



# WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

## (Approving Revised Pay Scale for Apache Diabetes Wellness Program)

---

**WHEREAS,** The Constitution of the White Mountain Apache Tribe (“Tribe”) of the Fort Apache Indian Reservation (“Constitution”) provides, at Article IV, Section 1(s) that the Tribal Council (“Council”) shall exercise the power “To...regulate subordinate organizations...”; and

**WHEREAS,** The Apache Diabetes Wellness Program (“ADWP”) is a Tribal Health Care Organization that was created and is authorized by the Tribe to provide Diabetes prevention and psychosocial treatment services to the members of the Tribe; and

**WHEREAS,** The ADWP recognizes that it must maintain a fair, equitable, and competitive pay and benefit structure to recruit and retain qualified personnel; and

**WHEREAS,** ADWP has developed a structured system to determine what pay benefits its employees should receive based upon prevailing national pay schedules for the positions required to operate its programs (“Revised Pay Scale” attached and incorporated by reference); and

**WHEREAS,** Fiscal Year 2019-2020 budgets have been created and authorized by the Tribe’s Grants & Contracts Department, the Division of Health Programs Executive Director, and the White Mountain Apache Tribal Council which allow for the pay changes as outlined in the current submission; and

**WHEREAS,** The Council has reviewed the proposed Revised Pay Scale and finds that its approval is fiscally appropriate and will help ADWP recruit and retain qualified personnel to render essential services to the Tribe and its members.

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the Apache Diabetes Wellness Program’s Revised Pay Scale and directs ADWP to implement it, effective immediately and so long as the Apache Diabetes Wellness Program receives 3<sup>rd</sup> Party Reimbursements from the State of Arizona’s Medicare Program Arizona Health Care Cost Containment System (AHCCCS), or until amended by subsequent resolution.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it directs the Grants & Contracts Department, the Tribal Treasurer, The Tribal Controller and all other

**Resolution No. 01-2020-06**

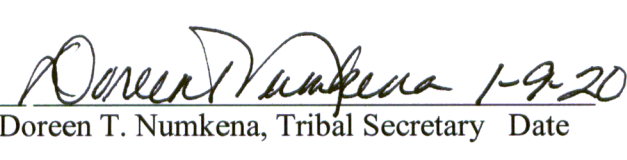
Tribal fiduciary agents to assist Apache Diabetes Wellness Program in the creation and maintenance of financial systems to facilitate the implementation of the pay-scale.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event this Resolution directly conflicts with the Tribal Constitution, Tribal Ordinances, or any material facts concerning the issues presented are later found to be false, this Resolution shall be deemed null and void and have no legal effect.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event that this Resolution conflicts with a prior Resolution or Policy, this Resolution shall supersede and govern over the conflicting subject matter.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the Chairwoman, or in her absence, the Vice-Chairman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

The foregoing resolution was on **JANUARY 8, 2019** duly adopted by a vote of **TEN** for, **ZERO** against, and **ZERO** abstentions by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it under the enumerated powers listed in Article IV, Section 1 of the WMAT Constitution, so ratified on September 30, 1993, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).

 1/9/20  1-9-20  
Gwendena Lee Gatewood, Tribal Chairwoman Date Doreen T. Numkena, Tribal Secretary Date

