

**RESOLUTION OF THE GOVERNING BODY  
OF THE  
WASHOE TRIBE OF NEVADA AND CALIFORNIA**

**WHEREAS**, the Washoe Tribe of Nevada and California is organized under the provisions of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984) as amended, to exercise certain rights of home rule and be responsible for the general welfare of its membership; and

**WHEREAS**, pursuant to the Washoe Tribe's Personnel Policy and Procedure Manual, Section 3 Administration of the Personnel Program, the Washoe Tribal Council shall review recommendations, including an annual study of pay; and Section 5 Pay Plan and Pay Administration, the Washoe Tribal Council shall review and adopt a salary survey package for all positions in the Tribal service, and the pay rates will consider the general prevailing pay rates in the area and shall provide like pay for work within the Tribal service; and

**WHEREAS**, the Human Resources Board and Human Resources Director have the obligation to have an employee compensation survey; and

**WHEREAS**, at a duly held meeting, on September 7, 2021, the Washoe Tribal Council gave approval to the Human Resources Department to have REDW conduct a Compensation Study and Plan; and


**WHEREAS**, as a result of the Compensation Study and Plan, which the Washoe Tribe's department heads participated, REDW recommends a new salary structure for the non-exempt positions in Nevada (Exhibit A), non-exempt positions in California (Exhibit B), exempt positions in Nevada (Exhibit C), exempt positions in California (Exhibit D), and executive positions (Exhibit E).

**BE IT RESOLVED BY THE WASHOE TRIBAL COUNCIL** that the new salary structure as recommended by REDW, and as shown in Exhibits A, B, C, D, and E, is accepted and approved; and

**BE IT FURTHER RESOLVED** that the Human Resources Director will provide the new salary structure to all employees within one month after the financial onus is approved by the Chief Financial Officer.

**CERTIFICATION**

It is hereby certified that the Washoe Tribal Council is the governing body of the Washoe Tribe of Nevada and California composed of twelve (12) members of whom eleven (11), constituting a quorum, were present at a meeting duly held on the 9<sup>th</sup> day of June, 2023, and that the foregoing resolution was adopted by the affirmative vote of seven (7) for, two (2) against, and two (2) abstentions pursuant to the authority contained in Article VI, Section 1 (h) of the Amended Constitution and Bylaws of the Washoe Tribe of Nevada and California.

  
Autumn Burt  
Secretary-Treasurer  
Washoe Tribe of Nevada and California

06/12/2023  
Date





## Salary Structure - Exhibit A

### Washoe Tribe of Nevada and California Non-Exempt Salary Ranges - Nevada - Statewide

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Hourly Minimum</u>	<u>Hourly Midpoint</u>	<u>Hourly Maximum</u>
4	Retail Store Clerk I - Carson City Smoke Shop Retail Store Clerk I - MICA Chevron Retail Store Clerk I - WRE	\$12.3469	\$15.4336	\$18.5203
5	Assistant Cook - Carson/ Stewart Assistant Cook - Dresslerville Clinic Receptionist Cook - Dresslerville Cook - Stewart Cook - Summer Foods Program Cook - WRE Human Resources Receptionist Medical Receptionist Retail Store Clerk II	\$13.2454	\$16.5568	\$19.8682
6	Custodian I (Janitor/ Building Maintenance Worker I) Custodian I (WRE Janitor) Driver - Carson/ Stewart Driver - Dresslerville Driver - TANF Head Cook - Carson/ Stewart Head Cook - Dresslerville Lead Cook - WRE Medical Records Clerk I Ranch Hand Retail Store Lead - MICA Chevron Retail Store Shift Lead - MICA Chevron Student Tutor	\$14.2189	\$17.7736	\$21.3283
7	Administrative Assistant I Court Security Attendant Custodian II (Janitor/ Building Maintenance II) Dental Office Patient Coordinator Environmental Services Technician (Janitor/ Building Maintenance II) Health Center Driver Medical Records Clerk II Police Cadet Project Support Assistant Recreation Assistant Social Services Assistant Summer Foods Program Coordinator Teacher's Assistant	\$15.2922	\$19.1152	\$22.9382
8	Accounting Clerk I Administrative Assistant II Dental Assistant I Legal Secretary I Medical Administration Float (Business Office Utility Person) Optometry Technician I Pharmacy Assistant Tutor I Wellness Associate	\$16.4902	\$20.6128	\$24.7354



