



WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

(Approving White Mountain Apache Housing Authority Hourly Wage Scale)

WHEREAS, The Constitution of the White Mountain Apache Tribe (“Tribe”) of the Fort Apache Indian Reservation (“Constitution”) provides, at Article IV, Section 1(s) that the Tribal Council (“Council”) shall exercise the power “To...regulate subordinate organizations...”; and

WHEREAS, The White Mountain Apache Housing Authority (“WMAHA”) was established by the Tribe as its Tribally-Designated Housing Entity (“TDHE”); and

WHEREAS, The Council, by Resolution No. 06-2019-124, adopted a revised wage scale to apply to all contractors hired by the Tribe; and

WHEREAS, The White Mountain Apache Housing Authority (“WMAHA”) has developed a more comprehensive wage scale that incorporates different skill-levels of workers and will provide opportunities for Tribal members to acquire new skills and training within WMAHA (“WMAHA Hourly Wage Scale” attached and incorporated herein by reference) while including the protections of last year’s revised TERO wage scale; and

WHEREAS, The revised WMAHA Hourly Wage Scale will apply only to WMAHA force account employees; and

WHEREAS, The TERO Office concurs with the proposed changes, which go above and beyond the TERO Wage Scale adopted last year, and recommends that the Housing Authority present the WMAHA Hourly Wage Scale to the Council for their approval; and

WHEREAS, The Council has reviewed the new WMAHA Hourly scale proposed by the Housing Authority for force account employees and finds that its approval will provide Tribal members with better pay and opportunities for growth in the construction trades, and is in the best interests of the Tribe and its members.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the attached White Mountain Apache Housing Authority Revised Hourly Wage Scale, which applies only to force account employees of the White Mountain Apache Housing Authority.

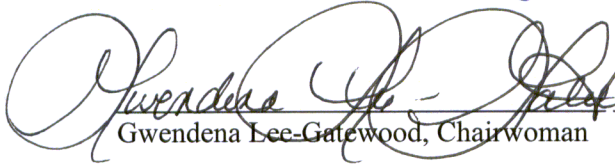
BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event this Resolution directly conflicts with the Tribal Constitution, Tribal Ordinances, or any material facts concerning the issues presented are later found to be false, this Resolution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


Resolution No. 01-2020-05

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 Chairwoman, or in her 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 **JANUARY 8, 2020** duly adopted by a vote of **TEN** 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).


Gwendena Lee-Gatewood, Chairwoman Date 1-9-20


Doreen T. Numkena, Tribal Secretary Date 1-9-20



WHITE MOUNTAIN APACHE HOUSING AUTHORITY

P.O. BOX 1270 • WHITERIVER, AZ 85941 • (928) 338-4831 • FAX (928) 338-4385

To: Vernona Dazen, Projects Manager
From: Lefty N. Alo, Construction Manager
Date: January 7, 2019
Subject: WMAHA Revised Hourly Wage Scale

Development Department Revised Hourly Wage Scale:

Note: These wage scale rates apply only to WMAHA Force Account employees.

Electrician:

Level 1- Apprentice	\$15.00 - \$17.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$18.00 - \$20.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Electrician	\$ 21.00	(5-10+ Years' Experience/Skill)

Carpenter:

Level 1- Apprentice	\$15.00 - \$18.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$19.00 - \$23.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Carpenter	\$24.45	(5-10+ Years' Experience/Skill)

Cement Mason/Concrete Finisher:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$17.00 - \$18.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Cement Mason/Finisher	\$20.00	(5-10+ Years' Experience/Skill)

Drywall Hanger/Metal Stud Framer:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$17.00 - \$18.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Drywall Hanger/Metal Stud Framer	\$19.00	(5- 10+ Years' Experience/Skill)

Drywall Finisher:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$17.00 - \$19.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Drywall Finisher	\$20.38	(5-10+ Years' Experience/Skill)

HVAC Installer:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$17.00 - \$18.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level HVAC Installer	\$19.00	(5-10+ Years' Experience/Skill)

HVAC Technician:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$17.00 - \$20.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level HVAC Technician	\$21.00	(5-10+ Years' Experience/Skill)

Painter:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$16.50 - \$17.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman - Level Painter	\$18.00	(5-10+ Years' Experience/Skill)

Plumber:

Level 1- Apprentice	\$15.00 - \$17.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$18.00 - \$21.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Plumber	\$22.00	(5-10+ Years' Experience/Skill)

Roofer:

Level 1- Apprentice	\$15.00 - \$15.50	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$16.00 - \$16.50	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Roofer	\$17.00	(5-10+ Years' Experience/Skill)

Tile Setter/Finisher:

Level 1- Apprentice	\$15.00 - \$16.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$17.00 - \$18.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Tile Setter/Finisher	\$19.00	(5-10+ Years' Experience/Skill)

Welder:

Level 1- Apprentice	\$15.00 - \$15.50	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$16.00 - \$17.00	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Welder	\$18.00	(5-10 Years' Experience/Skill)

Heavy Equipment Operators:

Level 1- Apprentice	\$15.00	(1-2 Years' Experience/Skill)
Level 2- Apprentice	\$16.32	(3-4 Years' Experience/Skill)
Level 3- Journeyman- Level Heavy Equipment Operator	\$18.00	(5-10 Years' Experience/Skill)

Laborer:

Level 1	\$14.00 General/Clean Up	(TERO Rate)
---------	--------------------------	-------------