

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

- WHEREAS, This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act; and
- WHEREAS, The Constitution and By-laws of the Three Affiliated Tribes authorizes and empowers the Tribal Business Council to engage in activities for the welfare and benefit of the Tribes and Tribal members; and
- WHEREAS, The Three Affiliated Tribes Natural Resources Department has not received sufficient funding to support the Ranger Division; and
- WHEREAS, It is imperative that the Ranger Division continue to function without interruption; and
- WHEREAS, Resolution #79-118 originally authorized that monies collected from Tribal shothole fees be placed in a special supervised account that could be drawn upon when necessary; and
- WHEREAS, In order to keep the Ranger Division functional until other funding can be achieved, it has now become necessary for the Department to utilize these monies to allow continuance of the Ranger Division; and
- NOW, THEREFORE BE IT RESOLVED, that the Natural Resources Department be allowed to utilize these monies to support three Ranger Division personnel during the period of March 15, 1982 through June 30, 1982; and
- BE IT FURTHER RESOLVED, that should other funding become available before or during this period, the Department will reduce or discontinue use of these shothole monies; and
- BE IT FURTHER RESOLVED, that the Bureau of Indian Affairs and Tribal Finance proceed immediately to accomplish transfer of these funds to the Natural Resources Department account and it is hereby authorized that the revision in the Tribal Budget be made if necessary; and
- BE IT FURTHER RESOLVED, that the Tribal Treasurer is directed to finalize this transaction.

C E R T I F I C A T I O N

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 11 members of whom 7 constitutes a quorum, 7 were present at a Regular Meeting, thereof duly called, noticed, convened and held on the 11th day of March 1982; that the foregoing resolution was duly adopted at such meeting by the affirmative vote of 7 members, 0 members opposed, 0 member abstained, 0 members not voting, and that said resolution has not been rescinded or amended in any way.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 MARCH 1982.


SECRETARY, TRIBAL BUSINESS COUNCIL

ATTEST:


CHAIRMAN, TRIBAL BUSINESS COUNCIL

THREE AFFILIATED TRIBES • FORT BERTHOLD RESERVATION

Mandan, Hidatsa and Arikara Tribes

NATURAL RESOURCES DEPARTMENT

P.O. Box 460 • New Town, North Dakota 58763 • (701)627-3620



MEMORANDUM

TO: Austin H. Gillette, Chairman
Tribal Business Council

FROM: Lawrin H. Baker, Administrator

DATE: March 10, 1982

SUBJ: Ranger Division Proposal for Use of Shothole Fees
Paid to the Tribes

Attached is the Ranger Division proposal for the use of shothole fees paid to the Tribes. The narrative provides a brief description of the activities that the Ranger Division accomplishes relative to it's function within the Natural Resources Department. The funding status at the present time is also briefly outlined.

As mentioned within the proposal, it is imperative that the Ranger Division continue to function. Therefore, I submit this proposal for the positive action of the Tribal Business Council.

Thank you.

cc: Tribal Council Members
Mary Baker, Programs Manager
Ken Deane, Tribal Planning
102.2
402.2

Three Affiliated Tribes
Natural Resources Department

RANGER DIVISION PROPOSAL

March 15, 1982 - June 30, 1982

Submitted By the Natural Resources Department
To the Three Affiliated Tribes Tribal Business Council

TABLE OF CONTENTS

	Pg. No.
Cover Letter	
Resolution	
Ranger Division Services	1
Reporting	3
Training	4
Funding Status	4
BUDGET	7
Appendix A. Job Descriptions	
Ranger Supervisor	
Tribal Rangers	

Three Affiliated Tribes
Natural Resources Department
RANGER DIVISION PROPOSAL

March 15, 1982 - June 30, 1982

The Three Affiliated Tribes Natural Resources Department's Ranger Division is the "field entity" for the Department. As such, they provide the following services relative to natural resources management:

* - Animal Damage Control - When a predator or animal damage complaint is received, the Ranger from that segment contacts the landowner and completes an Animal Damage Control Complaint form. The appropriate method is utilized to eliminate the problem (hunting, trapping, etc.). In situations where assistance is needed, the U.S. Fish and Wildlife Service provides necessary expertise, manpower, equipment and vehicles as per Cooperative Agreement.

* - Wildlife Census - The Rangers participate in all types of census such as small and big game census. Census is an integral part of implementing a proper management program. It determines numbers of game which in turn allows the Department, specifically Game and Fish, to develop bag limits, determine seasons, and special management programs. As a result of the 1982 Deer Census which was completed this winter, a feeding program was implemented for areas with high concentrations of deer or antelope. At the present time, the Rangers are working on completion of a pheasant inventory to determine sex ratios, post hunting season population trends, and winter kill on the reservation pheasant population.

