



# WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

## (Approving Pay Increase for Chief Judge Georgina S. Hastings)

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**WHEREAS,** The White Mountain Apache Judicial Code provides, at Chapter 2, Section 2.14 that “Tribal Court Judges... shall be paid at rates established by the Tribal Council (“Council”); and

**WHEREAS,** Having served the Tribal Court in various capacities throughout the years, Chief Judge Hastings has consistently demonstrated her commitment to honorably serving the White Mountain Apache Tribe (“Tribe”) and its citizens; and

**WHEREAS,** During her tenure as Chief Judge, G.S. Hastings’s exceptional leadership has led to numerous initiatives to enhance the Tribal judicial system, expand services and programs, and meet the overall justice needs of the community in ways that are respectful to Apache culture and traditions, promote community healing, and ensure fair and equitable administration of justice; and

**WHEREAS,** Chief Judge Hastings has assembled a dedicated team of court staff who work together diligently to ensure the day-to-day operations of the Tribal Court are continually improving; and

**WHEREAS,** Some noteworthy accomplishments achieved under Chief Judge Hastings’s leadership include, but are not limited to:

- Successfully increasing the number of court staff that serve the public;
- Securing outside funding to enhance all aspects of the Tribal Court;
- Establishing the Tribal Justice Advisory Board to improve communication and cross-functional collaboration;
- Initiating the development of a justice system-wide strategic plan; and
- Pursuing projects that aim to return the Tribal Court to a more restorative model of justice which promotes recovery of justice-involved individuals and community-wide wellbeing; and

**WHEREAS,** Chief Judge Hastings’s professional experience, ongoing training, accolades, exemplary performance, and reputation are a testament to the invaluable service she provides to the Tribe in her role as Chief Judge; and

***Resolution No. 01-2020-016***

**WHEREAS,** The White Mountain Apache Tribal Court respectfully requests a 37% pay increase for Chief Judge Georgina S. Hastings; a rate that is commensurate to her job responsibilities, qualifications, and performance, and is comparable with average compensation for tribal chief judges; and

**WHEREAS,** The Tribal Court, by adjusting existing TPA funds, can make this increase from its existing budget; and

**WHEREAS,** The proposed increase can be extended for up to three additional years, should the Tribe be awarded full amount from the Opioid and Substance Abuse Grant from the Coordinated Tribal Assistance Solicitation (“CTAS”) grant program; and

**WHEREAS,** The Council has considered the request by the Tribal Court, and in light of Chief Judge Hastings’ accomplishments and dedication, finds that it should be approved.

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby authorizes a pay increase for Georgina S. Hastings in her role as Tribal Chief Judge, effective as of the date of execution of this resolution, to be paid for out of existing TPA funds reallocated from FYs 2018 and 2019, if found feasible by the Tribal Treasurer.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that should the Tribe be awarded the full amount available under the Opioid and Substance Abuse Grant from the Coordinated Tribal Assistance Solicitation (“CTAS”) grant program, that the pay increase for the Chief Judge shall be extended for three more fiscal years, if fiscally feasible, expiring at the conclusion of FY 2023.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that in the event that this Resolution conflicts with a prior Resolution or Policy, this Resolution shall govern.

**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.

**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 the Chairwoman, or in her 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 **JANUARY 29, 2020** duly adopted by a vote of **EIGHT** for, **ZERO** against, and **ONE** 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

**Resolution No. 01-2020-016**

ratified on September 30, 1993, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).



2/6/20

Gwendena Lee-Gatewood, Chairwoman

Date



2/6/2020

Doreen T. Numkena, Tribal Secretary

Date