

HUALAPAI TRIBAL COUNCIL
RESOLUTION 30-2020
OF THE GOVERNING BODY OF THE
OF THE HUALAPAI TRIBE OF THE HUALAPAI RESERVATION

Hualapai Incident Command Team Differential Pay

WHEREAS, the Hualapai Tribe is a federally recognized Indian Tribe located on the Hualapai Indian Reservation in Northwestern Arizona; and

WHEREAS, the Hualapai Tribal Council has the power to represent the Tribe and act in all matters that concern the welfare of the Tribe pursuant to Article V(r) of the Hualapai Constitution; and

WHEREAS, the current Incident Command Team (ICT) and future Hualapai ICT's will be authorized to implement the Incident Command System and includes an organization chart to improve efficiency. Based on the organizational chart a pay band will apply to each position. ICT Differential Pay, as defined in this Resolution is considered a discretionary bonus and is not considered 401(k) Plan compensation, but is part of the regular wage for the purposes of overtime calculations; see attached Appendix A;

WHEREAS, on activation of the ICT by Council the IC will be designated by Council. Council, in coordination with the IC and HR Director, will fill the ICT positions giving first consideration to current RIF List, maintained by HR. ICT positions and vacancies are not required to be announced. Applications and interviews are also not requirement, but may be viewed as a best practice on a case by case basis;

WHEREAS, all Hualapai ICT employees will be "Non-Exempt" and differential pay's will apply to all positions within the ICT which are listed below;

Hazard Pay, is authorized for employee risk of exposure to "virulent biologicals," defined as work with or in close proximity to materials of a micro-organic nature which when introduced into the body are likely to cause serious disease or fatality. Other types of hazard environments include floods, hurricanes, drought, communicable disease, or other Tribal Council deemed hazardous emergencies. Hazard Pay is 25% of ICT position hourly rate when performing duties specific to emergencies. Hazard Pay is on a 24-hour day from 0001 to 2400 hours and when authorized shall be paid for all hours within that day. Hazard Pay is in addition to other premium or differential pays.

Sunday Premium, is 25% and only applies if the employee's normal work schedule does not include working Sunday's. Sunday Premium only cover's tour of duty schedule hours and is in addition to other differential pays.

Night Differential, is 25% of hourly rate when an employee is working from 10PM – 6AM. Night differential is in addition to other premium pays.

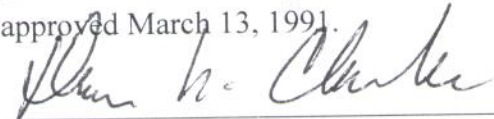
Holiday Pay, includes "holiday worked" resulting in double pay for employee's scheduled tour of duty.

WHEREAS, effective March 17, 2020 and through the duration of COVID-19 and any extension by the Council

THEREFORE IT BE RESOLVED, the ICT designation, differential pay's, and position pay band are accepted to continue the current and future ICT's.

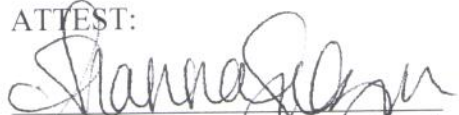
CERTIFICATION

I, the undersigned as Chairman of the Hualapai Tribal Council hereby certify that the Hualapai Tribal Council of the Hualapai Tribe is composed of nine (9) members of whom **six (6)** constituting a quorum were present at a **Special Council Meeting** thereof held on this **23rd day of April, 2020**; and that the foregoing resolution was duly adopted by the affirmative vote of **(6) approve, (0) opposed, (1) not voting, (2) excused**, pursuant to the authority of Article V, Section (a) of the Constitution of the Hualapai Tribe approved March 13, 1991.



Dr. Damon R. Clarke, Chairman
Hualapai Tribal Council

ATTEST:



Shanna Salazar, Administrative Assistant
Hualapai Tribal Council