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FORT APACHE INDIAN
AGENCY
WHITE RIVER ARIZ

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

WHEREAS, the Tribal Administrative Manager has advised the Tribal Council of the White Mountain Apache Tribe that immediate Tribal Council action is necessary to balance the Tribal Budget to avoid budget deficiencies and cost overruns in the various Tribal Enterprises and programs, and

WHEREAS, the Tribal Council of the White Mountain Apache Tribe has been shown graphs and substantial documentation depicting the cash flow overruns, net losses and diminishing profit margins of the various tribal programs and enterprises, and

WHEREAS, the Tribal Administrative Manager has demonstrated to the satisfaction of the Tribal Council that the profit deficiencies and budget and cost overruns are due to a lack of managerial control of the individual enterprises in the areas of purchasing, travel, credit purchases, over employment, excessive use of tribal vehicles, costly committee meetings, capital expenditures over and above council set budget limitations and inventory adjustment problems due to a lack of audit procedures, and

WHEREAS, Enterprise Managers and directors infrequently submit a regular profit and loss report to the Tribal Council or quarterly reports as to the financial status of each department and enterprise so necessary for the Tribal Council to ensure and to install proper controls for the prevention of fiscal deficiencies and losses, and

WHEREAS, the Tribal Council believes that it would benefit the economic well-being of all tribal operations and enterprises if the finance committee was given notice and attended all enterprise board meetings so that at least one member of the Finance Committee, as well as the Tribal Administrative Manager, could attend Enterprise Board meetings for the purpose of ensuring that the boards do not exceed their budgets as well as to provide advice and counsel to said enterprise boards to aid them in management decisions pertaining to their respective enterprises, and

WHEREAS, the Tribal Council has decided that each department head and manager, in addition to making a quarterly report to the Tribal Council, sitting at its regularly scheduled council meeting, will be required to submit a brief profit and loss report to the Chairman of the Tribal Council on the first day of each month and thereafter, except for when quarterly reports are given, and

WHEREAS, in order to exercise proper control of capital expenditures by the various enterprises, the Tribal Council has decided that all capital expenditures outside the approved budget limitations for each department and enterprise must be approved by the Chairman of the Tribal Council at least thirty (30) days before said purchase is ordered, and

WHEREAS, the Tribal Council in order to impress upon all personnel employed by Tribal Government operations, departments, and enterprises of the seriousness of exercising restraint for the remainder of the fiscal year; will require the conspicuous posting of this resolution in each tribal department and enterprise office.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that this resolution constitutes a council mandate to all enterprise and department managers, supervisors, directors, their employees and agents, that the following budgetary guidelines and restraints be put into effect immediately and that all monetary savings and cost saving implementations enacted by directors and supervisors of departments and enterprises be documented and submitted in a written report to the Chairman of the Tribal Council for consideration and presentation to the Tribal Council at its regularly scheduled meetings.

BE IT FURTHER RESOLVED by the Tribal Council that all directors, supervisors and enterprise managers submit quarterly financial reports orally and in writing to the Tribal Council at its regularly scheduled meeting and in said report set forth the following information:

1. Profit and loss for that quarter;
2. Any and all capital expenditures outside the approved budget.
3. Any enumeration or itemization with total cost savings of any budgetary or fiscal cutbacks initiated by said department or enterprise in the quarter.
4. A list of any revenue generating plans or ideas proposed or adopted by the department or enterprise or which the enterprise or department wishes to be approved by the Tribal Council.

5. Status report of all increase and decrease in the employee work force during the quarter.
6. An accounting and explanation as to any increase or decrease in net profit, operating losses, bad-debt reduction, cash flow, and cost overruns.
7. Overall increase or decrease in travel expenditures including the operating cost of tribal vehicles assigned to said department or enterprise.

BE IT FURTHER RESOLVED by the Tribal Council that each department supervisor, director or manager of every enterprise and department immediately curtail and control its financial expenditures especially in the areas of traveling, credit card purchases, hiring, excessive employment force, salary increases, excessive use of tribal vehicles, paid committee meetings, capital expenditures not approved by the budget.

BE IT FURTHER RESOLVED that the Tribal Council strongly advises and recommends that all spending by departments and enterprises in the expenditure areas outlined above and herein be cut 20% and that in addition to budgetary cutbacks, department and enterprise managers and directors submit on a quarterly basis or sooner, if the need so arises, proposals to the Tribal Council for the purpose of increasing revenues of said enterprise or department.

BE IT FURTHER RESOLVED BY THE Tribal Council that the directors and enterprise managers are hereby advised that they are expected to substantially reduce their financial losses, to balance their budgets, to increase profits, and to achieve a positive cash flow profile as well as to reduce their past indebtedness.

BE IT FURTHER RESOLVED by the Tribal Council that increases in operation deficits, net losses, capital expenditures outside budgetary limitations, and other examples of mismanagement and failure to exercise spending restraints or to otherwise follow the mandate of this resolution shall result in the placement on probation or suspension without pay or termination of said director or manager unless said director or manager provides an explanation to the Tribal Council's satisfaction for said increased losses.

BE IT FURTHER RESOLVED by the Tribal Council that all capital expenditures outside the approved budget of each department and enterprise is hereby prohibited unless prior written authorization is obtained from the Tribal Chairman at least thirty (30) days prior to ordering and purchasing said capital item.

BE IT FURTHER RESOLVED by the Tribal Council that no tribal vehicle is permitted to be used after employment hours, no tribal vehicle will be taken to employee's homes, tribal vehicles shall only be used for tribal business provided that the Chairman and Vice Chairman of the Tribal Council shall be permitted to take their tribal vehicles home; in the event any tribal vehicle is found on the road without authorization said vehicle will be subject to immediate seizure and impoundment by the tribal police.

BE IT FURTHER RESOLVED that the failure of department directors and enterprise managers to submit a quarterly report to the Tribal Council as set forth herein shall constitute grounds for placing said director or manager on probation or suspension without pay, or termination unless an explanation for failure to submit a report is made to the satisfaction of the Tribal Council.

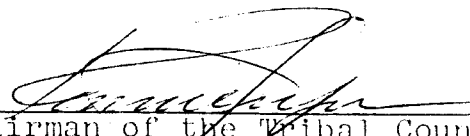
BE IT FURTHER RESOLVED by the Tribal Council that it hereby advises the directors and managers of tribal departments and enterprises that it will support all reasonable and good faith budgetary cutbacks, reduction in work force recommendations, and revenue generating proposals made by the respective department and enterprise directors and managers.

BE IT FURTHER RESOLVED by the Tribal Council that effective immediately, department heads and enterprise managers shall not pay overtime pay or holiday pay other than straight hourly wages to any employee including themselves.

BE IT FURTHER RESOLVED that when any department or enterprise submits its quarterly report, it must be represented by its manager or director and at least one board member but preferably with all board members present.

BE IT FURTHER RESOLVED that law enforcement departments are declared exempt from tribal vehicle use restrictions and cutbacks for the welfare and protection of the public, but it is strongly urged that law enforcement departments devise a plan to reduce expenditures without sacrificing police protection for the public.

The foregoing Resolution was on October 27, 1981, duly adopted by a vote of 7 for and 0 against by the Tribal Council of the White Mountain Apache Tribe pursuant to authority vested in it by Article V, Section I(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 (45 Stat. 984),


Chairman of the Tribal Council


Secretary of the Tribal Council