



# WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

**(Directing Program Supervisors, Managers and Directors to  
Submit FY2015-2016 Budget by 3:00PM on March 16, 2015  
or Face Disciplinary Action)**

---

**WHEREAS,** for several decades, the White Mountain Apache Tribe ("WMAT") has been operating under a budgetary deficit; and

**WHEREAS,** the WMAT must be set on a better path and the Tribal Council ("Council") must necessarily implement a plan to address the current financial crisis. The Council believes that it is no longer acceptable to excuse or ignore the deficit problem on the basis that current Council members were not directly responsible for the deficit; and

**WHEREAS,** the Tribal Council finds that addressing the budget immediately is in the White Mountain Apache Tribe's best interest, and therefore, all Directors and Managers shall be required to submit a revised and reduced budget for Council review no later than March 16, 2015, at 3:00 P.M. Failure to meet the deadline will result in a suspension without pay for five (5) business days, at which point the director shall submit the budget immediately or face further disciplinary action.

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that all Central (01) Tribal Budgets must be submitted to the Tribal Council by 3:00 PM on March 16, 2015. Failure to submit budgets in a timely manner shall result in an automatic suspension of the responsible individual without pay for five (5) business days. Upon return from any imposed suspensions, Directors shall immediately submit a budget for Council review on March 23, 2015, or face additional disciplinary action, or termination if warranted.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby declares that the following minimum requirements are necessary to comply with the Tribal Council's fiscal responsibility approach and failure to comply may result in disciplinary action or forfeiture of Director's discretion in determining how program funds are allocated:

1. Using the prior FY 2013-2015 budget, a twenty percent (20%) reduction must be applied and submitted for Tribal Council consideration. Directors are reminded that although the previous budget was approved for two (2) years, this budget cycle is only for the FY2015-2016 year, so please plan accordingly.
2. Reduced budgets must be submitted and cuts executed in a manner that will yield actual savings to the Tribe in order to begin reducing the Tribal deficit.

**Resolution No. 03-2015-46**

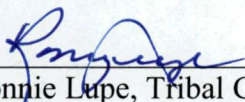
3. Director discretion in determining cuts, shall extend to salaries and employment, and in the event of terminations or reduction in force ("RIF") recommendations, Directors shall submit a written justification as support.
4. In the event that drastic cuts must be made to meet the twenty percent (20%) reduction requirement, performance evaluations should be used as a tool to support employee retention or terminations, along with any written documentation that may help the Council understand the reasons for the actions taken.
5. Where salaries cannot be justified or if compensation is not commensurate with experience or skillsets brought by individual employees, the Tribal Council requests that Directors adjust salaries accordingly.
6. Budgets should reflect realistic annual needs and be in line with the actual expenditures of prior years. A budget that includes salaries only will be scrutinized by Council and if Directors are unwilling to make the tough decisions, the Council will have no choice but to take appropriate action.
7. Program Directors that fail to reduce their budgets in accordance with the twenty percent (20%) requirement shall forfeit budgetary discretions to the Tribal Council, who will review and take action with guidance from the Attorney General's Office, Business Office, and Personnel Department.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event that this Resolution conflicts with a prior Resolution or Policy, this Resolution shall supersede and govern over the conflicting subject matter.

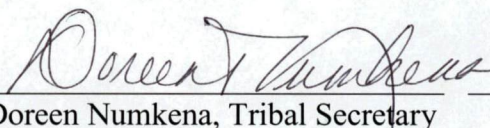
**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event this Resolution directly conflicts with the Tribal Constitution, Tribal Ordinances or Federal Laws, or any material facts concerning the issues presented are later found to be false, this Resolution shall be deemed null and void and have no legal effect.

**BE IT FURTHER RESOLVED** by the Tribal 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 **MARCH 10, 2015** duly adopted by a vote of **TEN** for, **ZERO** against, and **ONE** abstention by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it under the enumerated powers listed in Article IV, Section 1 of the WMAT Constitution, so ratified on September 30, 1993, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).

  
\_\_\_\_\_  
Ronnie Lape, Tribal Chairman

3/10/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Doreen Numkena, Tribal Secretary

3-11-2015  
\_\_\_\_\_  
Date