



**RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION**

(BAER Program Employee Appreciation and Recognition)

- WHEREAS,** pursuant to Article IV, Section 1(a) of the Constitution of the White Mountain Apache Tribe, *inter alia*, the Tribal Council has the authority to represent the Tribe and act in all matters that concern the welfare of the Tribe; and
- WHEREAS,** employees are the most important resource in BAER program for accomplishing the tasks required to complete the Burned Area Emergency Rehabilitation and other 638 funded tribal programs; and
- WHEREAS,** tasks will be successfully and accurately completed only if our employees approach their jobs with commitment and enthusiasm; and
- WHEREAS,** opportunities for training including higher education, travel for conferences and participation on committees and boards increase employee skills and knowledge; and
- WHEREAS,** an important part of keeping employees motivated is to regularly demonstrate that they and the work they do is appreciated; and
- WHEREAS,** it is essential to have a policy in place that allows for recognizing employees for a job well done.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby adopts an employee appreciation policy that allows the 638 programs to make the following awards:

GROUP CELEBRATIONS: At the conclusion of significant jobs that have been accomplished at an above average or higher standard, the program will host a celebration to commemorate the accomplishment. The program will pay for food not to exceed \$25.00 per person. This may include pizza lunches, continental breakfast bar, etc. In addition, gifts for employees such as t-shirts or mugs may be handed out depending on the size of the accomplishment.

HOLIDAY RECOGNITION: The program may provide each employee a gift of food (Turkey or substitute) once a year at either Thanksgiving or Christmas. Smaller items (under \$10.00/person) may be given at other holidays as determined by the program coordinator.

INDIVIDUAL CASH AWARDS: The program coordinator may award individual cash awards up to \$500 for superior effort or accomplishment. Each award must be documented with a written statement describing the accomplishment and why the individual is deserving of the award. No more than \$500/year/individual can be awarded.

Resolution No. 12-2006-413

FOOD FOR EVENTS AND MEETINGS: The program may provide snacks, meals, or other appropriate refreshments for meetings and events related to the BAER program, including tribal council information tours and events.

SUPPORT FOR PROFESSIONAL DEVELOPMENT: The Tribal Forestry program may provide support in terms of conference fees, travel costs, tuition, etc. for employees to develop professional skills.


BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that this policy is in effect only when funds are available and use of funding will not affect program goals, and the funds for any of these awards should come out of the account code for the project the employee has been working on at the time of the award.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the budget can allow the award program, and that this policy, although formally documented here, has been in effect since July 2003.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Chairman, or in his absence, the Vice Chairwoman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

The foregoing resolution was on **DECEMBER 13, 2006** duly adopted by a vote of **TEN** for and **ZERO** against by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (c), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

Chairman of the Tribal Council


Secretary of the Tribal Council