

# OMAHA TRIBE OF NEBRASKA

## Executive Officers

### Members

Jason Sheridan, Chairman  
Jerome Hamilton, Vice-Chairman  
Alan Harlan, Treasurer  
Dustin Lovejoy, Secretary



## Members

Leander Merrick  
Galen Aldrich Sr.  
Calvin Harlan

## RESOLUTION NO. 24-57 OF THE OMAHA TRIBE OF NEBRASKA

**RE:** Addendum to Section 4. Compensation and Pay Systems of the Omaha Tribe of Nebraska Personnel Manual (Approved November 16, 2022 via Resolution #07-07)

**WHEREAS:** The Omaha Tribe of Nebraska is a federally recognized Indian tribe, organized under a constitution and bylaws approved by the Secretary of Interior on April 30, 1936, pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934; and

**WHEREAS:** pursuant to Article III, Sec.1 of the constitution of the Omaha Tribe of Nebraska, the governing body of the Omaha Tribe shall also be known as Tribal Council; and

**WHEREAS:** Article IV, Section 1 (j) of the Constitution of the Omaha Tribe of Nebraska provides the Omaha Tribal Council with the power to safeguard and promote the economy and general welfare of the Omaha Tribe; and

**WHEREAS:** the Tribal Council finds that the Personnel Manual allows for pay adjustments to be made in writing and will be approved by the supervisor and CTO or designee before being processed by the payroll clerk.

**WHEREAS:** the Tribal Council finds that there is a nursing shortage and we must act in order to compete with other organizations.

**WHEREAS:** In order to continue to encourage and recruit Registered Nurses and Licensed Practical Nurses to serve our Tribal Members, the Tribal Council has determined it is in the best interest of the Omaha Tribe of Nebraska that Section 4, Compensation and Pay Systems of the OTN Personnel Manual should be amended to grant a hire-on bonus.

### **NOW THEREFORE, BE IT RESOLVED THAT:**

That Section 4, Compensation and Pay Systems of the Omaha Tribe of Nebraska Personnel Manual is hereby amended to grant new employees a hire on bonus in the amount of \$5,000. The hire-on bonus applies to Licensed Behavioral Health staff, RN's and LPN's. The amounts will be processed via payroll in two disbursements: \$2,500 upon

successful completion of 6 months of service and \$2,500 upon successful completion of 12 months of service.

Should an employee leave or be terminated prior to working a full 6 month period, then no hire on bonus is paid. Should an employee leave prior to working a full 12 month period, then the 2nd installment (\$2500.00) of bonus payment is forfeited. Employees must maintain active and available status - maintaining hours of regular full time or part time hours to be eligible for bonus payment. Employees that work less than a 20 hour/week average will be ineligible for the hire on bonus. Bonuses are subject to regular payroll withholdings.

**BE IT FURTHER RESOLVED:**

That the Director of Human Resources is hereby directed to amend the Personnel Manual in accordance with this Resolution and to communicate the amendment via memorandum to all tribal employees as soon as possible after the effective date of this Resolution with a copy of the memorandum to the Tribal Council, Chief Tribal Officer, Chief Executive Office and Chief Financial Officer.

**BE IT FINALL RESOLVED:**

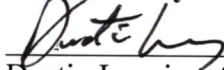
That this resolution shall be effective as of the date of Certification.

**CERTIFICATION**

This is to certify that the foregoing resolution was considered at a duly called meeting of the Omaha Tribal Council on the \_\_\_ day of \_\_\_\_\_, 2024, and was adopted by a vote of: \_\_\_ for; \_\_\_ against; \_\_\_ abstaining; with the Chairman not voting. A quorum of \_\_\_ was present.


<b>MEMBERS VOTE:</b>	<b>YES</b>	<b>NO</b>	<b>ABSTAIN</b>
<b>Jason Sheridan</b>			
<b>Jerome Hamilton</b>			
<b>Alan Harlan</b>			
<b>Dustin Lovejoy</b>			
<b>Leander Merrick</b>			
<b>Galen Aldrich Sr.</b>			
<b>Calvin Harlan</b>			

**Submitted by:**

  
 \_\_\_\_\_  
 Dustin Lovejoy, Secretary  
 Omaha Tribal Council

4/23/24  
 \_\_\_\_\_  
 Date

**Attest:**

  
 \_\_\_\_\_  
 Jason Sheridan, Chairman  
 Omaha Tribal Council

4/23/24  
 \_\_\_\_\_  
 Date