



## HO-CHUNK NATION

### DEPARTMENT OF PERSONNEL

Date: December 20, 2007

To: Ho-Chunk Nation Legislature

From: Tracy L. Thundercloud  
HCN Personnel Executive Director

Re: Compensation & Classification Amendments

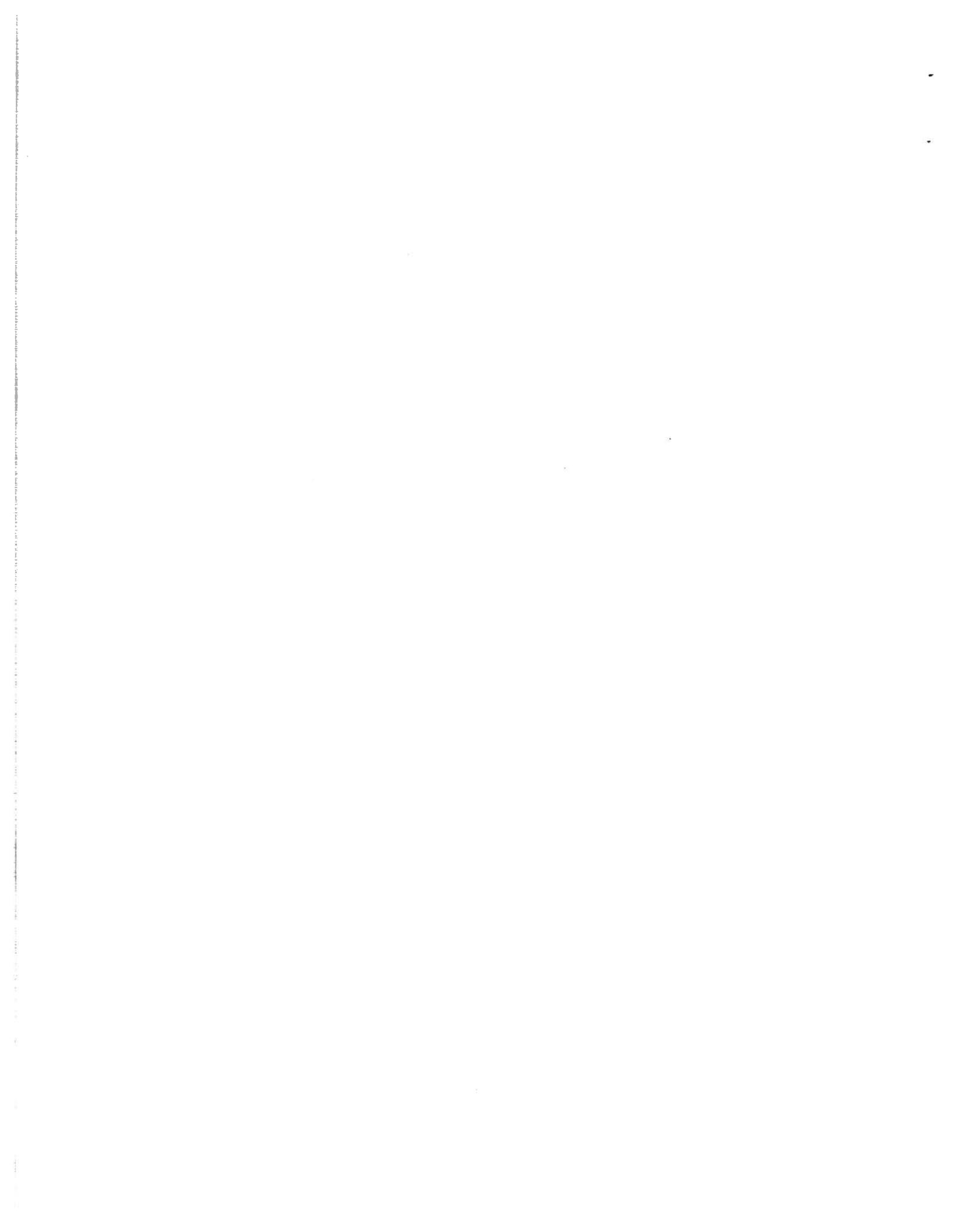
Please find attached a proposed Compensation & Classification Amendments to address the current issue of current employees being at their employment compensation maximum level with no room for a merit or cost of living increase. This proposed plan will allow those employees room for a merit increase and/or a cost of living if one is approved. This proposed plan is ready for adoption by the Legislature. Current merit increases should already be incorporated in this year fiscal budgets, so there should be no request for additional funding. Figures for a cost of living increase have already been submitted for your review.

When the Nation implemented the current compensation & classification plan, the individuals that developed the plan and the Ho-Chunk Nation Legislature adopted the plan that has an instituted ten year period for merit and cost of living increases. To date, the plan has never been amended to meet the current demands of our loyal employees that have been employed with the Nation over ten years. Through the current compensation and classification plan, there is no mechanism to reward our long-term employees.

