



Resolution No. 06-2006-212

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

**(Approving a Cost of Living Adjustment)**

**WHEREAS**, pursuant to Article IV, Section 1(a) of the Constitution of the White Mountain Apache Tribe, *inter alia*, the Tribal Council has the authority to represent the Tribe and act in all matters that concern the welfare of the Tribe; and

**WHEREAS**, the Budget and Finance Committee has this day recommended a cost of living allowance (COLA) adjustment to employee salaries in the amount of five percent, which should be reviewed every two years based upon independent economic data, such as the Consumer Price Index, and available funds; and

**WHEREAS**, the reason for the COLA is to make employee salaries competitive with the marketplace and to allow salaries to keep pace with inflation; and

**WHEREAS**, the proposed adjustment excludes the Council Members, the Chairman, the Vice-Chairwoman and their respective staffs, because there exists a separate budget process for these employees; and

**WHEREAS**, the proposed adjustment further excludes: (1) any temporary employees that do not meet permanent status in accordance with the Tribe's Personnel Policies and Procedures, (2) those grant funded employees who already received a COLA pursuant to the terms and conditions of the applicable grant, and (3) contract employees or workers unless otherwise stated in the terms of their agreements with the Tribe or its enterprises; and

**WHEREAS**, the Budget and Finance Committee recommends that the proposed adjustment commence on June 12, 2006, the beginning of the pay period; and

**WHEREAS**, the Tribal Council finds that a COLA to be in the best interest of the Tribe and its employees.

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that:


1. Effective June 12, 2006, the beginning of the pay period, a five percent cost of living allowance is hereby authorized for all permanent employees who have been working for the Tribe for no less than twenty (20) pay periods prior to the date of this Resolution, except for the Chairman, the Vice-Chairwoman, Council Members, and their respective staffs and other exceptions noted above.

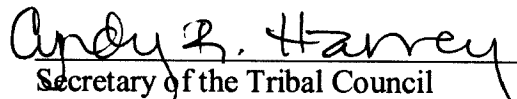
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2. The Tribe's Controller is hereby directed to work together with the Treasurer, the Director of Personnel and the Budget and Finance Committee, and adjust the Fiscal Year 2006-2007 salaries commencing from the pay period following the date of this Resolution.
3. Every two years during the budget cycle, the Budget and Finance Committee is hereby directed to review independent economic data, such as the Consumer Price Index and other indices commonly used by government agencies to determine recommended rate adjustments, to calculate and recommend to the Tribal Council a revised COLA and adjust the applicable employee salaries, subject to available funds, and present said adjustment in its proposal for the subsequent fiscal year.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the Chairman, or in his absence the Vice-Chairwoman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

The foregoing resolution was on June 13, 2006, duly adopted by a vote of EIGHT for and ONE against by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (b), (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).

  
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Chairman of the Tribal Council

  
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Secretary of the Tribal Council