# Salary Structure - Exhibit A

## Washoe Tribe of Nevada and California Non-Exempt Salary Ranges - Nevada - Statewide

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Hourly Minimum</u>	<u>Hourly Midpoint</u>	<u>Hourly Maximum</u>
9	Accounting Clerk II Administrative Assistant III Administrative Assistant/ Court Clerk Dental Assistant II Employment Coordinator (Job Developer) Environmental Technician (Environmental Specialist I) Environmental Technician (Environmental Specialist II) Legal Secretary II Medical Assistant Medical/ Telemedicine Assistant Mental Health Intake Specialist Optometry Office Coordinator/ Optician Patient Benefits Coordinator I Pharmacy Technician I Phlebotomist Prevention Education Specialist Resources and Activity Coordinator (Program Coordinator) Retail Store Supervisor Retail Store Supervisor - Carson City Smoke Shop (Asst. Retail Store Mgr.) Supervisor - Recreation (Recreation Supervisor) Tribal Roads Crew Member Truancy Prevention Specialist Tutor II Wellness Advocate	\$17.8381	\$22.2976	\$26.7571
10	Accounting Technician Building Maintenance Specialist Case Assistant Culture/ Language Teacher I Dental Assistant III Domestic Violence Advocate Education Advisor I Fiscal Intermediary Optometry Technician II Pre-College Advisor Supervisor - Transportation (Transportation Supervisor) Teacher I Tutor Coordinator	\$19.3606	\$24.2008	\$29.0410
11	Animal Control Officer Behavioral Intervention Specialist Court Clerk Coordinator Culture/ Language Teacher II Data Specialist Data Specialist - GHWIC Education Advisor II Environmental Specialist (Environmental Specialist II) GED Instructor and Educational Liaison Grant Writer Medical Biller and Coder Patient Benefits Coordinator II Program Assurance Specialist I	\$21.0662	\$26.3328	\$31.5994



## Salary Structure - Exhibit A

### Washoe Tribe of Nevada and California Non-Exempt Salary Ranges - Nevada - Statewide

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Hourly Minimum</u>	<u>Hourly Midpoint</u>	<u>Hourly Maximum</u>
	Purchased Referred Care Agent (Contract Health Services Agent)			
	Supervisor - Food & Beverage (Food & Beverage Supervisor)			
	Supervisor - Ranch Feedlot (Ranch Feedlot Assistant Manager)			
	Teacher II			
	Washoe Utility Technician I (WUMA Technician I)			
<b>12</b>	Case Manager I	\$22.9965	\$28.7456	\$34.4947
	Clinical Community Liaison			
	Credentialing/Privileging and Policy Coordinator			
	Domestic Violence Police Officer			
	Education Lead			
	Equipment Mechanic			
	Equipment Operator I			
	Parole and Probation Officer			
	Pharmacy Technician II			
	Program Assurance Specialist II			
	Quality Assurance Specialist (Quality Assurance Coordinator)			
	Washoe Utility Technician II (WUMA Technician II)			
<b>13</b>	Case Manager II	\$25.1763	\$31.4704	\$37.7645
	Equipment Operator II			
	Higher Education Coordinator			
	Information Systems Technician (Computer System Admin.) - TANF Bay Area			
	Information Systems Technician (IT Technician)			
	Licensed Vocational Nurse (LVN)/ Licensed Practical Nurse (LPN)			
	Police/ Patrol Officer			
	Radiology Technician			
	Supervisor - Water Utility Operations			
<b>14</b>	Case Manager III	\$27.7222	\$34.6528	\$41.5834
<b>15</b>		\$30.7008	\$38.3760	\$46.0512
<b>16</b>	Police Sergeant	\$34.1952	\$42.7440	\$51.2928



## Salary Structure - Exhibit B

### Washoe Tribe of Nevada and California Non-Exempt Salary Ranges - California-Statewide

Data Year: 2022

Location: California - Statewide, CA

<u>Grade</u>	<u>Job Title</u>	<u>Hourly Minimum</u>	<u>Hourly Midpoint</u>	<u>Hourly Maximum</u>
6	Custodial I (Janitor/ Building Maintenance Worker I) Reservation Agent (Reservationist) Resort Worker	\$15.5177	\$19.3972	\$23.2766
7	Administrative Assistant I Custodial II (Janitor/ Building Maintenance Worker II)	\$16.6890	\$20.8613	\$25.0336
8	Administrative Assistant II	\$17.9966	\$22.4957	\$26.9948
9	Resources and Activity Coordinator (Program Coordinator) Employment Coordinator (Job Developer) Administrative Assistant III	\$19.4675	\$24.3344	\$29.2013
10	Case Assistant Supervisor - Resort Housekeeping (Resort Housekeeping Supervisor)	\$21.1292	\$26.4115	\$31.6937
11	Assistant Manager - Resort (Resort Assistant Manager) GED Instructor and Educational Liaison Supervisor - Food & Beverage (Food & Beverage Supervisor)	\$22.9906	\$28.7382	\$34.4858
12	Case Manager I	\$25.0971	\$31.3714	\$37.6457
13	Case Manager II Information Systems Technician (Computer System Admin.) - TANF Bay Area	\$27.4761	\$34.3451	\$41.2141
14	Case Manager III	\$30.2546	\$37.8182	\$45.3818



