N. Kisto)	143.25	X			
<b>GU ACHI</b> 209.6	1. CAMILLUS LOPEZ (Louis Johnson)	104.8	X			
	2. ALEX J. RAMON ( )	104.8	X			
<b>PISINEMO</b> 156.8	1. BARBARA SALVICIO (Alex Antone)	78.4	X			X
	2. JOHNSON JOSE ( )	78.4	X			
<b>SAN LUCY</b> 128.1	1. ALBERT MANUEL, JR. ( )	64.05		X		
	2. GLORIA RAMIREZ ( )	64.05		X		
<b>GU VO</b> 160.0	1. FERN SALCIDO ( )	80.0			X	
	2. GLORIA MONTANA (Phillip Antone)	80.0	X			
<b>HICKIWAN</b> 158.1	1. ALEX JOSE (Shirley Santos)	79.05	X			
	2. LLOYD FRANCISCO (Susan Sam)	79.05	X			
<b>CHUKUT KUK</b> 222.6	1. KENNETH WILLIAMS ( )	111.3				X
	2. DAVID GARCIA (Mary Audrey Juan)	111.3				X
<b>TOTAL</b>		<b>2,165.5</b>	<b>1,362.1</b>	<b>500.8</b>	<b>80.0</b>	<b>222.6</b> [04]

**\*\*PASSED VOTES**