

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

- WHEREAS,** the Tribal Council of the White Mountain Apache Tribe in Resolution No. 02-91-043 approved the implementation of the Drug and Alcohol Free Workplace Policy to promote public safety and healthy work environment; and
- WHEREAS,** the policy authorizes the mandatory random drug and alcohol testing of employees holding critical high risk for safety positions; and
- WHEREAS,** employees holding these positions are called upon to perform safety sensitive duties requiring a high degree of trust by the Tribe and the public; and
- WHEREAS,** the Tribe's Wildlife and Outdoor Recreation Division employs game rangers and other law enforcement personnel who uphold public safety within the Tribe's vast recreational areas which receive thousands of visitors annually; and
- WHEREAS,** the Tribal Council concludes that a random drug testing program would safeguard against threats to public safety and the safety of the game rangers themselves due to any potential illegal drug or alcohol use; and
- WHEREAS,** other employees of the Wildlife and Outdoor Recreation Division, including those who operate vehicles, heavy equipment and hazardous tools could also jeopardize themselves or the public if under the influence of illegal drugs or alcohol; and
- WHEREAS,** the Tribal Council has reviewed a drug and alcohol testing policy proposed for the Wildlife and Outdoor Recreation Division which establishes random testing for employees holding critical high risk for safety positions, as well as pre-employment testing, post-accident testing and testing for cause for all employees of the Wildlife and Outdoor Recreation Division; and
- WHEREAS,** the designation of critical high risk for safety position for the employees holding safety sensitive positions within the Wildlife and Outdoor Recreation Division would allow for mandatory random drug and alcohol testing pursuant to the Tribal Drug and Alcohol Free Workplace Policy.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that for the reasons stated above it hereby designates all law enforcement personnel within the Tribe's Wildlife and Outdoor Recreation Division, including Game Rangers as well as other employees within the Division who carry or handle weapons, as holding a *Critical High Risk for Safety Position* pursuant to the Tribe's Drug and Alcohol Free Workplace Policy.

Resolution No. 02-98-33

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby designates all other employees in the Wildlife and Outdoor Recreation Division who operate Tribal vehicles, heavy equipment or hazardous tools, including maintenance personnel, as holding a *Critical High Risk for Safety Position* pursuant to the Tribe's Drug and Alcohol Free Workplace Policy.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the drug and alcohol testing program attached herein which provides for random drug and alcohol testing for all employees holding the *Critical High Risk for Safety Position* designation and further provides for drug and alcohol testing for all employees within the Wildlife and Outdoor Recreation Division for purposes of pre-employment testing, post-accident testing, and testing for cause.

The foregoing resolution was on February 12, 1998, duly adopted by a vote of eight for and zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by the White Mountain Apache Tribal Constitution, including Article IV, Section 1 (a), (b), (f), (h), (i), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe on September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council