## Salary Structure - Exhibit C

### Washoe Tribe of Nevada and California Exempt Salary Ranges - Nevada - Statewide

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Salary Minimum</u>	<u>Salary Midpoint</u>	<u>Salary Maximum</u>
11	Assistant Retail Store Manager - Carson City Smoke Shop  Assistant Retail Store Manager - MICA Chevron	\$43,818.1120	\$54,772.6400	\$65,727.1680
12	Accountant I Assistant Retail Store Manager - WRE Child Welfare Social Worker Domestic Violence Program Coordinator Early Intervention, Disabilities & Mental Health Program Manager Education Program Manager Executive Assistant (Executive Assistant II) Family Service Provider (FSP) - Dresslerville Family Service Provider (FSP) - Stewart Health/ Nutrition Program Manager Human Resources Generalist Injury Prevention Program Coordinator Librarian Manager - Kitchen (Kitchen Manager) Manager - Ranch Feedlot (Ranch Feedlot Manager)  Retail Store Manager - Carson City Smoke Shop Retail Store Manager - MICA Chevron	\$47,832.5120	\$59,790.6400	\$71,748.7680
13	Accountant II Behavioral Health Case Manager Clinical Informaticist Diabetes Exercise Specialist Environmental Scientist (Environmental Specialist III)  Grant Project Coordinator Grant Project Coordinator - GHWIC Grant Project Coordinator - SDPI Grant Specialist Head Start Administrator Infection Prevention, Safety & Employee Health Coordinator Manager - Clinical Lab (Laboratory Manager) Manager - Food & Beverage (Food and Beverage Manager) Manager - Purchased Referred Care (PRC Manager)  Medical Social Worker Mental Health Therapist - School Office Manager Substance Abuse Coordinator Substance Abuse Coordinator (Substance Abuse Services Coordinator) Substance Abuse Counselor Supervisor - Maintenance (Maintenance Supervisor)	\$52,366.9120	\$65,458.6400	\$78,550.3680



## Salary Structure - Exhibit C

### Washoe Tribe of Nevada and California

*Exempt Salary Ranges - Nevada - Statewide*

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Salary Minimum</u>	<u>Salary Midpoint</u>	<u>Salary Maximum</u>
14	Community Health Nurse Computed Tomography Technologist (CTT) Coordinator - Contracts (Contracts Training Manager)  Diabetes Educator/ RD Environmental Program Manager (Environmental Program Coordinator) Manager - Compliance (Compliance Manager Training)  Manager - Facilities/ Fleet (Senior Resource Manager)  Manager - Health Information Systems (Health Information Systems Manager) Manager - Maintenance Manager - Senior Center (Senior Center Manager) Manager - Training/ Media (Training/ Media Manager)  Mental Health Therapist Program Manager - Grants Program Manager - Tribal Roads Retail Store Manager - WRE	\$57,662.5920	\$72,078.2400	\$86,493.8880
15	Assistant Director - Human Resources (Human Resources Asst. Director) Director - Culture, Language & Education Director - Social Services (Social Services Director) Director - Woodfords Indian Education Center (WIEC Manager) Manager - Accounting (Accounting Manager) Manager - Career/ Job Development (Career/ Job Development Manager) Manager - Contracts (Contracts Compliance Officer)  Manager - Diabetes/Wellness (Diabetes/Wellness Manager) Manager - Emergency Preparedness (Emergency Preparedness Officer) Manager - Grants (Grants Manager) Manager - Operations (Operations Manager) Manager - Outpatient Clinic (Outpatient Clinic Manager)  Project Manager - Contractor (Project Manager II) Registered Nurse I/ RN I Site Manager I Systems Administrator Systems Administrator (Information Systems Tech) Systems Administrator (IT Technician) Tribal Historic Preservation Officer (THPO)	\$63,857.6640	\$79,822.0800	\$95,786.4960
16	Controller Dental Hygienist	\$71,126.0160	\$88,907.5200	\$106,689.0240



