



UNITED SOUTH AND EASTERN TRIBES, INC.


USET Resolution No. 2004:075

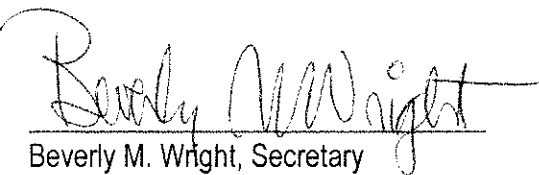
ESTABLISHING WAGE AND SALARY AND JOB DESCRIPTION RESOURCES

- WHEREAS,** United South and Eastern Tribes, Incorporated (USET) is an intertribal organization comprised of twenty-four (24) federally recognized tribes; and
- WHEREAS,** the actions taken by the USET Board of Directors officially represent the intentions of each member tribe, as the Board of Directors comprises delegates from the member tribes' leadership; and
- WHEREAS,** on a regular basis individual USET Tribes are faced with inquiries and the issue of staying current and competitive with the ever-changing environment of wage and salary demands; and
- WHEREAS,** the USET Tribal Administration Committee was formed to provide USET with certain best practice, uniform standards and guidelines, which can be used as an option for individual Tribes to access and use, if applicable; and
- WHEREAS,** there have been many requests from the USET Tribes to review and compare their competitiveness as an employer in the job market; and
- WHEREAS,** in an effort to meet the demand, the Tribal Administration Committee wishes to create a database from which any individual Tribe can draw relevant wage and salary range comparisons and parallels within Indian Tribal government employment; and
- WHEREAS,** USET staff (Human Resource Assistant) can be utilized as a central point of contact for information, Board of Director data collection and distribution; therefore, be it
- RESOLVED** that the USET Tribal Administration authorizes the HRA to request that any willing individual Tribe share their wage and salary range information and job descriptions, which will be utilized to create the median range database; and, be it further
- RESOLVED** that the USET Board of Directors reiterates that participation in this data request is completely voluntary and shall be detailed only to the extent necessary; and that the data shared shall not identify any specific tribe, individual, position or in anyway compromise any anonymity of an individual or individual Tribe.

CERTIFICATION

This resolution was duly passed at the USET Semi-Annual Meeting, at which a quorum was present, in Hollywood, FL, on Thursday, June 17, 2004.


Keller George, President
United South and Eastern Tribes, Inc.


Beverly M. Wright, Secretary
United South and Eastern Tribes, Inc.

“Because there is strength in Unity”