



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

(Cost Containment Restrictions for Grants & Contracts)

- WHEREAS,** pursuant to Article IV, Section 1(a) and 1(s) 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,** the White Mountain Apache Tribe adopted Resolution 11-2008-272, "Consolidating Emergency Cost Containment Measures" whereby several proposed recommendations by the Budget and Finance Committee were adopted as official Tribal policy; and
- WHEREAS,** previous cost containment measures were initiated by the Tribe to alleviate some of the financial pressure that has occurred as a result of the weakened U.S. economy; and
- WHEREAS,** the General Manager of Grants and Contracts, Ivan Kitcheyan, has recommended that the Tribe take measures to include Grants and Contracts in its cost-containment efforts and advises the Tribe to further assure the federal government that the Tribe is aware of its responsibilities under federal laws and regulations and will spend funds in accordance with terms and conditions required by the relevant granting agencies; and
- WHEREAS,** as per federal law, Program Managers shall keep copies of grants, attachments and contract agreements, including federal, state and funding agency award letters and Directors shall review the scope of grants and contract work annually to ensure completeness of official forms and compliance with all terms and conditions; and
- WHEREAS,** in addition to ensuring that all Tribal managers and directors are compliant with federal and state laws regarding funding, it is recommended that the Tribe take cost saving measures and implement a permanent policy that will serve the people of the White Mountain Apache Tribe, including but not limited to the following:

Grants and Contracts Official Employee Policy

1. Annual leave pay out shall not be authorized.
2. All payroll advance requests shall be denied.
3. Early release of payroll checks shall not be authorized.
4. Hiring may replace previously established or budgeted vacancies.
5. Budgeted overtime is authorized if within the scope of employment.
6. Managers that fail to monitor their budget shall be reprimanded or terminated.
7. Personnel losing funding under P.L. 93-638 shall not be funded by the Tribe.
8. Donations are not authorized from Grants & Contracts funding.
9. Advanced funds shall be secured for capital and non-capital expenses.
10. Tribal Council shall approve all pay increases or pay adjustments and shall be negotiated at the start of the budget cycle and bonus pay is strictly prohibited.
11. Administrative leave for non-job related activity shall not be authorized.
12. Grants & Contracts employees shall be governed by the Tribe's Personnel Policies and Procedures manual.
13. Grants & Contracts programs shall follow Tribal Financial Policies and Procedures.

Resolution No. 05-2009-128

WHEREAS, the Tribal Council believes it is in the best interest of the Tribe to remind tribal employees of their responsibilities regarding federal grants and contracts and approves General Manager of Grants and Contracts, Ivan Kitcheyan's aforementioned cost-containment recommendations.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that all Program Managers and Directors of P.L. 93-638 federally funded programs shall be held accountable for their budgets and shall be hereforth held to a higher standard, including disciplinary action for failure to meet federal laws and regulations.

BE IT FURTHER RESOLVED by the Tribal Council that all Tribal entities shall do their part to temper the recessionary and depressive effects that the global economy has had on the Tribe's economy and therefore the Tribe hereby adopts the following Grants and Contracts Official Employee Policy:

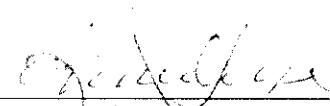
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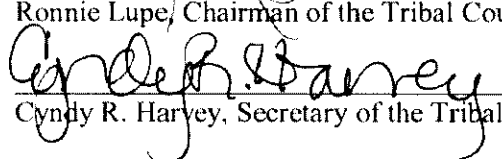
BE IT FURTHER RESOLVED by the Tribal Council that in the event of any inconsistency between this Resolution and any prior Resolution or Policy, this Resolution shall govern.

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 May 11, 2009 duly adopted by a vote of SIX 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), (i), (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).



Ronnie Lupe, Chairman of the Tribal Council



Cindy R. Harvey, Secretary of the Tribal Council