

RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION

- WHEREAS, the White Mountain Apache Tribal Council, by Resolution No. 83-41, approved Budget Guidelines - FY 1983-84 (Copy attached), which prescribed rules to be applied by department, program, and enterprise managers in developing operational and capital budgets for FY 1983-84, and
- WHEREAS, the said Budget Guidelines failed to provide clear guidance in the matter of personnel compensation except for -01 Account (Central Tribe) personnel, and
- WHEREAS, Tribal Enterprises, under policy guidance of their respective boards, are responsible for achieving profitable operations that produce economic gain and expanding employment and promotion opportunity on the Reservation; said enterprises periodically raising their employees' wages as a reward for productive effort and self-improvement in the creation of increased enterprise profits, and
- WHEREAS, the same standards of productivity and creativity are equally important in the evaluation of employees in the non-enterprise (-01 and grant/contract) activities of the Tribe; fair treatment of these employees requiring that they be paid at a comparable scale for jobs that are comparable to those of enterprise employees, and
- WHEREAS, it is imperative that the Tribal Council establish a clear-cut employee compensation policy for the guidance of Tribal Enterprises and other Tribal Activities outside the Central Tribe - said policy to be effective with the Tribal FY 1983-84 Budget, and
- WHEREAS, the said policy shall have as a principal objective to establish a fair and equitable relationship between the various groups of tribal employees: Central Tribe (-01 Account), enterprise, and grant/contract.
- BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Budget Guidelines for FY 1983-84 be amended to include the following:
1. Merit raises for enterprise employees will be approved by the Tribal Council only if:
 - a. The enterprise cash position (including proposed raises) projected for the end of the upcoming fiscal year (after capital acquisitions) is greater than the beginning cash position, and

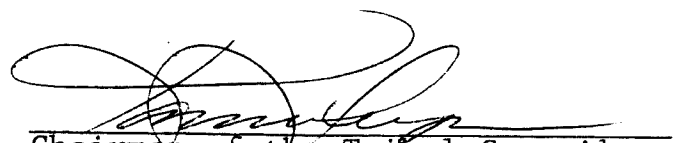
- b. They are not issued on a "blanket" basis; proper evaluation and justification to be provided in each individual case;
2. COLA raises may be approved for enterprise employees only if the projected year-end cash position of the enterprise (including the COLA raises) will not be less than the beginning cash position; and
3. COLA raises may not be used in lieu of merit increases.
4. Proposed wage/salary adjustments will be considered only in connection with official budget (or budget revision) actions that have been approved by the supervisor, the Board of Directors (where applicable), and the Finance Committee.
5. No Tribal employee shall come before the Tribal Council for any personal wage or salary adjustment request, but shall only follow proper administrative procedures and appeals.

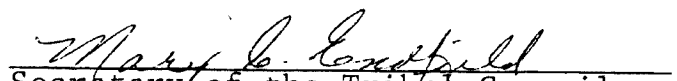
The foregoing resolution was on May 03, 1983 duly adopted by a vote of 10 for and 0 against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i) of the Amended Consitution and By-Laws of the Tribe, ratified by the Tribe June 27, 1958 and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

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MAY 11 1983

FORT APACHE INDIAN
AGENCY
WHITERIVER ARIZ


Chairman of the Tribal Council


Secretary of the Tribal Council

WHITE MOUNTAIN APACHE TRIBE

BUDGET GUIDELINES - FY 1983-84

1. Restoration of 100% salary/wages levels in 01 positions.
2. NO COLA for FY 1983-84.
3. Cost - cutting requirements:
 - 25% cut in travel budgets
 - 30% cut in telephone/communications budgets
 - 30% cut in vehicle operation budgets
 - 30% cut in office/consumable supplies & budgets
4. Continued freeze on replacement hires, except those affecting health/safety requirements, which will be reviewed by the Tribal Chairman before action. (Enterprises will clear with Board of Directors)
5. Freeze on new hires, except those approved and in process on April 30, 1983.*
6. Freeze on new capital purchases except those directly affecting health/safety requirements. Capital purchases to be made in equal quarterly segments over the fiscal year.**
7. Each enterprise - department - program to submit a cash flow budget along with the operational budget.
8. All enterprises to submit budgets reflecting a profit from operations after depreciation. Realistic revenue projections and tight cost controls will be required.
9. Modification of 14 - Account :
 - Remove all operations and restore to 01 Account.
 - Maintain 14 - Account only as FATCO - funded development fund.
10. Each Central tribe department/program manager to prepare two budget proposals, as follows
 - A. One budget to reflect expenditures no greater than the FY 1982-83 and including the reductions outlined in 3. above.
 - B. One budget to reflect expenditures 10% less than the budget in A. above.

* Enterprise requirements must be justified in writing by Boards.

** All capital purchases must identify funding source and scheduled purchase date.

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- WHEREAS, in accordance with Federal regulations and the Tribal Constitution By-Laws, the annual budget of the White Mountain Apache Tribe is developed prior to May 1st each year for the ensuing twelve months; said budget to provide spending limitations on both operational and capital programs during that period, and
- WHEREAS, it is the responsibility of the Tribal Council to identify sources of funds and to determine amounts to be allocated to the respective governmental and economic activities; and, further, to lay out the rules and procedures for administration of and accountability for the Tribal Budget, and
- WHEREAS, the Tribal Finance Committee, as the authorized agent of the Tribal Council, has for the Fiscal Year 1983/84 reviewed all major factors affecting the budget development process and has provided the attached Budget Guidelines - FY 1983/84 and Budget Development Schedule - which documents are incorporated herein by reference.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the Budget Guidelines - FY 1983/84 and Budget Development Schedule as submitted and authorizes the Tribal Chairman to proceed with development of the FY 1983/84 Tribal Budget in accordance with those documents.

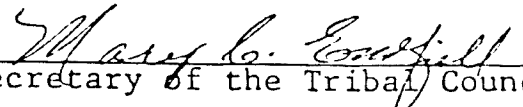
The foregoing resolution was on February 03, 1983 duly adopted by a vote of 10 for and 0 against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i & k) of the Amended Constitution and By-Laws of the Tribe, ratified by the Tribe June 27, 1958 and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

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FORT APACHE INDIAN
AGENCY
WHITERIVER, ARIZ.


Chairman of the Tribal Council


Secretary of the Tribal Council