



WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

**(Approving 80 hour Pay Period for Holiday Season,
In order to Benefit Employees on Reduced Work Hours)**

WHEREAS, members of the Tribal Council of the White Mountain Apache Tribe (“WMAT”) have been asked by various employees if it would be possible for them to enjoy a regular work schedule in order to provide financial relief during the Christmas Season, and while the Tribal Council has authorized a 64 hour pay period in order to meet financial obligations and a substantial deficit, Tribal members and employees are critical to the functioning of the Tribal government and the success of the WMAT; and

WHEREAS, the Tribal Council finds it in the best interest of the White Mountain Apache Tribal government, to allow employees full pay periods for the Christmas season and hopes that some financial relief is provided to help our Tribal employees on reduced hours during the Holiday season.

BE IT RESOLVED by the Tribal Council of the White mountain Apache Tribe that it hereby directs that the Tribal Treasurer shall treat the December 23rd pay period as if it were a regular full-time (80 hour) pay period for all employees, in order to provide Tribal members and employees on reduced work schedules with relief and support during the Holiday Season.

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 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 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 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 **December 2, 2015** duly adopted by a vote of **NINE** for, **ZERO** against, and **ZERO** abstentions 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 Lupe 10-6-16 Doreen T. Numkena 10-7-16
Ronnie Lupe, Tribal Chairman Date Doreen T. Numkena, Tribal Secretary Date