All current approved job descriptions based on their base salary/hourly rate are assigned a grade level. See attached chart and list of approved job descriptions for business and governmental employees. A current approved job description with a salary rate of \$12.50 per hour would be assigned grade level 7 with the new salary range of \$12.00 to \$21.46 per hour, versus their old salary range of \$12.50 to \$18.50 per hour. The additional caveat is that when the employee meets their new salary range maximum, that employee will be elevated to the next grade level of grade level 8 with a new salary range of \$13.00 to \$22.94 per hour. The grade level advancement will proceed until they end their employment with the Nation.

In the long-term, we will proceed to review all approved job descriptions of the Ho-Chunk Nation and make adjustments to wage salary ranges to meet the demands of competitive wages in the local areas to keep our employees.

Cc: Wilfrid Cleveland, HCN President  
Frank Williams, OOP Legislative Liaison



<b>COMPENSATION &amp; CLASSIFICATION</b>			
<b>WAGE GUIDE</b>			
<b>HOURLY WAGE</b>		<b>ANNUAL WAGE</b>	
<b>BASE</b>	<b>HIGH</b>	<b>BASE</b>	<b>HIGH</b>
\$3.50	\$5.18	\$7,300	\$10,800
\$4.50	\$6.66	\$9,400	\$13,900
\$5.15	\$7.62	\$10,700	\$15,800
\$5.50	\$8.14	\$11,400	\$16,900
\$6.50	\$9.62	\$13,500	\$20,000
\$7.50	\$11.10	\$15,600	\$23,100
\$8.50	\$12.58	\$17,700	\$26,200
\$9.50	\$14.06	\$19,800	\$29,200
\$10.50	\$15.54	\$21,800	\$32,300
\$11.00	\$16.28	\$22,900	\$33,900
\$11.50	\$17.02	\$23,900	\$35,400
\$12.00	\$17.76	\$25,000	\$36,900
\$12.50	\$18.50	\$26,000	\$38,500
\$13.00	\$19.24	\$27,000	\$40,000
\$14.00	\$20.72	\$29,100	\$43,100
\$14.50	\$21.46	\$30,200	\$44,600
\$14.75	\$21.83	\$30,700	\$45,400

\$15.00	\$22.20	\$31,200	\$46,200
\$15.25	\$22.77	\$32,000	\$47,400
\$15.42	\$22.82	\$32,100	\$47,500
\$15.60	\$23.01	\$32,300	\$47,700
\$15.75	\$23.31	\$32,800	\$48,500
\$16.00	\$23.81	\$33,200	\$49,300
\$16.01	\$23.70	\$33,300	\$49,300
\$16.25	\$24.01	\$33,700	\$49,800
\$16.38	\$24.25	\$34,100	\$50,400
\$16.50	\$24.37	\$34,200	\$50,500
\$16.82	\$24.90	\$35,000	\$51,800
\$17.00	\$25.16	\$35,400	\$52,300
\$17.50	\$25.90	\$36,400	\$53,900
\$17.75	\$26.22	\$37,000	\$54,700
\$17.82	\$26.38	\$37,100	\$54,900
\$18.00	\$26.54	\$37,400	\$55,400
\$18.50	\$27.38	\$38,500	\$57,000
\$18.75	\$27.81	\$38,800	\$57,400
\$18.78	\$27.80	\$39,100	\$57,800
\$19.00	\$28.12	\$39,500	\$58,500
\$19.23	\$28.46	\$40,000	\$59,200
\$19.50	\$28.86	\$40,800	\$60,000
\$19.65	\$29.09	\$40,900	\$60,500
\$20.00	\$29.60	\$41,600	\$61,600
\$20.50	\$30.34	\$42,600	\$63,100
\$21.00	\$31.06	\$43,700	\$64,600
\$21.50	\$31.82	\$44,700	\$66,200
\$21.60	\$31.97	\$44,900	\$66,500
\$22.00	\$32.56	\$45,800	\$67,700
\$22.50	\$33.30	\$46,800	\$69,300
\$23.00	\$34.04	\$47,800	\$70,800
\$23.50	\$34.78	\$48,900	\$72,300
\$24.00	\$35.52	\$49,900	\$73,900
\$24.05	\$35.57	\$50,000	\$74,000
\$24.50	\$36.26	\$51,000	\$75,400
\$24.80	\$36.71	\$51,600	\$76,400
\$25.00	\$37.01	\$52,000	\$77,000

\$26.00	\$38.49	\$54,100	\$80,100
\$26.50	\$39.23	\$55,100	\$81,600
\$27.44	\$40.62	\$57,100	\$84,500
\$28.00	\$41.45	\$58,200	\$86,200
\$28.85	\$42.70	\$60,000	\$88,800
\$29.50	\$43.67	\$61,400	\$90,800
\$30.50	\$45.15	\$63,400	\$93,900
\$31.25	\$46.26	\$65,000	\$96,200
\$32.00	\$47.37	\$66,600	\$98,500
\$36.00	\$53.29	\$74,900	\$110,800
\$40.87	\$60.50	\$85,000	\$125,800
\$46.00	\$68.09	\$95,700	\$141,600
\$50.00	\$74.01	\$104,000	\$153,900
\$51.00	\$75.48	\$106,100	\$157,000