



WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

(Reducing Business Hours and Limiting Employees to 64 Hour Pay Period)

WHEREAS, the Tribal Council (“Council”) of the White Mountain Apache Tribe (“WMAT”) previously adopted cost containment measures through Resolution Nos. 03-2015-47, 03-2015-55 and 04-2015-76 which were helpful, but did not provide a significant enough impact to reduce the WMAT deficit; and

WHEREAS, the Tribal Treasurer has a constitutional duty to “safeguard all funds” pursuant to Article XI, Section 4, of the WMAT Constitution. Central Business Office management recommends that the following emergency measures be implemented beginning May 17, 2015, and should continue into Fiscal Year 2015-2016, for the purpose of promoting operational efficiency and accountability; and

1. **Working Hours:** All government positions subsidized by Tribal central funds (01), excluding enterprises, shall be subject to reduced business hours. Tribal Work Schedules for affected staff should be Monday – Thursday, 8:00 am to 5:00 pm.

- a. **Exceptions to Reduced Work Schedule and Hours**

- i. This provision shall not apply to positions entirely funded by State or Federal Grants where advanced funds are provided. Where grant funds are available by reimbursement only, such programs should be subject to cuts until further notice.
- ii. If affected services are crucial to the operations and functioning of critical Public Law 93-638 funded agencies, the Bureau should take action to ensure that advanced funding is provided, as Tribal cash is no longer available to fully advance funds for such programs; and

- iii. **Exempt Officials and Employees:**

1. Chairman, Vice-Chairman and Tribal Council Members only
– No Administrative or Support Staff
2. Office of the Attorney General – No Administrative or Support Staff
 - a. Attorney General
 - b. Deputy Attorney General
 - c. Assistant Attorney General (2)
3. Central Business Office – No Administrative or Support Staff
 - a. Controller

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- b. Treasurer
- c. Grants & Contracts
- d. MIS Department
- 4. Emergency Services – No Administrative or Support Staff
 - a. Police Department
 - b. Prosecutor / Advocates
 - c. Fire Department
 - d. Woodland Patrol
 - e. Game Rangers

This Resolution was Amended by Resolution Nos. 05-2015-84 and 05-2015-85 as follows:

- 5. Public Works: three drivers and one laborer (4 total) to remain at 80 hours, no overtime and no back pay – No Administrative or Support Staff
 - 6. Tribal Gaming Office to work a 72 hour pay period
2. **Gas cards/slips:** Chairman, Vice Chairman, and Tribal Council members are hereby restricted to a three hundred dollar (\$300.00) limit for fuel each month in order to conduct official business.

WHEREAS, after careful consideration and discussion, the Tribal Council has determined that the recommendations of the Central Business Office should be followed and that these measures shall remain in effect until such time as the Tribal Council adopts the Fiscal Year 2015-16 budget or the resolution is addressed and amended by Council action.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the following emergency cost containment measures are hereby implemented for the Central Tribe, to become effective May 17, 2015, and shall remain in effect until addressed by Council action or a new budget is adopted and the measures are rescinded:

- 1. **Working Hours:** All government positions subsidized by Tribal central funds (01), excluding enterprises, shall be subject to reduced business hours. Tribal Work Schedules for affected staff should be Monday – Thursday, 8:00 am to 5:00 pm.
 - a. **Exceptions to Reduced Work Schedule and Hours**
 - i. This provision shall not apply to positions entirely funded by State or Federal Grants where advanced funds are provided. Where grant funds are available by reimbursement only, such programs should be subject to cuts until further notice.
 - ii. If affected services are crucial to the operations and functioning of critical Public Law 93-638 funded agencies, the Bureau should take action to ensure that advanced funding is provided, as Tribal cash is no longer available to fully advance funds for such programs; and

iii. **Exempt Officials and Employees**

1. Chairman, Vice-Chairman and Tribal Council Members only
– No Administrative or Support Staff
2. Office of the Attorney General – No Administrative or Support Staff
 - a. Attorney General
 - b. Deputy Attorney General
 - c. Assistant Attorney General (2)
3. Central Business Office – No Administrative or Support Staff
 - a. Controller
 - b. Treasurer
 - c. Grants & Contracts
 - d. MIS Department
4. Emergency Services – No Administrative or Support Staff
 - a. Police Department
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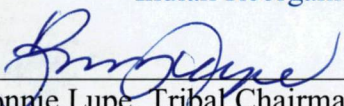
This Resolution was Amended by Resolution Nos. 05-2015-84 and 05-2015-85 as follows:

5. Public Works: three drivers and one laborer (4 total) to remain at 80 hours, no overtime and no back pay – No Administrative or Support Staff
 6. Tribal Gaming Office to work a 72 hour pay period
2. **Gas cards/slips:** Chairman, Vice Chairman, and Tribal Council members are hereby restricted to a three hundred dollar (\$300.00) limit for fuel each month in order to conduct official business.

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 or Tribal Ordinances, or material facts are misrepresented, this Resolution shall be deemed 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 Vice-Chairman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

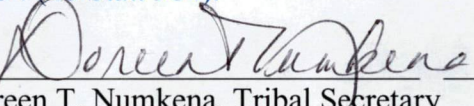
The foregoing resolution was on **MAY 11, 2015** duly adopted by a vote of **SIX** for, **FOUR** against, and **ZERO** abstentions by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it under the enumerated powers listed in Article IV, Section 1 of the WMAT Constitution, so ratified on September 30, 1993, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).



Ronnie Lupe, Tribal Chairman

5/21/15

Date



Doreen T. Numkena, Tribal Secretary

5-26-2015

Date