



WHITE MOUNTAIN APACHE TRIBE

*A Sovereign Nation Exercising Self-Governance
Over the Fort Apache Indian Reservation*

Resolution No. 02-2013-36

(Revising Organizational Chart and Adopting New Policy on Hiring)

WHEREAS, over the course of several years, the Tribal Council has been repeatedly advised by it's the Tribal Treasurer that the Tribe is in a serious financial situation that requires critical management actions be made immediately to curtail spending; and

WHEREAS, numerous minor steps have been taken to mitigate the damage that will come about as a result of the governing body's failure to act to minimize spending, however, the Tribe clearly needs a strategy to tackle the greater problem that has arisen out of government bloat, wasteful spending, and excess staff in some Departments; and

WHEREAS, in order to make the Tribe a more efficiently run organization, to ensure that staff and members of the governing body are accountable for their actions and decisions made on behalf of the Tribe, to improve upon communication, and to facilitate the government's transition into a more financially stable and self-sustaining business operation, the Tribal Treasurer, Planner, and Attorney have recommended a transition into a new Tribal government organizational hierarchy; and

WHEREAS, the revised Tribal Organizational Chart, incorporated by this reference, is on this day presented for Tribal Council consideration and if adopted, the Tribal government would consist of Divisions, with assigned Division Heads that will provide oversight to various Tribal Programs, including Tribal (01) Departments, P.L. 93-638 funded programs, Tribal Enterprises, and Independent Tribal Agencies; and

WHEREAS, after much discussion and deliberation over the matter, the Tribal Council finds it in the Tribe's best interest to support and adopt the new chart as presented herein. Additionally, the Tribal Council finds it necessary to reconsider all appointments made using the resolution process. In order to support Directors and their ability to manage departments with minimal interference from the governing body, the Tribal Council supports the idea of superseding all prior resolutions that have served to hire employees at set salaries and here forth grant supervisors the authority to manage their departments using their best judgment.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby adopts the Tribe's newly revised organizational chart as presented on this day (see attached) and incorporated by this reference for the purpose of improving communication, efficiency, accountability, and to encourage fiscally responsible actions to ensure that the Tribe's future will remain bright.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that all previous resolutions purporting to hire and set salaries by the governing body shall be superseded by the directives pursuant to this resolution. As a result of this action, Directors are thereby empowered and instructed to use their best judgment in managing their personnel while complying with all Tribal Council policies and directives.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby declares and puts the Tribe on notice that in the near future directors shall be instructed to reduce their operating budgets by an additional twenty (20) percent in order to ensure that the Tribe's finances are sound and to facilitate the Tribal Treasurer's goal of reducing expenses to a manageable level that does not exceed the income generated by the Tribe's numerous enterprises by a wide margin. Operational budget reductions are necessary to meet the Tribe's financial objectives and the measures that will be announced shortly shall not substitute, but instead supplement the reduction in force policy recently authorized by the Tribal Council.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event that this Resolution conflicts with a prior Resolution or Policy, this Resolution shall supersede and govern over the conflicting subject matter.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event this Resolution directly conflicts with the Tribal Constitution, Tribal Ordinances or Federal Laws, this Resolution shall be declared null and void and have no legal effect.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Chairman, or in his absence, the Acting Chairman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution. In the event that the Chairman fails to delegate signatory authority to an Acting Chairman, the Vice-Chairman may sign.

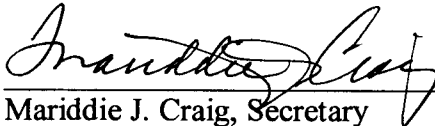
The foregoing resolution was on **FEBRUARY 7, 2013** duly adopted by a vote of **FIVE** for and **ZERO** against and **ZERO** abstentions by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (b), (s), (t) and (u) of the Tribal Constitution, 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).



Ronnie Lupe, Chairman

02-16-13

Date

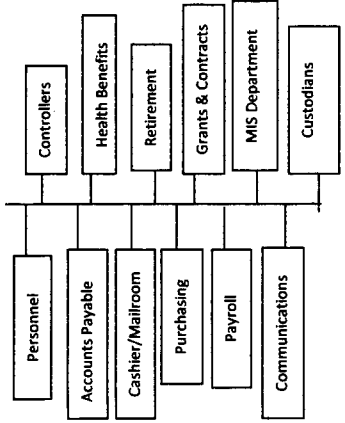


Mariddie J. Craig, Secretary

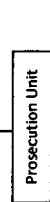
04/14/2013

Date

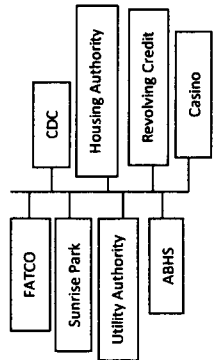
Treasurer



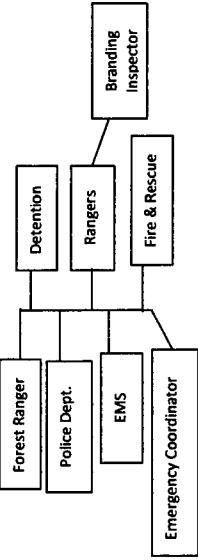
Legal Department



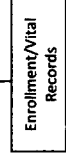
Independent Org.



Public Safety



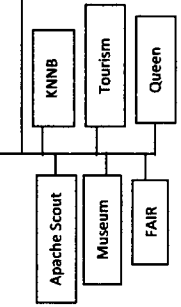
Tribal Council Secretary



Committee/Commission

Court

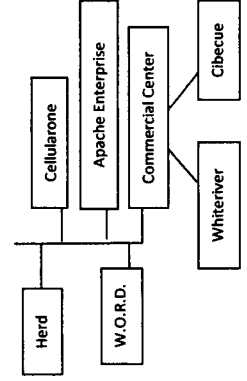
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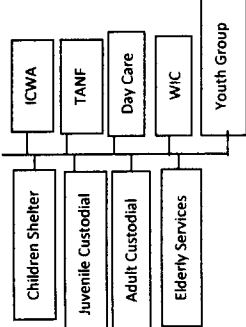
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CBQ Complex

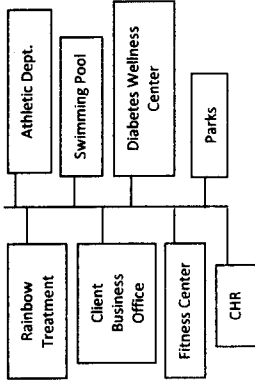
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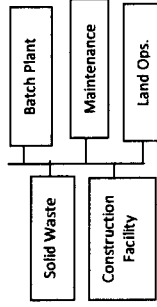
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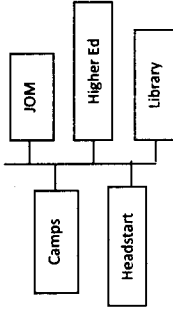
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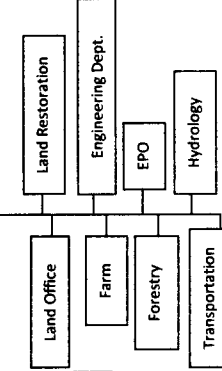
Public Works



Education



Planning Dept.



Employment Services