# ADWC Employee Pay Schedule

Job Title	Current Rate	19-20 Proposed Rate	In 3 Years	In 5 Years	In 7 Years
Accounts Payable	\$ 26,000.00	\$ 27,040.00	\$ 27,040.00	\$ 27,040.00	\$ 27,040.00
Behavioral Health Tech.	\$ 33,134.40	\$ 35,380.80	\$ 37,585.60	\$ 39,811.20	\$ 41,912.00
Behavioral Health Tech.	\$ 27,040.00	\$ 29,744.00	\$ 29,744.00	\$ 32,240.00	\$ 36,441.60
Behavioral Health Tech.	\$ 35,214.40	\$ 35,380.80	\$ 37,585.60	\$ 39,811.20	\$ 41,912.00
Janitor	\$ 16,640.00	\$ 16,640.00	\$ 21,565.44	\$ 23,162.88	\$ 24,760.32
Fitness Trainer	\$ 22,880.00	\$ 27,040.00	\$ 29,120.00	\$ 31,200.00	\$ 33,280.00
Facilities Manager	\$ 29,203.20	\$ 30,950.40	\$ 30,950.40	\$ 30,950.40	\$ 30,950.40
Admin. Support Asst.	\$ 14,976.00	\$ 16,640.00	\$ 18,304.00	\$ 19,968.00	\$ 21,632.00
Kids Club Attendent	\$ 18,720.00	\$ 27,040.00	\$ 27,040.00	\$ 27,040.00	\$ 27,040.00
Behavioral Health Tech.	\$ 27,040.00	\$ 29,827.20	\$ 33,134.40	\$ 35,339.20	\$ 37,544.00
Behavioral Health Tech.	\$ 27,040.00	\$ 29,827.20	\$ 33,134.40	\$ 35,339.20	\$ 37,544.00
Behavioral Health Tech.	\$ 27,040.00	\$ 32,032.00	\$ 34,236.80	\$ 36,441.60	\$ 38,667.20
Receptionist	\$ 18,720.00	\$ 27,040.00	\$ 27,040.00	\$ 27,040.00	\$ 27,040.00
College Intern	\$ 14,976.00	\$ 20,800.00	\$ 22,880.00	\$ 24,960.00	\$ 27,040.00
Transportation	\$ 19,968.00	\$ 19,968.00	\$ 21,066.24	\$ 22,647.04	\$ 24,244.48
Program Director	\$ 52,000.00	\$ 56,000.01	\$ 60,008.00	\$ 64,001.60	\$ 64,001.60
Clinical Documentation Coord.	\$ 31,948.80	\$ 34,112.00	\$ 36,192.00	\$ 38,272.00	\$ 38,272.00
Behavioral Health Professional	\$ 79,622.40	\$ 79,622.40	\$ 79,622.40	\$ 79,622.40	\$ 79,622.40
PT- Kids Club Attendants	\$ 14,976.00	\$ 16,640.00	\$ 18,304.00	\$ 19,968.00	\$ 21,632.00
PT Receptionist	\$ 19,968.00	\$ 16,640.00	\$ 18,304.00	\$ 19,968.00	\$ 21,632.00
PT Janitor	\$ 19,968.00	\$ 16,640.00	\$ 18,304.00	\$ 19,968.00	\$ 21,632.00
Admin. Asst.	\$ 28,288.00	\$ 28,288.00	\$ 30,368.00	\$ 32,448.00	\$ 34,528.00
	<b>\$ 605,363.20</b>	<b>\$ 653,292.81</b>	<b>\$ 691,529.28</b>	<b>\$ 727,238.72</b>	<b>\$ 758,368.00</b>

Program Director

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Master's Degree	\$ 66,996.80	\$ 73,985.60	\$ 78,000.00	\$ 81,993.60
Bachelor's Degree	\$ 52,000.00	\$ 55,993.60	\$ 60,008.00	\$ 64,001.60
Associate's Degree	\$ 41,995.20	\$ 46,009.60	\$ 50,003.20	\$ 53,996.80
24 + College Credits	\$ 31,990.40	\$ 36,004.80	\$ 39,998.40	\$ 43,992.00
High School Diploma	\$ 29,993.60	\$ 34,008.00	\$ 38,001.60	\$ 41,995.20

Behavioral Health Professional

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Ph. D Independent Licensed	\$ 81,120.00	\$ 85,384.00	\$ 91,790.40	\$ 96,054.40
Ph. D Post Doctoral	\$ 66,352.00	\$ 69,659.20	\$ 71,864.00	\$ 74,089.60
Master's Independent Licensed	N/A	\$ 74,089.60	\$ 76,294.40	\$ 79,622.40
Masters Associate Licensed	\$ 60,840.00	\$ 64,147.20	\$ 66,372.80	\$ 68,556.80
Bachelor's Independent Licensed	N/A	\$ 60,819.20	\$ 65,249.60	\$ 69,680.00

Clinical Documentation Coord.

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Master's Degree	\$ 42,016.00	\$ 44,096.00	\$ 46,176.00	\$ 48,256.00
Bachelor's Degree	\$ 37,024.00	\$ 39,104.00	\$ 41,184.00	\$ 43,264.00
72+ College Credits	\$ 34,528.00	\$ 36,608.00	\$ 38,688.00	\$ 40,768.00
Assoc. or Technical Degree	\$ 32,032.00	\$ 34,112.00	\$ 36,192.00	\$ 38,272.00
HS Diploma + 24 College Credits	\$ 29,536.00	\$ 31,616.00	\$ 33,696.00	\$ 35,776.00
High School Diploma	\$ 27,040.00	\$ 29,120.00	\$ 31,200.00	\$ 33,280.00

