



Walker River Paiute Tribe

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**RESOLUTION OF THE GOVERNING BODY
OF THE
WALKER RIVER PAIUTE TRIBE
RESOLUTION NO. WR-25-2020**

BE IT RESOLVED BY THE TRIBAL COUNCIL OF THE WALKER RIVER PAIUTE TRIBE THAT:

WHEREAS, the governing body of the Walker River Paiute Tribe ("Tribe") is organized under the provisions of the Indian Reorganization Act of June, 1934, as amended, to exercise certain rights of home rule and to be responsible for the promotion of the economic and social welfare of its members; and

WHEREAS, the Walker River Paiute Tribal Council is charged with the responsibility of establishing policy and taking action to provide administrative guidelines; and

WHEREAS, the Walker River Tribal Council previously adopted Tribal personnel policies to govern the administration of the Tribe's personnel program and relations with employees; and

WHEREAS, the Tribal Council has determined that it must now amend or add provisions to address Restrictions on Rehiring Former Employees, Group Plans, and Final Paychecks;

NOW THEREFORE BE IT RESOLVED, that the Walker River Tribal Council hereby approves the following amendments to the Human Resources Policies and Procedures:

1. Add a new section 2.17 that states:

2.17 Restrictions on Rehiring Former Employees

The following individuals shall not be eligible to be hired by the Tribe:

- (a) Any prior Tribal employee terminated from employment with the Tribe is ineligible for rehire for a period of one (1) year from the date of termination.
- (b) Any prior Tribal employee who has resigned from employment with the Tribe without giving two (2) weeks advance notice is ineligible for rehire for a period of one (1) year from the last day of employment; unless the former employee's supervisor and the Human Resources Manager waive this restriction based on the best interests of the Tribe.
- (c) Any prior Tribal employee terminated from employment with the Tribe pursuant to these Human Resources Policies and Procedures for the offenses of assault, fighting, gross negligence or gross insubordination is not eligible for rehire for a period of (2) years from the last day of employment.

- (d) Any prior Tribal employee terminated from employment with the Tribe pursuant to these Human Resources Policies and Procedures for the offenses of theft or falsification of official records will be permanently prohibited from employment with the Walker River Paiute Tribe.

2. Revise Section 5.17 to state:

5.17 Group Plans

- (a) The Tribe provides Health Insurance benefits at no cost to full-time employees who work at least thirty (30) hours per work week. The benefit becomes effective 90 days after an employee's start date. In the event a part-time employee becomes a full-time employee then the benefit will become effective 60 days from the date of the status change.
- (b) The Tribe provides a retirement benefit plan for full-time employees who work at least thirty (30) hours per work week and have completed one (1) year of continuous service. The Tribe will contribute its share after one (1) year as stated within the retirement plan that is approved by the Tribal Council. In the event a full-time status employee becomes part-time, the Tribe will cease its contribution to the employee's retirement plan the following month as the employee will no longer meet the eligibility requirements.

3. Add Section 7.8 that states:

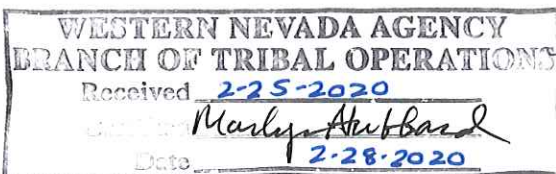
7.8 Final Paycheck

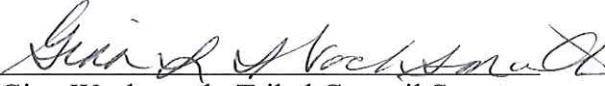
- (a) If an employee resigns, is laid off, terminated or otherwise involuntarily separated from employment, the employee will receive his/her final paycheck on the next regularly scheduled payday.
- (b) Employees who are issued equipment during their employment are expected to take proper care of the equipment. Upon separation from employment, employees will be charged the reasonable replacement costs for equipment assigned to them that is lost, stolen, damaged or returned to the Tribe not in proper working order or condition.

BE IT FINALLY RESOLVED, that these amendments shall be in effect as of the date the Tribal Council adopts this resolution, and shall remain in effect until rescinded, amended, or replaced by the Tribal Council.

CERTIFICATION

It is hereby certified that the foregoing resolution of the Walker River Paiute Tribal Council of the Walker River Paiute Tribe composed of seven members of whom 4 constituting a quorum adopted the foregoing resolution on the 18th day of February 2020 by the affirmative vote of 3 FOR, 0 AGAINST, and 0 ABSTENTIONS; pursuant to the authority contained in the Constitution and By-Laws of the Walker River Paiute Tribe of Nevada.




Gina Wachsmuth, Tribal Council Secretary
WALKER RIVER PAIUTE TRIBE