



HO-CHUNK NATION LEGISLATURE

Governing Body of the Ho-Chunk Nation

HO-CHUNK NATION LEGISLATURE CLASSIFICATION & COMPENSATION WAGE GUIDE RESOLUTION 1-08-08 A

- WHEREAS,** on November 1, 1994, the Secretary of the Interior approved a new Constitution for the Ho-Chunk Nation, formerly known as the Wisconsin Winnebago Tribe; and
- WHEREAS,** the Legislature of the Ho-Chunk Nation is the duly constituted governing body of the Ho-Chunk Nation organized and established pursuant to the Indian Reorganization Act of 1934, and given certain powers pursuant to the Constitution of the Ho-Chunk Nation; and
- WHEREAS,** Article V, Section 2(a) of the Constitution of the Ho-Chunk Nation authorizes the Legislature to make laws, including codes, ordinances, resolutions, and statutes; and
- WHEREAS,** Article V, Section 2(f) of the Constitution of the Ho-Chunk Nation authorizes the Legislature to set salaries, terms, and conditions of employment of government personnel; and
- WHEREAS,** it is in the best interests of the Nation to promote consistency and certainty in its employment practices; and
- WHEREAS,** the Nation has an established Classification and Compensation Wage Guide that is used in determining the wage range for any given job description that was approved by the Ho-Chunk Nation Legislature with an effective date of May 7, 1995; and
- WHEREAS,** the Classification and Compensation Wage Guide has not been updated since May 7, 1995 and is outdated for current Ho-Chunk Nation employees who have been employed for over ten years of continuous employment; and

NOW THEREFORE BE IT RESOLVED, that effective this date, the Ho-Chunk Nation Department of Personnel use the Amended Classification and Compensation Wage Guide of 2008 in determining salary ranges for all present and future job descriptions of the Nation; and

BE IT FURTHER RESOLVED, that when a employee reaches their new salary range/grade level maximum wage, said employee will automatically be moved to the next grade level; and

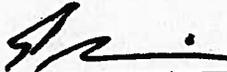
BE IT FURTHER RESOLVED, that the Department of Personnel will update the Amended Classification and Compensation Wage Guide of 2008 whenever the Ho-Chunk Nation Legislature adopts revised salary ranges for individual governmental branches, executive departments, and enterprises of the Ho-Chunk Nation.

Executive Offices

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CERTIFICATION

I, the undersigned, as Tribal Secretary of the Ho-Chunk Nation, hereby certify that the Legislature of the Ho-Chunk Nation, composed of 11 members of whom 11 constituting a quorum were present at a meeting duly called and convened and held on the 8th day of January, 2008, and that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members, 0 opposed, and 0 abstaining, pursuant to authority of Article V, Section 2(a) and (x) of the Constitution of the Ho-Chunk Nation approved by the Secretary of the Interior on November 1, 1994, and that said resolution has not been rescinded or amended in any way. I further certify that this is a verified copy of said resolution.



Elliott Garvin, Tribal Secretary

1-8-08

Date