

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

- WHEREAS, the Tribal Council of the White Mountain Apache Tribe has reviewed and considered the "Report On the Classification and Salary Surveys Prepared for the White Mountain Apache Tribe-September 1979," by the Inter-governmental Personnel Programs Division/Office of Personnel Management Region IX, and
- WHEREAS, the Tribal Council desires to establish a uniform position-classification system and equitable pay plan for tribal employees, as proposed in said Report, and
- WHEREAS, such a system would allow merit compensation to employees, and copies of job descriptions to inform employees and tribal departments/enterprises on the respective positions and qualifications, and
- WHEREAS, the Tribal Council desires to initiate this classification system in the Central Tribe (01 account), experimentally, by May 1, 1980, and
- WHEREAS, initiation of said classification system simultaneously incurs changes in the tribal pay plan and payroll costs, which the Tribal Council desires to distribute over a three (3) year period, and
- WHEREAS, the Tribal Council finds it in the best interests of tribal operations to implement the proposed Central Tribe pay plan by adjusting all classified employees by a one-third difference to the nearest grade and step level over such three (3) year period, and
- WHEREAS, the Tribal Council has determined that the pay increase percentage necessitated by implementation of this system, together with the annual Cost of Living pay increase percentage, shall not exceed 9%, and
- WHEREAS, the Tribal Council has reviewed and considered the property of establishing the annual Cost of Living pay increase at 6%, for fiscal year 1980-81, and
- WHEREAS, it is further the desire of the Tribal Council to ultimately implement this System to include all personnel who are employed in competitive positions with the White Mountain Apache Tribe, by May 1, 1983, subject to any intermittent review or amendments directed by the Tribal Council upon the initial implementation of the System for the Central Tribe.
- BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Classification and Pay System, prepared by the Intergovernmental Personnel Programs Division/Office of Personnel Management Region IX-September 1979, a copy of which shall be held on file in the Office of the Secretary to the Tribal Council and by this reference incorporated herein, is hereby adopted as part of the White Mountain Apache Tribe

Personnel Policies and Procedures, effective in accordance with the foregoing time schedules hereby established by the Tribal Council, and subject to any further review or amendment in the discretion of the Tribal Council.

BE IT FURTHER RESOLVED that the Tribal Council hereby establishes the annual Cost of Living pay increase percentage for fiscal year 1980-81 at 6% and directs that the implementation of the pay plan adjustments herein described, together with such Cost of Living increase, shall not exceed 9% for said fiscal year.

BE IT FURTHER RESOLVED that the pay plan herein established, shall be implemented within each department or enterprise of the Tribe, under the direction of the Finance Committee of the Tribal Council, in the best interests of the economy of the Tribe, and in accordance with the provisions of this Resolution.

The foregoing resolution was on January 18, 1980 duly adopted by a vote of 9 for and 0 against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i) of the Amended Constitution and By-Laws of the Tribe, ratified by the Tribe June 27, 1958 and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

ACTING *Seymour Lody*
Chairman of the Tribal Council

Marylo E. Goodfield
Secretary of the Tribal Council

RECEIVED

JAN 23 1980

FORT APACHE INDIAN
AGENCY
WHITERIVER, ARIZ.

Resolution No. 80-14