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**CHEROKEE COUNCIL HOUSE  
CHEROKEE, NORTH CAROLINA**

**Date:** \_\_\_\_\_

**RESOLUTION NO. \_\_\_\_\_ (2019)**

WHEREAS, when former Principal Chief Patrick H. Lambert created the position of Director of the Tribal Realty Services Office, he made it an appointed position and he filled it by appointment; and

WHEREAS, that approach was expedient but it ignored the established Tribal hiring process provided in the Personnel Policy. Principal Chief Richard G. Sneed has vowed to limit the number of appointed positions and has established a policy that positions at director level and below should be filled through the established HR process; and

WHEREAS, neither Tribal law or the existing Personnel Policy sufficiently address what positions can or should be created and filled by appointment by the Principal Chief; and

WHEREAS, neither Tribal law or the existing Personnel Policy sufficiently address whether making a position a hired position rather than an appointed position is a change to the organizational chart that must be approved by Tribal Council; and

WHEREAS, out of an abundance of caution and in the interests of transparency, Principal Chief Sneed hereby presents to Tribal Council that to provide continuity of service and to promote the productive and orderly development of the Tribal Realty Services Office, the position of Director of that office shall be changed from an appointed position to a hired position subject to the Personnel Policy.

NOW THEREFORE BE IT RESOLVED by the Tribal Council of the Eastern Band of Cherokee Indians assembled, at which a quorum is present, that the position of Director of that Tribal Realty Services Office shall be changed from an appointed position to a hired position subject to the Personnel Policy.

BE IT FURTHER RESOLVED that the position shall be filled using the process applied to all other director-level positions and as provided in the Personnel Policy.

BE IT FINALLY RESOLVED that all resolutions that are inconsistent with this resolution are rescinded, and that this resolution shall become effective when ratified by the Principal Chief.

*Submitted by Richard G. Sneed, Principal Chief*