Behavioral Health Technician

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Master's Degree	\$ 45,302.40	\$ 47,507.20	\$ 49,712.00	\$ 51,937.60
Bachelor's Degree	\$ 35,380.80	\$ 37,585.60	\$ 39,811.20	\$ 41,912.00
72+ College Credits	\$ 34,528.00	\$ 36,608.00	\$ 38,688.00	\$ 38,667.20
Assoc. or Technical Degree	\$ 32,032.00	\$ 34,236.80	\$ 36,441.60	\$ 37,544.00
HS Diploma + 24 College Credits	\$ 29,827.20	\$ 33,134.40	\$ 35,339.20	\$ 37,544.00
High School Diploma	\$ 27,601.60	\$ 29,744.00	\$ 32,240.00	\$ 36,462.40

**Administrative Support Staff:**

Administrative Assistant, Accounts Payable, Receptionist, Program Support Specialist,  
College Intern (Seasonal)

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Master's Degree	\$ 33,280.00	\$ 35,360.00	\$ 37,440.00	\$ 39,520.00
Bachelor's Degree	\$ 30,784.00	\$ 32,864.00	\$ 34,944.00	\$ 37,024.00
72+ College Credits	\$ 28,288.00	\$ 30,368.00	\$ 32,448.00	\$ 34,528.00
Assoc. or Technical Degree	\$ 25,792.00	\$ 27,872.00	\$ 29,952.00	\$ 32,032.00
HS Diploma + 24 College Credits	\$ 23,296.00	\$ 25,376.00	\$ 27,456.00	\$ 29,536.00
High School Diploma	\$ 20,800.00	\$ 22,880.00	\$ 24,960.00	\$ 27,040.00



**Personal Trainer/ Fitness Aid:**

The Personal Trainer/ Fitness Aid will work with clients to improve their overall health through increased fitness with a focus on clients who have diabetes. The Personal Trainer will provide these services by receiving personal trainer requests and triaging according to health risks. Personal trainer will keep data on the progress of each client that will include: BMI, blood sugars and monthly checks ins. Upon hire a Fitness Aid will have 9 months to obtain personal trainer certification from AFPA.

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Master's Degree	\$ 37,024.00	\$ 37,024.00	\$ 39,104.00	\$ 41,184.00
Bachelor's Degree	\$ 34,528.00	\$ 35,027.20	\$ 37,107.20	\$ 39,187.20
72+ College Credits	\$ 32,032.00	\$ 34,112.00	\$ 36,192.00	\$ 38,272.00
Associates Degree	\$ 29,536.00	\$ 31,616.00	\$ 33,696.00	\$ 35,776.00
Personal Trainer Certification	\$ 27,040.00	\$ 29,120.00	\$ 31,200.00	\$ 33,280.00
High School Diploma	\$ 20,800.00	\$ 22,880.00	\$ 24,960.00	\$ 27,040.00

Kids Club Attendent:

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Bachelor's Degree	\$ 28,288.00	\$ 28,953.60	\$ 29,952.00	\$ 30,950.40
Associates Degree	\$ 25,792.00	\$ 27,872.00	\$ 29,952.00	\$ 32,032.00
24 + College Credits	\$ 23,296.00	\$ 25,376.00	\$ 27,456.00	\$ 29,536.00
High School Diploma	\$ 20,800.00	\$ 22,880.00	\$ 24,960.00	\$ 27,040.00

**Facilities Maintenance/ Janitor**

Credential:	0-2 years	3-4 years	5-6 years	7+ years
24 + College Credits	\$ 23,296.00	\$ 28,953.60	\$ 30,950.40	\$ 32,947.20
High School Diploma	\$ 20,800.00	\$ 26,956.80	\$ 28,953.60	\$ 30,950.40

Enhance Fitness Coordinator

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Certified Instructor	\$ 26,312.00	\$ 28,308.80	\$ 30,305.60	\$ 32,302.40
High School Diploma	\$ 24,960.00	\$ 26,332.80	\$ 28,308.80	\$ 30,305.60

Swimming Pool Staff: Seasonal/ Part time

Credential:	0-2 years	3-4 years	5-6 years	7+ years
Supervisor	\$ 28,600.00	\$ 30,680.00	\$ 32,760.00	\$ 34,840.00
Lead Lifeguard	\$ 24,960.00	\$ 25,958.40	\$ 26,956.80	\$ 27,955.20
Lifeguard	\$ 20,800.00	\$ 21,798.40	\$ 22,796.80	\$ 23,795.20