



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

A Resolution entitled: “Adoption of policy governing Compensation for grant writing by tribal employees”

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, Various tribal employees, Departments and programs have requested to be compensated for writing grants on behalf of the Tribes in addition to the regular compensation such employees receive through salary; and certain employees have been compensated in the past in addition to their regular salaries for grant writing from grant funds awarded to the Tribes; and

WHEREAS, The Tribe has received audit findings regarding payment to employees for grant writing which could result in such payments to employees for grant writing being determined as unallowed costs which could result in the Tribe being required to reimburse such costs to the federal government; and

WHEREAS, The Tribal Business Council does not believe any employee should be doubly compensated when performing services on behalf of the Tribe; and

WHEREAS, The Tribal Business Council believes that it is necessary to adopt a policy regarding this issue to ensure compliance with federal rules and regulations regarding use of federal funds; and



NOW THEREFORE BE IT RESOLVED, that the Tribal Business Council of the Three Affiliated Tribes pursuant to its constitutional powers hereby adopts the following Policy governing compensation for grant writing on behalf of the Tribes:

1. No employee or consultant of the Tribe or any of its sub-divisions, entities or agencies shall be compensated in any manner above their regular salary for writing, submitting or administering grants on behalf of the Three Affiliated Tribes. Payment of grant writing fees in any form to employees or consultants are hereby strictly prohibited.
2. In order to award employees for grant writing Employees who meet the requirements for incentives set out in the Tribe's Personnel Policy and Procedure Manual may receive an incentive award for writing and securing a competitive grant or grant funds on behalf of the Tribes according to the terms of the Personnel policies and procedure Manual for incentive awards.
3. Employee incentives shall not exceed \$1,000 per employee annually and approval for incentives must be based on acceptable performance evaluations. Incentives can be initiated by the Supervisor but are subject to the final approval of the Personnel Selection Committee.
4. Individuals who are not employees of the Tribe may submit proposals to the Tribal Business Council to write and submit grants on behalf of the Tribe. Such proposals including any compensation or commission for writing grants shall be approved by Resolution of the Tribal Business Council.



Resolution No.08-16-MP

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 5 were present at a Special Meeting thereof duly called, noticed, convened, and held on the 24th day of January 2008, that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 5 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 24th day of January, 2008.

ATTEST:

Acting Tribal Secretary, Mervin Packineau
Tribal Business Council
Three Affiliated Tribes

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