



Comanche Nation  
**ELECTION OFFICE**



ANNUAL MEETING DISCUSSION TOPIC SUBMITTAL

Ramos                      Don                      \_\_\_\_\_  
LAST NAME                      FIRST NAME                      MIDDLE NAME

DISCUSSION TOPIC: Resolution 62-17

COMANCHE CONSTITUTION ARTICLE \_\_\_\_, SECTION \_\_\_\_ & ARTICLE \_\_\_\_, SECTION \_\_\_\_.

PLEASE SEE ATTACHED SUPPORTING DOCUMENTS:

*Resolution No. 62-17: Resolution of the CBC to Establish a Minimum  
Standards of Character & Suitability for Employment  
Comanche Nation Minimum Standards of Character and Suitability for  
Employment Policy*

**Please see attached Statement by Tribal Member Don Ramos**

**RECEIVED**

APR 02 2018

Initial: B. Saupitty

COPY



Comanche Nation  
Resolution No. 62-17

**RESOLUTION OF THE COMANCHE BUSINESS COMMITTEE TO ESTABLISH A  
MINIMUM STANDARDS OF CHARACTER AND SUITABILITY FOR EMPLOYMENT  
POLICY**

- WHEREAS,** the Comanche Nation is a federally recognized Indian Tribe with a constitution approved by the Secretary of the Interior on January 9, 1967, to safeguard tribal rights, powers, and privileges to improve the economic, moral, educational, and health status of its members; and
- WHEREAS,** the tradition of sovereignty of the Comanche Nation, since time immemorial long predates the existence of the Nation, establishes the inherent sovereign powers and rights of the Comanche Self-Government; and
- WHEREAS,** the Comanche Business Committee is the duly elected official body designated to conduct business for and on behalf of the Comanche Nation; and
- WHEREAS,** the Comanche Business Committee recognizes that no resource is more valuable to the Tribe's continued existence than its children and the CBC has a direct interest in protecting children.

**NOW THEREFORE BE IT RESOLVED,** The Comanche Business Committee hereby approves a **MINIMUM STANDARDS OF CHARACTER AND SUITABILITY FOR EMPLOYMENT POLICY** to be supplemented in the Comanche Nation Human Resources Policies and Procedures Manual; Pursuant to Introduction, Section 4. Amendment of the Comanche Nation Human Resources Policies and Procedures Manual, Page 7, *these policies may be amended, supplemented, or superseded at any time by resolution of the CBC.* Upon passage of this policy, Chapter 9, Section 9.0 in the Comanche Nation Human Resources Policies and Procedures manual, is to take effect immediately.

**CERTIFICATION**

The foregoing resolution was adopted at a regular meeting of the Comanche Business Committee held on the 9<sup>th</sup> day of September, 2017, at the Comanche Tribal Complex, Lawton, Oklahoma, by a majority vote of 5 for, 0 against, and 0 abstaining, a quorum being present.

*William Nelson, Sr.*  
William Nelson, Sr., Chairman

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ATTEST:  
*Robert Tippeconnie*  
Robert Tippeconnie, Secretary-Treasurer

Initial: *B. Saupitty*

Re: Resolution 62-17

**Minimum Standards of Character and Suitability for Employment Policy**, states this policy shall apply to all employees and applicants for employment that involve regular contact with or control over children. He policy is to conform to 25 CFR Part 63, P.L. 101-630 The Indian Child Protection Act and Family Violence act and P.L. 101-647, Crime Control Act of 1990, Child Care Worker Employee Background Checks.

This applies to all positions within the Tribal Government regardless of location of workstations, execution or performance.

I hereby request that the Tribal Government follow the intent of this resolution , but also consider a persons current character to be of consideration to employment in reference to a past drug felony and/or similar crimes of non-violence in nature in a time span of 5 years of last conviction. Granted said person' s character has been proven and shown to be of that of good standing.

I firmly believe a person's past should not be a hinderance of tribal employment, if person's behavior has been rectified and shown to be greatly improved upon, such as following a recovery program and a sustained period of abstinence of a number of years.

The native community should not keep it's own down for past mistakes, and should encourage a atmosphere of forgiveness and support to those who make the effort to change.

Respectfully,

  
Don Ramos  
Tribal Member

4.10-18

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APR 10 2018

Initial: B. Saupitty