



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

(Authorizing a Reduction in Force for Central Tribe)

- 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 Tribe is currently experiencing a financial hardship and must cut expenditures to maintain operations and meet debt obligations; and
- WHEREAS,** the Tribal Treasurer's Office has recommended that the Tribal Council authorize a Reduction in Force ("RIF") of forty percent (40%) of central Tribal employees (not to include employees paid under grants and contracts; and
- WHEREAS,** to facilitate this RIF, it was recommended that each Tribal department director submit a list of employees subject to the RIF to the Tribal Chairman and Tribal Treasurer by 5:00 PM, Thursday, June 17, 2010; and
- WHEREAS,** it was proposed that the employees listed by each department director will be subject to a RIF, effective 5:00 PM, Friday, June 18, 2010; and
- WHEREAS,** the Tribal Council considered making exceptions to the RIF, and only identified the Chairman's Office, the Vice-Chairman's Office and the Offices of the Treasurer and Controller as being exempt from the RIF; and
- WHEREAS,** the Tribal Council finds that it is in the best interest of the Tribe to authorize the RIF identified herein.

BE IT RESOLVED by the Council of the White Mountain Apache Tribe that it hereby directs each central tribal department director to submit a list of employees subject to the forty percent (40%) RIF to the Tribal Chairman and Tribal Treasurer by 5:00 PM, Thursday, June 17, 2010, provided the Chairman's Office, the Vice-Chairman's Office and the Offices of the Treasurer and Controller are exempt from the RIF.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that it hereby authorizes a forty percent (40%) RIF of the central Tribal employees identified by each Tribal department director, effective 5:00 PM, Friday, June 18, 2010.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that it hereby directs the Tribe's Human Resource Department to send all applicable notices required by law to the employees subject to the RIF.

Resolution No. 06-2010-181

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that in the event of any inconsistency between this Resolution and any other Resolution or Policy, this Resolution shall govern, and any and all tribal policies and procedures are hereby amended for consistency herewith.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that it confirms that all actions taken pursuant to this RIF are taken in the official capacity of each individual performing duties under the RIF.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that it hereby declares that this RIF is administered and conducted on behalf of the Tribe as an emergency measure not requiring advance notice, and it is not to be considered initiated by any tribal department or Department Head.

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

The foregoing resolution was on **JUNE 16, 2010** duly adopted by a vote of **EIGHT** for, **ZERO** against, and **THREE** abstentions by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (i), (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).



Ronnie Lupe, Chairman of the Tribal Council



Mariddie J. Craig, Secretary of the Tribal Council