



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

(Approving Additional Cost Containment Measures)

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

WHEREAS, due to the financial crisis that the Tribe is currently experiencing, the Tribe's Finance and Budget Committee recommends that additional cost containment measures be instituted to ensure the financial stability and future economic growth of the Tribe, and those measures shall continue until the end of the fiscal year and the following represents some of those recommendations:

1. All tribally funded positions be reduced to a 32 hour work week, starting the next tribal payroll period, however this provision should not apply to positions funded by a state or federal grant, the Tribal Gaming Office, the Tribe's attorneys, and to essential employees who provide emergency services, such as the Police Department, the Fire Department, EMS, Woodland Patrol, Game and Fish law enforcement, the Cibecue CHR and other law enforcement officers, provided this provision should still apply to non-essential administrative officers of such emergency service departments;
2. The Tribe's official holidays be reduced to New Years Day, Memorial Day, Labor Day, Veterans Day, Independence Day, Christmas Day and Thanksgiving Day;
3. All Tribal employees, including the Tribal Council, should utilize the TR-100 (at 90%) for travel required for tribal business;
4. Meeting pay should be set at \$75.00 for Tribal Council meetings, and all Tribal Committees and Boards, provided said paid meetings should not exceed 3 meetings per month, and all tribal employees attending said Committee and/or Board meetings should be required to take annual leave or administrative leave without pay for the time spent at the Committee and/or Board meeting; and
5. All sick leave accrual should be suspended, with employees being allowed to utilize their current sick leave, in an amount not to exceed 100 hours per employee, until December 31, 2008, and thereafter no sick leave shall be allowed; and

WHEREAS, the Tribal Council finds that it is in the best interest of the Tribe to follow the recommendations of the Tribe's Finance and Budget Committee stated herein; and

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves and institutes the following additional cost containment measures and these measures shall continue until the end of the fiscal year:

1. All tribally funded positions shall be reduced to a 32 hour work week, starting the next tribal payroll period, however this provision shall not apply to positions funded by a state or federal grant, the Tribal Gaming Office, the Tribe's attorneys, and to

Resolution No. 11-2008-260

essential employees who provide emergency services, such as the Police Department, the Fire Department,

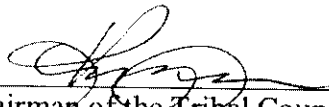
EMS, Woodland Patrol, Game and Fish law enforcement, the Cibecue CHR and other law enforcement officers, provided this provision shall still apply to non-essential administrative officers of such emergency service departments;

2. The Tribe's official holidays shall be reduced to New Years Day, Memorial Day, Labor Day, Veterans Day, Independence Day, Christmas Day and Thanksgiving Day;
3. All Tribal employees, including the Tribal Council, shall utilize the TR-100 (at 90%) for travel required for tribal business;
4. Meeting pay shall be set at \$75.00 for Tribal Council meetings, and all Tribal Committees and Boards, provided said paid meetings shall not exceed 3 meetings per month, and all tribal employees attending said Committee and/or Board meetings shall be required to take annual leave or administrative leave without pay for the time spent at the Committee and/or Board meeting; and
5. All sick leave accrual shall be suspended, with employees being allowed to utilize their current sick leave, in an amount not to exceed 100 hours per employee, until December 31, 2008, and thereafter no sick leave shall be allowed.


BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event there is a conflict between the terms and conditions of this Resolution and any prior Tribal Council Resolution or Policy, this Resolution shall govern.

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

The foregoing resolution was on November 5, 2008, duly adopted by a vote of ELEVEN for and ZERO against by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (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