



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

(**Directing all Tribal Departments to initiate a 25% Reduction in Force or Budget**)

- WHEREAS,** pursuant to Article IV, Section 1(a) and 1(s) 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 White Mountain Apache Tribe is facing an unprecedented short-fall in revenues; and
- WHEREAS,** previous cost containment measures have failed to remedy the financial short-fall; and
- WHEREAS,** the Chairman's Executive Work Group has met and proposed a 25% reduction in force for all Central Tribal (01) departments; and
- WHEREAS,** the Tribal Council of the White Mountain Apache Tribe has determined that the 25% reduction in force should apply to all Tribal Enterprises as well; and
- WHEREAS,** the Tribal Council has already made a 20% reduction in salary; and
- WHEREAS,** the Tribal Council has determined that the following departments should be exempt from the reduction in force but should still attempt a 25% reduction in budget: positions funded by a state or federal grant, the Tribal Gaming Office, the Tribe's attorneys, and essential employees who provide emergency services, such as the Police Department, the Fire Department, EMS, Woodland Patrol, Game and Fish law enforcement, the CHR and other law enforcement officers, provided this provision should still apply to non-essential administrative officers of such emergency service departments; and
- WHEREAS,** each program, enterprise, or department director will be required to submit a list of employees that shall be subject to the reduction in force to the Tribe's Human Resources office by February 6, 2009; and
- WHEREAS,** programs or departments that are unable to make further reductions in force without materially affecting their duties to the people of the Fort Apache Indian Reservation should prepare a revised budget indicating a 25% reduction in budget and deliver the budget to the Tribal Treasurer's office by February 6, 2009; and
- WHEREAS,** personnel who are subject to the reduction in force shall be given preference for positions that become available within the Tribal government and Enterprises; and

WHEREAS, given the urgency of reducing the Tribe's payroll, the Tribal Council further finds that the directive to initiate a reduction in force or reduction in budget needs to be considered and made outside of its regularly scheduled meeting; and

WHEREAS, the Tribal Council further finds that: (1) this Resolution may be voted upon by signature of a member of the Tribal Council where a signature indicates a vote for this Resolution, (2) the Tribal Council Secretary should attempt to obtain signatures for members of the Tribal Council personally, (3) no signature would mean that the respective Tribal Council member is against this Resolution, (4) the Tribal Council Secretary should wait no longer than a reasonable period of time to obtain a vote by signature or by no signature and so indicate that this Resolution was presented to the respective member of the Tribal Council for a vote.

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

1. All Tribal departments, Enterprises, the Office of the Chairman, and the Office of the Vice-Chairwoman shall initiate a mandatory 25% reduction in force or a 25% reduction in budget.
2. All Department, Enterprise, or Program directors shall prepare a list of employees that shall be subject to the reduction in force and deliver it to the Tribe's Human Resources Office by February 6, 2009.
3. Those departments, programs, or enterprises that can not make a reduction in force without materially affecting their ability to serve the people of the Fort Apache Indian Reservation shall make a 25% reduction in budget. The department, program, or enterprise shall prepare a revised budget and deliver it to the Tribal Treasurer's Office by February 6, 2009.
4. The following programs and departments shall be exempted from the 25 % reduction in force, but shall attempt to make a 25% reduction in budget: positions funded by a state or federal grant, departments that are budgeted in line-item only for salary and have already made 20% cuts, the Tribal Gaming Office, the Tribe's attorneys, or to essential employees who provide emergency services, such as the Police Department, the Fire Department, EMS, Woodland Patrol, Game and Fish law enforcement, the CHR and other law enforcement officers, provided this provision should still apply to non-essential administrative officers of such emergency service departments.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that personnel who are subject to the reduction in force shall be given preference for positions that become available within the Tribal government and Enterprises.

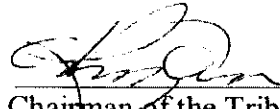
BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that given the urgency of the request described herein, this Resolution may be voted upon as follows: (a) by signature of a member of the Tribal Council, including the Chairman of the Tribal Council and the Vice-Chairwoman of the Tribal Council, where a signature indicates a vote for this Resolution, (b) the

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Tribal Council Secretary shall attempt to obtain signatures for members of the Tribal Council personally, (c) no signature shall mean that the respective Tribal Council member is against this Resolution, (d) the Tribal Council Secretary should wait no longer than a reasonable period of time to obtain a vote by signature or by no signature, and so indicate that this Resolution was presented to the respective member of the Tribal Council for a vote.

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 02-02-2009 duly adopted by a vote of 6 for and 0 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).



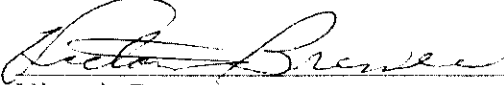
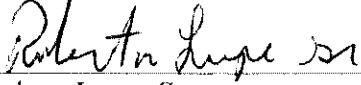

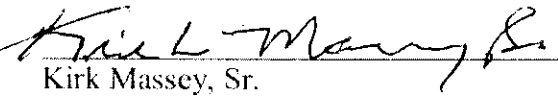
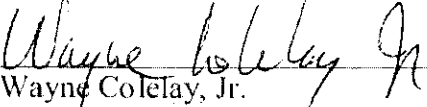
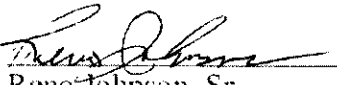
Chairman of the Tribal Council



for: Secretary of the Tribal Council

Signatures of the members of the Tribal Council represent their approval of Tribal Council Resolution No. 01-2009-43 initiated the 29th day of January 2009.

Presented Personally by Tribal Council Secretary (TCS)-Indicated by Initials

Signature	Date Signed	TCS Initials
Ronnie Lupe Tribal Chairman		
Margaret Baha-Walker Vice Chairwoman		
Arnold Beach, Sr. District I Council Member		
Evangeline Gatewood District I Council Member		
 Victoria Brewer District II Council Member	1-29-09 Date Signed	CM TCS Initials
 Rubert Lupe, Sr. District II Council Member	27-09 Date Signed	MA TCS Initials
 Alvin DeClay, Sr. District III Council Member	01-29-09 Date Signed	CM TCS Initials
 Kirk Massey, Sr. District III Council Member	1/29/09 Date Signed	CM TCS Initials
Noland Clay District IV Council Member		
 Wayne Colelay, Jr. District IV Council Member	1-29-09 Date Signed	CM TCS Initials
 Reno Johnson, Sr. District IV Council Member	1-29-09 Date Signed	CM TCS Initials

ATTEST:


Cyndy R. Harvey, Tribal Council Secretary

020209
Date Signed