



# WHITE MOUNTAIN APACHE TRIBE

## A Sovereign Tribal Nation

### **(Authorizing Holiday Payroll Advances for Tribal Employees That Received an Employee Incentive Less than \$1000.00,)**

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**WHEREAS,** The Constitution of the White Mountain Apache Tribe ("Tribe") of the Fort Apache Indian Reservation provides, at Article IV, Section 1(i) that the Tribal Council ("Council") shall exercise the power, "[t]o manage all economic affairs..." and at Article IV, Section 1(k), "[t]o appropriate Tribal funds for Tribal purposes and to expend such funds in accordance with an annual budget"; and

**WHEREAS,** Resolution 12-2024-243 authorized a holiday payroll advance for Tribal Employees up to \$1,000.00 to be paid back in eight pay periods; and

**WHEREAS,** Tribal Council has been informed that some Departments received a bonus or other employee incentive in an amount less than \$1,000.00; and

**WHEREAS,** Tribal Council finds that authorizing payroll advances for those Tribal employees that received an employee incentive less than \$1000.00, are eligible to receive a payroll advance in an amount that together would equate to the amount of \$1000.00, (i.e. employees that received a \$500 incentive are eligible for a \$500.00 advance), during the month of December 2024, will help to alleviate some of the impacts of inflation, 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 authorizes, during the month of December 2024, holiday payroll advances solely for participating Tribal employees that received an employee incentive of less than \$1000.00, are also eligible to receive a payroll advance in an amount that together would equate to the amount of \$1000.00, (i.e. employees that received a \$500 incentive are eligible for a \$500.00 advance), which is to be paid back in four (4) pay periods by way of payroll deductions.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby authorizes Directors and Supervisors to determine if payroll advances is an allowable expense that can be paid back for temporary employees within their Departments.

**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.

***Resolution No. 12-2024-258***

**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 18, 2024 duly adopted by a vote of FIVE for, TWO against, and ONE 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 November 10, 2021, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).

Kasey Velasquez      12.20.24  
Kasey Velasquez, Chairman      Date

Vaneysa Johnson      12/20/2024  
Vaneysa Johnson, Tribal Secretary      Date