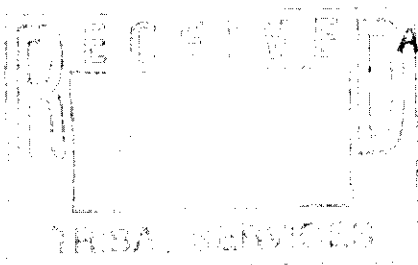


**RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION**

- WHEREAS,** the Executive Director of the White Mountain Apache Tribe Department of Social Services oversees the operations and management of the Department and its sub-programs which include the Adult Custodial program, the Temporary Assistance to Needy Family program, the Welfare to Work program, the Youth Group Home, Family Preservation Skills program, and the Child Welfare Program; and
- WHEREAS,** the Tribal Council has received the recommendation of the Executive Director (Director) to distribute the recently approved six percent cost of living wage adjustment to all Department employees except those who are on probation or who have received a wage increase within the last six months; and
- WHEREAS,** the Director has also recommended the distribution of a merit increase to the Department's two assistant directors, who assume the responsibilities of management for the Department in the Director's absence and who have exemplified excellent performance in their position and have proven their ability to assume additional duties and marshal their responsibilities with professionalism; and
- WHEREAS,** the Director has advised the Tribal Council that the six percent cost of living wage adjustment and merit increases requested are compliant with all applicable requirements for such increase imposed upon programs which are under a 638 contract with the Bureau of Indian Affairs and federal government and that the budget for the Department is sufficient to cover the proposed wage increases.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that upon receiving assurance that the proposed wage increases are compliant with 638 program guidelines and are within the budget of the Department of Social Services, that it concurs with the Director's request and authorizes the six percent cost of living wage adjustment for White Mountain Apache Tribe Department of Social Services who: (1) are not on probation; or (2) have not received a wage increase within the last six months; and (3) the Department's two assistant directors who have exemplified excellent performance in their position and have proven their ability to assume additional duties and marshal their responsibilities with professionalism, regardless of their probationary status and their receipt of a wage increase in the past six months.

The foregoing resolution was on October 4, 2000 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 Article IV, Section 1 (a), (i), (k), (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).



ACTING

[Signature]
Chairman of the Tribal Council

[Signature]
Secretary of the Tribal Council