

RESOLUTION

Directing the Wichita Executive Committee to Approve the Wage Scale the Tribe Paid for from Blue Stone That was to Be Implemented in 2016

- WHEREAS,** the Wichita and Affiliated Tribes (Wichita, Keechi, Waco, and Tawakoni) (the "Tribe") possesses substantial inherent sovereign powers and has exercised those powers since time immemorial; and
- WHEREAS,** the Tribe has a duly established Tribal Government recognized by the Secretary of the Interior; and
- WHEREAS,** Article III of the Wichita Governing Resolution affirms that the Wichita and Affiliated Tribes Council is the Tribe's supreme governing body; and
- WHEREAS,** the Council may transact any business which may come regularly before it at its annual meeting; and
- WHEREAS,** Article V of the Wichita Governing Resolution authorizes the Wichita Executive Committee to transact business and otherwise speak or act on behalf of the Tribe in all matters on which the Tribe is empowered to act now or in the future; and
- WHEREAS,** the Wichita and Affiliated Tribes engaged a company in December 2015 to develop a Wage Scale for the Tribe; and
- WHEREAS,** the Wage Scale was completed but due to election turnover the Wage Scale was never implemented; and
- WHEREAS,** the Wage Scale needs is outdated by three years but yet the Tribe paid for it and never implemented; and
- WHEREAS,** the President signs off on the recommendations of the Tribal Administrator for wage increases for staff and there exists a method for giving salary increases that has no

rhyme or reason to the way increases are given and this creates an unfairness to tribal employees; and

WHEREAS, some employees receive no salary increase when it is apparent the work they are doing is good work and then there are some that get a dollar increase and we have the problems and complaints from that program; and

WHEREAS, the President is recommending that the Wichita Tribal Council direct the Wichita Executive Committee to tweak the Wage Scale and implement it by October 1, 2019 so that any future salary increases will be based on a scale and documented procedures for providing increases; and

WHEREAS, this will ensure that employees know their maximum salary that they can achieve and provide more fairness in the salary increases; and

WHEREAS, the Wichita Tribal Council desires that the Wichita Executive Committee implement a Wage Scale.

NOW THEREFORE BE IT RESOLVED, that it is the will of the Council of the Wichita and Affiliated Tribes that the Wichita Executive Committee tweak and approve the Wage Scale the Tribe paid for from Blue Stone that was to be implemented in 2016.

BE IT FURTHER RESOLVED, that this Resolution shall be continuing unless and until rescinded by separate action of this body, and shall supersede any and all prior resolutions or actions to the extent such actions conflict with the authorities granted by this Resolution.

CERTIFICATION

The foregoing resolution was adopted by the Council of the Wichita and Affiliated Tribes of Oklahoma on **July 20, 2019**, in Anadarko, Oklahoma, by a vote of _____ for, _____ against, with _____ abstentions and a quorum being present.

Attest:

Approved:

Myles Stephenson, Jr.
Secretary

Terri Parton
President