

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

WHEREAS, the Tribal Council of the White Mountain Apache Tribe has received numerous requests from tribal employees asking for the reinstatement of the prior tribal policy of issuing supplemental paychecks to employees based upon wages earned but not yet paid; and

WHEREAS, the Tribal Council is of the opinion that reinstatement of the policy on a restricted basis will be in the best interest of tribal employees, so long as strict guidelines are adhered to in the administration of the policy.

THEREFORE, BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that a policy providing for the issuance of supplemental paychecks to be derived from wages currently earned by tribal employees but not yet paid is hereby instituted.

BE IT FURTHER RESOLVED that the following guidelines shall apply to all issuances of supplemental paychecks:

1. The employee requesting a supplemental paycheck must have already earned the pay requested as evidenced by unpaid hours on the employee's time sheet or other evidence of earnings, as verified by the employee's immediate supervisor and the Payroll Department.
2. All funds received as a supplemental paycheck shall be deducted in full from the employee's next regularly scheduled payroll run.
3. An employee will be eligible for a supplemental paycheck only to the extent that currently scheduled payroll deductions do not exceed wages to be paid, as verified by the Payroll Department.
4. All supplemental paychecks shall be limited to a maximum amount of \$100.00.
5. Supplemental paychecks will be issued only in the event of a family emergency, which shall include only the following:

- a. A death in the employee's immediate family, including; husband, wife, child, mother, father, brother, sister, grandmother, or grandfather.
  - b. A severe illness of an immediate family member which requires either hospitalization of the immediate family member in a hospital located beyond the boundaries of the Fort Apache Indian Reservation, or which otherwise requires emergency travel by the employee beyond the reservation boundaries.
6. Supplemental paychecks will be issued only after appropriate approvals of the employee's request are obtained. Approvals must be obtained in order, from the following individuals:
- (a) Employee's immediate supervisor.
  - (b) Payroll Department.
  - (c) Tribal Controller.
  - (d) Tribal Chairman.
7. Employees failing to meet the guidelines or approval procedures specified herein shall not be issued supplemental paychecks.


BE IT FURTHER RESOLVED that the Tribal Controller is hereby directed to take all necessary actions to implement and administer the policy stated herein.


The foregoing resolution was on December 24, 1987, duly adopted by a vote of NINE for and ZERO against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1(a)&(i) of the Amended Constitution and Bylaws 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).

**RECEIVED**

FEB 05 1988

Fort Apache Indian Agency  
Whiteriver, Arizona

  
Chairman of the Tribal Council

  
Secretary of the Tribal Council