

ELEVENTH LEGISLATURE
OF THE
CHEYENNE AND ARAPAHO TRIBES
REGULAR SESSION
APRIL 11, 2026
LCR, CONCHO, OK

RESOLUTION: A Resolution to Appropriate Funds for a Cost of Living Allowance (COLA) for Tribal Government Employees.

RESOLUTION NO: 11L-RS-2026-04-001

DATE INTRODUCED: March 4, 2026

SPONSOR: Travis Ruiz, District A3

CO-SPONSOR: Bruce Whiteman, Jr., District C1

SUBJECT: A Resolution to Appropriate Funds for a Cost of Living Allowance (COLA) for Tribal Government Employees.

WHEREAS: The Cheyenne and Arapaho Tribes are a federally recognized Indian tribe organized pursuant to a Constitution approved by tribal membership on April 4, 2006 and approved by the Secretary of the Interior; and

WHEREAS: Article VI, Section 5(a) of the Constitution provides that Legislative power shall reside with the Legislature; and

WHEREAS: Article VI, Section 5(a) of the Constitution grants the Legislature the “power to make all laws and resolutions in accordance with the Constitution which are necessary and proper for the good of the Tribes;” and

WHEREAS: Article VI, Section 5(d) of the Constitution authorizes the Legislature shall have the power to raise revenue and appropriate funds for expenditure; and

WHEREAS: The United States Bureau of Labor Statistics sets a cost of living percentage each year, known as the Consumer Price Index (inflation rate) based on an annual analysis of the cost of goods and items that people need to sustain their lives which includes: housing, utilities, food, gas and other necessities; and

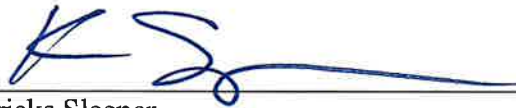
WHEREAS: Due to the dire straits of the Tribes finances prior to 2018, the Cheyenne and Arapaho Tribes had to put a freeze on all COLA and Merit Pay increases and have not authorized a COLA pay raise for its employees in over five (5) years; and

WHEREAS: The wages for the Cheyenne and Arapaho Tribes are not meeting the increased cost for housing, utilities, food, gas, and other living necessities in order to achieve a decent standard of living for all the employees; and

WHEREAS: The Eleventh Legislature of the Cheyenne and Arapaho Tribes has determined that a COLA bonus is necessary and proper for addressing the many anticipated and unanticipated needs of the Tribal employees; and

NOW THEREFORE BE IT RESOLVED that the Eleventh Legislature of the Cheyenne and Arapaho Tribes hereby authorizes a one-time Cost of Living Allowance (COLA) payment for eligible Tribal Government employees, said payment shall be 6% of each employee's wages earned during the twelve (12) month period from March 17, 2025 through March 16, 2026; and

NOW THEREFORE BE IT FURTHER RESOLVED the Eleventh Legislature hereby appropriates \$2,200,000.00 from Tax Commission funds to implement a one-time 6% COLA payment for Tribal Government employees. For purposes of this resolution, the term "Tribal Government employees" shall also include employees of the Department of Housing due to the lack of federal funding to provide its own COLA. Any funds not utilized for this purpose shall be returned to the Tax Commission and shall be subject to future legislative appropriation.



Kendricks Sleeper
Speaker of the Eleventh Legislature
Cheyenne and Arapaho Tribes



ATTEST:

I, Jodi White Buffalo, Legislative Clerk, hereby certify that the foregoing is a True and Accurate Copy of the Original Bill No. 11L-RS-2026-04-001 which was acted upon by the Legislature of the Cheyenne and Arapaho Tribes in the Fourth Regular Session of the Eleventh Legislature, by a roll call vote on the 11th day of April 2026.

VOTE RECORD:

DISTRICT	LEGISLATOR	YES	NO	ABSTAIN	ABSENT
A1	Pamela Sutton	✓			
A2	Kendricks Sleeper	✓			
A3	Travis Ruiz	✓			
A4	Rector Candy			✓	
C1	Bruce Whiteman, Jr.	✓			
C2	Milan Roman Nose, Jr.	✓			
C3	Thomas Trout				✓
C4	Mariah Youngbull	✓			
TOTAL		6		1	1
Passes (X)		Fails ()		Tabled ()	
		Allowed to Die ()		No Action ()	

Pursuant to Article VI, Section 5, subsection (a) of the Tribes Constitution reads in part: "Tie votes in the Legislature shall be decided by the Governor."

		YES	NO	ABSENT
Governor	Reggie Wassana			


 Jodi White Buffalo, Legislative Clerk
 Eleventh Legislature, Cheyenne and Arapaho Tribes



ATTEST:


Pursuant to Article VI, Section 7, subsection (a)(iv) of the Tribes Constitution reads in part: “All Bills passed by the Legislature shall be presented to the Governor for signature or veto. All laws shall take effect thirty days after signature by the Governor or veto override by the Legislature unless any Member of the Tribes submits to the Coordinator of the Office of Tribal Council a petition signed by at least one hundred fifty Members of the Tribal Council seeking to repeal the law or resolution at the next Tribal Council meeting. If the Tribal Council fails to repeal such law or resolution at the next Tribal Council where the matter has been properly placed on the agenda for the Tribal Council meeting, such law or resolution shall become effective immediately.”

Pursuant to Article VII, Section 4, subsection (g) of the Tribes Constitution reads: “The Governor shall have the power to sign any enactment passed by the Legislature into law or to veto any enactment passed by the Legislature within ten days of passage with a written explanation of any objections; and if the Governor takes no action within ten days, then the enactment shall become law in accordance with this Constitution.”

{ APPROVED

{ VETOED: Attachment ____; Governor’s written explanation of any objections.

On the 11th day of April, 2026.



Reggie Wassana, Governor
Cheyenne and Arapaho Tribes



TRANSMITTAL OF DOCUMENTS:

From the Legislative Branch to the Office of Records Management

ATTEST:

Pursuant to Article VI, Section 7, subsection (a)(v), of the Tribes Constitution reads, "The Office of Records Management shall compile all Laws and Resolutions into a comprehensive Code in an orderly manner that shall be published annually."

Office of Records Management Staff, hereby certify that the foregoing is a True and Accurate Original Resolution No. 11L-RS-2026-04-001.

Space below is reserved for Stamp:

Received (Date) Office of Record Management



Signature: Cheryl Blind

Print Name: Cheryl Blind

Title: DIRECTOR

Date: 4/13/26

Office of Records Management
Department of Administration, Executive Branch
Cheyenne and Arapaho Tribes

