



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

(Decreasing Salaries for Certain Directors)

WHEREAS, pursuant to Article IV, Section 1(a) of the Constitution of the White Mountain Apache Tribe, *inter alia*, the Tribal Council has the authority to represent the Tribe and act in all matters that concern the welfare of the Tribe; and

WHEREAS, pursuant to Resolution No. 11-2006-399, certain appointments were made and salaries were established for Executive Directors; and

WHEREAS, pursuant to Resolution No. 06-2007-256, "Approving Cost Containment Measures for Fiscal Year 2007-2008," as re-affirmed by Resolution No. 11-2007-516, certain cost containment measures were instituted; and

WHEREAS, it has come to the attention of the Tribal Council that the Departments of Community Services, Education and Public Works, and the Divisions of Health, Public Safety and Natural Resources have not effectively implemented the cost containment measures sufficiently to reduce spending; and

WHEREAS, in addition, reports required pursuant to applicable P.L. 93-638 contracts managed by the Department of Education and the Divisions of Health, Public Safety and Natural Resources have not been timely filed with the U.S. Department of Interior's Bureau of Indian Affairs, which has resulted in reimbursement to the Tribe being delayed; and

WHEREAS, over the past year, the delay in P.L. 93-638 reimbursements, increased spending and tribal enterprise losses have resulted in substantial cash flow problems, and as a result the Tribe does not have enough cash in the bank to pay its vendors; and

WHEREAS, the Tribal Council finds that the Executive Directors for the programs named herein are not adequately accountable and should be reprimanded in the form of a \$20,000 reduction in salaries for a period of six months, or until such time as cost containment measures are sufficiently implemented to reduce spending, and, as may be applicable, until P.L. 93-638 reports are timely submitted.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that:

1. The annual salaries of the Executive Directors for the Departments of Community Services, Education, Public Works, and the Divisions of Health, Public Safety and Natural Resources are hereby each reduced to \$55,000, effective the pay period following the date of this Resolution.
2. Each of the Directors are hereby reprimanded for not ensuring the implementation of cost containment measures and for failure to timely submit applicable P.L. 93-638 reports.

Resolution No. 05-2008-116

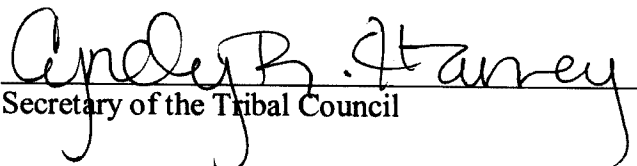
3. The salary reduction made herein shall be effective for six months or until such time as cost containment measures are sufficiently implemented to reduce spending and P.L. 93-638 reports are timely submitted.

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

The foregoing resolution was on May 20, 2008, duly adopted by a vote of SIX for, ZERO against and ONE abstention by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (b), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council