



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

(Approving Wage Adjustment and COLA for Acting CFO)

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, pursuant to Resolution No. 08-2007-328, "Directing CFO be Placed on Administrative Leave with Pay, Pending an Investigation," the Chief Financial Officer was placed on administrative leave pending the investigation into certain allegations related to her performance; and

WHEREAS, pursuant to Resolution No. 09-2007-357, "Appointing Letha Cosay as Acting Chief Financial Officer," Ms. Cosay was appointed to the position of Acting Chief Financial Officer effective August 20, 2007; and

WHEREAS, pursuant to the Tribe's Personnel Policies and Procedures, Section VI, "When an employee is temporarily assigned by the Chairman to a position as acting Department Head, or by the employee's Department Head temporarily assigns an employee as an acting supervisor, and the assignment will be more than thirty (30) days, the employee shall assume the pay grade accorded to the assigned position. When the assignment ends, the employee shall be returned to his or her original pay grade that existed before the assignment, unless the original pay grade was otherwise adjusted during the temporary assignment" ; and

WHEREAS, the CFO position is supervised by the Tribal Council of the White Mountain Apache Tribe; and

WHEREAS, the Acting CFO did this day request that her pay grade be adjusted to that of the CFO, and that she receive a cost of living allowance retroactive to May 1, 2007; and

WHEREAS, the Tribal Council concurs with the request made herein, such that the Acting CFO be provided a differential pay grade adjustment retroactive to August 20, 2007, since she has worked in this capacity for more than thirty days, and that she receive a cost of living allowance retroactive to May 1, 2007.

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

1. The Acting CFO, Letha Cosay, shall be temporarily provided a differential pay grade adjustment retroactive to August 20, 2007.
2. The pay grade adjustment provided herein shall continue for the duration of her temporary assignment, and upon such time as the assignment ends she shall be

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returned to her original wage that existed prior to the assignment, except for the COLA provided herein.

3. The Acting CFO shall hereby receive a permanent cost of living allowance of five percent of her wages prior to her temporary assignment, and that said COLA shall be retroactive to May 1, 2007.

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 October 9, 2007, duly adopted by a vote of SEVEN for and ZERO against and ONE abstention by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (b), (j), (k), (l), (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).

Krist M... S.
ACTING Chairman of the Tribal Council

Cindy R. Harney
Secretary of the Tribal Council