

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

- WHEREAS, the Tribal Council has conducted an extensive advertising and recruiting effort to hire a new Tribal Administrative Manager; and
- WHEREAS, the Tribal Council has interviewed those applicants who responded to the advertisement; and
- WHEREAS, Mr. John Ramon has been interviewed by the Tribal Council and has submitted an extensive resume and letters of recommendation; and
- WHEREAS, the Tribal Council has discussed the qualifications of the applicants and the necessity of finding a person for the position with the appropriate credentials, experience and education to fulfill the complex responsibilities and duties of the Tribal Administrative Manager; and
- WHEREAS, the Tribal Council has been advised that all applicants for the position of Administrative Manager have requested an employment contract for the position; and
- WHEREAS, the Tribal Council concluded that Mr. John Ramon possesses the necessary experience, knowledge and education to operate a fiscal and financial control system that will protect the resources of the Tribe; and has indicated that he will utilize systems, programs and procedures in operating the Tribal Administrative Office that will actively support all levels of tribal economic management; and
- WHEREAS, the Tribal Council agrees that John Ramon is the best qualified and most versatile candidate for the position of Administrative Manager; and
- WHEREAS, the Tribal Council has discussed the pros and cons of an employment contract for the position of Administrative Manager and agrees that a contract would also provide protection for the Tribe in insuring continuity in the Tribal Business Office and would further be a means to fully set forth the responsibilities and contractual obligations of the Administrative Manager to protect the best

interests of the Tribe in his performance as a tribal employee; and

WHEREAS, Mr. Ramon has requested a five year contract with a salary of \$50,000 per year, however, the Tribal Council has negotiated with Mr. Ramon and has agreed to employ Mr. Ramon pursuant to the provisions of a four year contract with a salary of \$49,000 per year, and Mr. Ramon has accepted said terms.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby appoints Mr. John Ramon to the position of Tribal Administrative Manager, subject to the provisions of his faithful performance of services set forth in a four year contract of the annual salary of \$49,000.

BE IT FURTHER RESOLVED by the Tribal Council that Mr. Ramon's appointment to the position of Tribal Administrative Manager will be effective October 15, 1985 at which time Mr. Ramon will report to work at the Tribal Business Office, subject to his acceptance of the employment contract.

BE IT FURTHER RESOLVED by the Tribal Council that it hereby directs the Tribal Attorney to immediately draft an employment contract for the position of Tribal Administrative Manager.

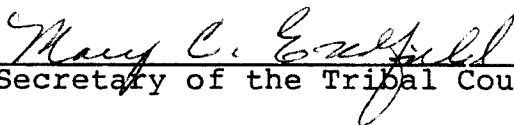
BE IT FURTHER RESOLVED by the Tribal Council that said contract shall be for a term of four years with a salary of \$49,000 per year and shall contain provisions to protect the Tribal Council's constitutional power to exercise governmental authority in protecting the best interest of the White Mountain Apache Tribe and shall not contain any provisions that will advocate or limit this constitutional authority and will further provide for the right of the Tribal Council to terminate said contract for the Administrative Manager's inadequate performance or conduct not in the best interests of the Tribe.

BE IT FURTHER RESOLVED by the Tribal Council that it hereby authorizes the Chairman or in his absence the Vice Chairman, to execute said contract on behalf of the Tribe.

The foregoing resolution was on October 2, 1985, duly adopted by a vote of 7 for and 3 against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 () of the Amended Constitution and Bylaws 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)



Chairman of the Tribal Council



Secretary of the Tribal Council

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FORT APACHE INDIAN
AGENCY
WHITERIVER, ARIZ.