

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

WHEREAS, the Tribe's ability to generate revenue has been negatively impacted by the adverse seasonal economic conditions, thereby seriously depleting the Tribe's operating cash reserves; and

WHEREAS, the Tribal Council has expressed its concern regarding the depletion of the cash reserves; and

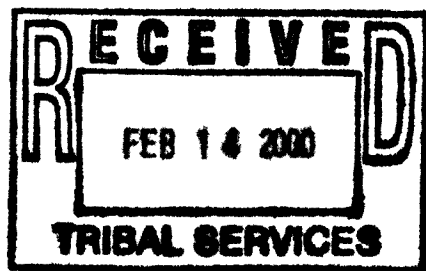
WHEREAS, the Tribal Council has had a briefing today to review recommendations for cost savings measures and cash preservation; and

WHEREAS, recommendations have been modified following Council discussion and a final copy of the cost saving measures is attached herein.

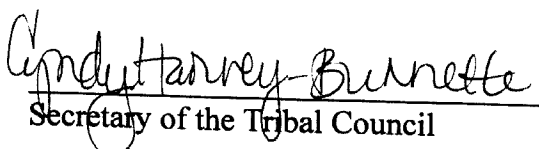
BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby adopts the attached polices, incorporated into this resolution.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that this resolution shall rescind and supercede other conflicting policies.

The foregoing resolution was on January 20, 2000 duly adopted by a vote of SIX for, TWO against, and ONE abstention by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (b), (h), (i), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe 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

WHITE MOUNTAIN APACHE TRIBE

COST SAVING MEASURES

1. Restrict all travel until April 30, 2000 (except for grants and contracts with advance funding). Any necessary travel must be approved by the Tribal Chairman (or the Enterprise Division Director for the enterprises).
2. Cut nonessential services such as bottled water delivery, linen service, and Zee medical supplies. The business office will contact these vendors and inform them that they are to discontinue these services as of February 1, 2000. We estimate annual savings will be \$275,000.

FY 99-2000 payments:

E&E	\$115,487
WMP Water	23,209
Zee Medical	5,848

3. Stop Tribal departments from buying coffee and groceries for office consumption. Employees can take turns providing such items. No more payments for food supplies for office consumption will be processed after January 21, 2000. The Controller's Office will inform all departments and enterprises of this new policy by January 21, 2000. The Tribal Purchasing department will be instructed to no longer carry such items in their inventory. Existing stock of food items may be sold to employees until the inventory is depleted.
4. We will adopt a standard set of supplies that the purchasing department is allowed to carry and sell. For example, we will carry one brand of standards pens (one kind, not thirty different kinds). If employees do not care for the standard issue supplies, they may purchase others at their own expense. The Business Office will coordinate with the Purchasing Department to formulate a standard set of office supplies that will be available to Tribal employees. Departments and enterprises will not be allowed to purchase office supplies from any other vendor unless they obtain PRIOR approval and a valid WMAT purchase order. (Purchase order forms are available in the Controller's Office).
5. A list of departments and their corresponding cell phone charges will be compiled by Mr. Charles Kitcheyan of the Business Office. Each department must submit a justification for each cell phone that they want the Tribe to pay. Justification must be received, along with a monthly limit to the charges, by January 31, 2000. The business office will formulate a list of justified cell phone users and submit it to the Budget Committee by February 15, 2000. Those users whose bill will no longer be paid for by the Tribe will be notified by February 28, 2000. Many cell phone users may want to consider using pagers. They are pretty inexpensive and the service has improved greatly in recent years.
6. Tribal department and enterprises are authorized and directed to restrict Tribal vehicle use by their employee to essential purposes only. Managers are accountable to the Council for all

employee vehicle use.

7. The Tribe has paid nearly \$3,500,000 for health care costs for the first seven months of this year. The amount that the Tribe has charged the employees for health insurance has not increased for over ten years. In order to alleviate the ever increasing burden on Tribal resources, we will institute a minimal CO-pay for doctor visits and prescriptions. Before this plan takes effect, staff will advise the Council on the feasibility of a office visit CO-pay amount based upon a percentage of services charged, . Doctor visit CO-pay of \$5 per visit and Prescription CO-pay of \$3 per prescription. This CO-pay arrangement will be implemented on May 1, 2000. The personnel department will begin to inform all employees immediately through the monthly employee newsletter, payroll fliers, orientation information and letters to employees.
8. Stop all overtime immediately. (Law enforcement would be the exception).
9. Implement an immediate hiring freeze. Do not fill vacant positions unless they are determined to be essential by the Budget Committee. No new positions will be filled until the new fiscal year which begins on May 1, 2000.
10. Continue to develop plans to estimate financial losses from current payroll deduction practices. The Enterprise Division Director may recommend eliminating payroll deduction in his report to the Tribal Council.
11. Enterprises in a loss position will be individually reviewed by the Enterprise Division Director to formulate recommendations for recovery. The Tribal Enterprise Division Executive Director must provide a recovery plan to the Tribal Council within 30 days of this notice (by February 16, 2000).
12. Through the end of the current fiscal year allow employees to use annual leave to pay off outstanding debts (payroll deductions). Starting February 1, 2000, employees will be allowed to use annual leave hours to reduce their Tribal debt accounts. The employees must understand that the net (after tax) amount will be the amount applied to their outstanding accounts. Employees must obtain a request form from the business office. The completed form must be returned to Mr. Hugh Lee in the Controller's Office for approval and processing. This option may not be available to FATCO or Casino employees because of their separate personnel policies. FATCO and Hon-Dah employees must have the approval of their respective managers to take advantage of this arrangement.
13. Employees will no longer be able to transfer leave to one another. Transfers for medical emergencies ONLY will be allowed, if there are no other alternative means of pay is available (such as short term disability). If leave is transferred, it must be paid out at the lower rate of the two employees. So if an employee who makes \$5.50 per hour transfers leave to an employee who earns \$8.00 per hour, the leave must be paid out at \$5.50 per hour (the lower rate of the two).