## Salary Structure - Exhibit C

### Washoe Tribe of Nevada and California

*Exempt Salary Ranges - Nevada - Statewide*

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Salary Minimum</u>	<u>Salary Midpoint</u>	<u>Salary Maximum</u>
	Director - Environmental Program (Environmental Program Director)			
	Director - Tribal Roads Program (Tribal Roads Program Director)			
	Manager - Community Health (Community Health Manager)			
	Manager - Medical Case Management (Medical Case Manager)			
	Manager - Washoe Utility (WUMA Manager)			
	Nursing Supervisor - RN II			
	Registered Nurse II/ RN II			
	Senior Manager - Program Compliance (Program Compliance Officer)			
	Site Manager II			
<b>17</b>	Deputy Chief of Police	\$79,692.2880	\$99,615.3600	\$119,538.4320
	Director - Quality Improvement/Risk Management (Quality Assurance Manager)			
	Manager - Technology Infrastructure & Operations			
	Senior Network Engineer			
<b>18</b>	Chief of Police	\$91,615.6800	\$114,519.6000	\$137,423.5200
	Deputy Director - TANF			
	Deputy Director - TANF Sierra Region			
	Deputy Director - Tribal Health Center			
	Director - Behavioral Health/ Healing Center (Healing Center Manager)			
	Director - Human Resources (Human Resources Director)			
	Director - Information Technology (IT Manager)			
	Director - Radiology (Radiology Director)			
<b>19</b>	Clinical Psychologist	\$108,021.8880	\$135,027.3600	\$162,032.8320
	Director - TANF (Executive Director - TANF)			
	Interim Director - TANF			





## Salary Structure - Exhibit D

### Washoe Tribe of Nevada and California

*Exempt Salary Ranges - California - Statewide*

Data Year: 2022

Location: California - Statewide, CA

<u>Grade</u>	<u>Job Title</u>	<u>Salary Minimum</u>	<u>Salary Midpoint</u>	<u>Salary Maximum</u>
13	Manager - Resort (Resort General Manager)	\$62,400.0000	\$74,062.8210	\$85,725.6420
	Coordinator - Facilities/ Fleet (Resource Manager)			
14		\$62,929.8480	\$78,662.3100	\$94,394.7720
15	Site Manager I	\$69,690.8160	\$87,113.5200	\$104,536.2240
16	Site Manager II	\$77,623.1040	\$97,028.8800	\$116,434.6560
17	Site Manager III	\$86,971.8720	\$108,714.8400	\$130,457.8080
18	Deputy Director - TANF	\$99,984.4200	\$124,980.5250	\$149,976.6300



## Salary Structure - Exhibit E

### Washoe Tribe of Nevada and California

Executive Salary Ranges - Nevada - Statewide

Data Year: 2022

Location: Nevada - Statewide, NV

<u>Grade</u>	<u>Job Title</u>	<u>Executive Minimum</u>	<u>Executive Midpoint</u>	<u>Executive Maximum</u>
14	Tribal Council Member	\$54,058.6800	\$72,078.2400	\$90,097.8000
17	Tribal Planner Tribal Secretary Treasurer	\$74,711.5200	\$99,615.3600	\$124,519.2000
18	Tribal Chairman	\$85,889.7000	\$114,519.6000	\$143,149.5000
19	Chiropractor/ Acupuncturist Clinical Immunization Pharmacist/ Vaccine Coordinator Clinical Pharmacist Executive Director - WDG/ WDC Judge Optometrist Staff Audiologist Staff Pharmacist Tribal Administrator Tribal Prosecutor	\$101,270.5200	\$135,027.3600	\$168,784.2000
20	Chief Financial Officer Director - Optometry (Optometry Director) Director - Pharmacy (Pharmacy Director) Executive Director - Tribal Health Center Family Nurse Practitioner/ DNP General Counsel Psychiatric Family Nurse Practitioner	\$122,377.3200	\$163,169.7600	\$203,962.2000
21	Dentist Director of Nursing / Family Nurse Practitioner  Staff Podiatrist	\$151,499.4000	\$201,999.2000	\$252,499.0000
22	Chief Dental Officer Physician Physician - Internal Medicine	\$191,994.6600	\$255,992.8800	\$319,991.1000
23	Cardiologist Chief Medical Officer/ Medical Director (Physician)	\$236,039.7000	\$314,719.6000	\$393,399.5000