



**RESOLUTION OF THE GOVERNING BODY
OF THE THREE AFFILIATED TRIBES
OF THE FORT BERTHOLD INDIAN RESERVATION**

A Resolution entitled: "*Establishment of the Three Affiliated Tribes Personnel Selection/Termination Committee*"

WHEREAS, This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act and having adopted a Constitution and By-laws under said Act; and

WHEREAS, pursuant to Article III, Section 1 of the Constitution and By Laws of the Three Affiliated Tribes, the Tribal Business Council is the governing body of the Tribes; and

WHEREAS, pursuant to Article VI, Section 5 (l) of said Constitution, the Tribal Business Council has the power to adopt resolutions regulating the procedures of the Tribal Business Council and other Tribal agencies and Tribal officials on the Reservation; and

WHEREAS, the Tribal Business Council has authority according to the terms of said Constitution to establish committees as necessary for the Tribal organization; and

WHEREAS, the Tribal Business Council believes that the Tribal Program Administrators and Directors are highly capable of managing their respective departments and programs and making decisions regarding hiring and termination of employees; and

WHEREAS, the Tribal Business Council wishes to ensure that Tribal departments and programs are not being micromanaged by the Tribal leadership; and

WHEREAS, the Tribal Business Council has determined that it would be in the best interests of the Tribe and sound management practices to delegate all decisions regarding the hiring/selection and termination of tribal employees to the respective departments and program administrators and directors, with the exception of program directors and administrators which shall be retained by the Tribal Business Council; and

NOW THEREFORE IT BE RESOLVED, that the Tribal Business council hereby establishes a Personnel Selection/Termination Committee which shall be responsible for and have authority over all employee hiring/selection decisions and employment terminations, with the exception of



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the selection and termination of department and program directors and administrators which the Tribal Business Council hereby retains full authority over; and

BE IT FURTHER RESOLVED, that the Personnel Selection/Termination Committee shall be comprised of the following individuals:

1. A Senior Executive Officer (depending on applicable Federal or Tribal Program)
2. The applicable department administrator
3. The applicable program director (or immediate supervisor if the administrator is also the director)
4. A revolving director (selected in turn from a listed group)

BE IT FURTHER RESOLVED, that at each meeting of the Personnel Selection/Termination Committee, the Committee shall agree upon an individual from within its membership to chair the session and said Committee shall have full authority to make necessary decisions/provisions leading to personnel selection and/or termination; and

BE IT FURTHER RESOLVED, that the Human Resources Director and staff shall be Responsible for facilitating the selection and termination process including the initial ranking of applicants in terms of applicable education and work experience, notification and convening of meetings, the breaking of ties in committee votes and other responsibilities according to the Personnel Policies and Procedures whereas the applicable Senior Executive Officer will organize the Committee for each meeting; and

BE IT FINALLY RESOLVED THAT, that this Resolution hereby supersedes any and all conflicting resolutions, policies or other documents, including Resolution 93-033 JJR.

CERTIFICATION

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of 7 members of whom 5 constitute a quorum, 6 were present at a Regular Meeting thereof duly called, noticed, convened, and held on *January 11, 2007*; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 6 members, 0 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Chairman Voting. Not voting.

Dated this 11th day of January, 2007.



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ATTEST:

[Handwritten signature of Y. Judy Brugh]

Tribal Secretary, Y. Judy Brugh
Tribal Business Council
Three Affiliated Tribes

[Handwritten signature of Marcus Wells Jr.]

Tribal Chairman, Marcus Wells Jr.
Tribal Business Council
Three Affiliated Tribes

