

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. 24-143

OMAHA TRIBE OF NEBRASKA

Authorizing A FY25 Cost of Living Adjustment (COLA) of Three Percent (3%)

- WHEREAS:** The Omaha Tribe of Nebraska is 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:** pursuant to 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 of the Omaha Tribe of Nebraska believes that it is in the best interest of the Tribe, and of its members and employees, to provide further direction to guide the calculation, standardization and implementation of future Cost Of Living Adjustments (“COLA”). This guidance shall be applicable to all employees of Tribal government and programs, and
- WHEREAS:** Resolution No. 23-14 established the Tribe’s COLA Policy, and that COLA increases shall be based on the Consumer Price Index for Urban Consumers (CPI-U), and be included and implemented in the FY23 budget and all future annual budgets, and the amount of the COLA shall not exceed three percent (3%) in any one fiscal year, October 1st through September 30th, as calculated individually as a percentage of base hourly rate or salary, or in aggregate for fixed one-time amounts.
- WHEREAS:** The Tribe’s FY25 budget covers the period from October 1, 2024 to Sept 30, 2025, and
- WHEREAS:** The US Bureau of Labor Statistics published the Consumer Price Index for Urban Consumers (CPI-U) for the twelve (12) month period ending December 31, 2023, and the all items index increased 3.4%, and
- WHEREAS:** Notwithstanding the numerical calculation of the annual CPI-U, the Tribal Council may (at its sole discretion) increase, decrease, change or otherwise modify the COLA. The

Tribe Council may, at its option, disburse COLA increases as an additional percentage amount of base pay or salary, or as a fixed one-time amount. This determination shall be made by the Tribal Council, with input from the Chief Tribal Officer, Chief Financial Officer and Director of Human Resources, and

NOW THEREFORE BE IT RESOLVED THAT:

The FY24 COLA shall be an increase of three percent (3%), calculated as an additional percentage amount of base pay or salary, and shall be granted to all active Tribal employees and Tribal Council members as of September 30, 2024, who worked any time during the prior three months, and

BE IT FURTHER RESOLVED:

The FY25 COLA shall take effect on the first day of the first full pay period following October 1, 2024, and

BE IT FURTHER RESOLVED:

FY25 COLA increases are subject to availability of funds, and contract terms and conditions for federal and state sponsored programs, and

BE IT FINALLY RESOLVED THAT:

The Tribal Council hereby authorizes Chairman Jason Sheridan and Treasurer Alan Harlan Miller to execute any and all documents necessary to affect this resolution.

By the authority of these individuals as representatives and leaders of the Omaha Tribe, this resolution is made August ____, 2024.

CERTIFICATION

This is to certify that the foregoing resolution was considered at a duly called meeting of the Omaha Tribal Council on the 8 day of August, 2024, and was adopted by a vote of: 4 for; 0 against; 1 abstaining; with the Chairman not voting. A quorum of 5 was present.

MEMBERS VOTE:	YES	NO	ABSTAIN
Jason Sheridan			Abstain
Jerome Hamilton			Absent
Dustin Lovejoy	X		
Alan Harlan			Absent
Leander Merrick	X		
Galen Aldrich Sr.	X		
Calvin Harlan	X		

Submitted by:

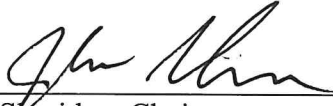


Dustin Lovejoy, Secretary
Omaha Tribal Council

8/8/24

Date

Attest:



Jason Sheridan, Chairman
Omaha Tribal Council

8-8-24

Date



Economic News Release

Consumer Price Index News Release

Transmission of material in this release is embargoed until 8:30 a.m. (ET) Thursday, January 11, 2024 USDL-24-0019

Technical information: (202) 691-7000 * cpi_info@bls.gov * www.bls.gov/cpi
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CONSUMER PRICE INDEX - DECEMBER 2023

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.3 percent in December on a seasonally adjusted basis, after rising 0.1 percent in November, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 3.4 percent before seasonal adjustment.

The index for shelter continued to rise in December, contributing over half of the monthly all items increase. The energy index rose 0.4 percent over the month as increases in the electricity index and the gasoline index more than offset a decrease in the natural gas index. The food index increased 0.2 percent in December, as it did in November. The index for food at home increased 0.1 percent over the month and the index for food away from home rose 0.3 percent.

The index for all items less food and energy rose 0.3 percent in December, the same monthly increase as in November. Indexes which increased in December include shelter, motor vehicle insurance, and medical care. The index for household furnishings and operations and the index for personal care were among those that decreased over the month.

The all items index rose 3.4 percent for the 12 months ending December, a larger increase than the 3.1-percent increase for the 12 months ending November. The all items less food and energy index rose 3.9 percent over the last 12 months, after rising 4.0 percent over the 12 months ending November. The energy index decreased 2.0 percent for the 12 months ending December, while the food index increased 2.7 percent over the last year.

Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Dec. 2023
	Jun. 2023	Jul. 2023	Aug. 2023	Sep. 2023	Oct. 2023	Nov. 2023	Dec. 2023	
All items	0.2	0.2	0.6	0.4	0.0	0.1	0.3	3.4
Food	0.1	0.2	0.2	0.2	0.3	0.2	0.2	2.7
Food at home	0.0	0.3	0.2	0.1	0.3	0.1	0.1	1.3
Food away from home ⁽¹⁾	0.4	0.2	0.3	0.4	0.4	0.4	0.3	5.2
Energy	0.6	0.1	5.6	1.5	-2.5	-2.3	0.4	-2.0
Energy commodities	0.8	0.3	10.5	2.3	-4.9	-5.8	-0.1	-2.9
Gasoline (all types)	1.0	0.2	10.6	2.1	-5.0	-6.0	0.2	-1.9
Fuel oil ⁽¹⁾	-0.4	3.0	9.1	8.5	-0.8	-2.7	-5.5	-14.7
Energy services	0.4	-0.1	0.2	0.6	0.5	1.7	0.9	-1.1
Electricity	0.9	-0.7	0.2	1.3	0.3	1.4	1.3	3.3
Utility (piped) gas service	-1.7	2.0	0.1	-1.9	1.2	2.8	-0.4	-13.8
All items less food and energy	0.2	0.2	0.3	0.3	0.2	0.3	0.3	3.9
Commodities less food and energy commodities	-0.1	-0.3	-0.1	-0.4	-0.1	-0.3	0.0	0.2
New vehicles	0.0	-0.1	0.3	0.3	-0.1	-0.1	0.3	1.0
Used cars and trucks	-0.5	-1.3	-1.2	-2.5	-0.8	1.6	0.5	-1.3
Apparel	0.3	0.0	0.2	-0.8	0.1	-1.3	0.1	1.0
Medical care commodities ⁽¹⁾	0.2	0.5	0.6	-0.3	0.4	0.5	-0.1	4.7
Services less energy services	0.3	0.4	0.4	0.6	0.3	0.5	0.4	5.3
Shelter	0.4	0.4	0.3	0.6	0.3	0.4	0.5	6.2
Transportation services	0.1	0.3	2.0	0.7	0.8	1.1	0.1	9.7
Medical care services	0.0	-0.4	0.1	0.3	0.3	0.6	0.7	-0.5

Footnotes

(1) Not seasonally adjusted.