* - Habitat Inventory - Incidental to the above-mentioned censuses, the Rangers make note of the wildlife habitat which will help determine areas where improvements should be made in the availability of food and shelter.

- Hunting and Fishing Patrol - Each Ranger is responsible for patrol in

his segment. All activities and violations are noted on their daily logs with appropriate action being taken for any violations (verbal warnings, citation, etc.).

* These activities are accomplished with the assistance of the U.S. Fish and Wildlife Service as per a Cooperative Agreement with the Tribes. Other activities such as small game census and Reservation upland fisheries reconnaissance programs are also a part of the Agreement.

- Enforcement Regulations and Procedures - The Rangers are also responsible for suggesting improvements in present regulations and procedures which would lend to more efficient accomplishment of their jobs.

- Issue Hunting and Fishing Licenses - The Rangers assist the Game and Fish Programmer in the issuance of hunting and fishing licenses according to the season and are responsible for informing the public of applicable regulations relative to that particular activity.

- Recreation Area Maintenance - The Rangers patrol and maintain reservation recreation areas. Although recreation area equipment is minimal at this time, the sites are cleaned and necessary repairs are made by the Ranger. The Rangers are also responsible for suggesting the maintenance plan which would best fit a particular site. These suggestions are reviewed for incorporation into the annual Recreation Site Management Plan.

- Daily Drilling/Seismic Inspections - The Rangers are kept informed of seismic and drilling activities in their assigned segments. Compliance checks are made to insure that the particular crew/site is in compliance with Tribal regulations. In a situation where noncompliance is noted, the Ranger reports the violation to the Minerals and Water Division for appropriate action. The

Ranger Division takes necessary action if so directed.

- Investigation of Seismic and Drilling Complaints - The Rangers accomplish all field investigations for seismic and drilling complaints. This involves investigation and documentation of all relevant information such as verification of the complaint and compilation of data.

- Pesticides Enforcement - Each Ranger is a licensed pesticides applicator and will handle all pesticides problems assigned by the Land Operations Division.

- Air Quality Monitoring - The Rangers are in the process of being trained to assume operation and maintenance of an air quality monitoring station which will be located in either the West or South Segment.

- Public Relations - The Rangers make direct contact with the Reservation public and must represent the Department and the Tribes well. Therefore they must be informed and courteous. The Rangers will head an education program aimed at the Reservation public which will include teaching hunter education as well as providing information relative to other natural resources areas such as habitat conservation, posting ("no hunting") requirements, and programs in which the public can participate. An example of this would be the pheasant program which allows qualified participants to raise pheasants for release.

REPORTING

As part of the accountability the Rangers must maintain, each Ranger is required to keep a Daily Log which indicates the Ranger's activities and the amount of time spent at each one. It also records mileage, vehicle operating

expenses, and other pertinent information gathered in the course of the day.

Forms for specific aspects of their job are provided such as inspection forms, citations, etc.

TRAINING

Upon hiring the Rangers, the Natural Resources Department was aware that the Rangers would require additional training. Since the birth of the Division in November of 1980, the Rangers have attended numerous training sessions including workshops, seminars and community college classes. At the present time three of the Rangers are attending the Indian Police Academy, Brigham City, Utah.

FUNDING STATUS

Due to federal cutbacks, previous funding has either been delayed or eliminated. The Rangers operated under two P.L. 93-638 contracts:

1. Game and Fish (with a modification that added additional monies to the Game and Fish base budget. The modification is referred to as the Field Personnel Consolidation (FPC) program which was the proposal title. FPC supported four positions, the Ranger Supervisor and three Rangers), and
2. The Improved Lease Compliance program which supported two Rangers.

The Game and Fish base budget was cut 25% of the FY/81 level. It supports two personnel (the Game and Fish Programmer and a Clerk). The budget could not support two additional personnel and simultaneously allow adequate programming. The Field Personnel Consolidation program which funded the

remaining four Ranger Division positions (the Ranger Supervisor and three Rangers) has been resubmitted for FY/82 funding via a proposal entitled the Continued Field Personnel Consolidation program and is currently under review at the Washington level where some discretionary monies remain for special programs. March is the review month for proposals submitted for these discretionary funds. Should the Tribes be awarded all or a portion of these monies, they would not be received for a period of one to two months beyond the award date due to the administrative processes that have to be followed.

The Lease Compliance program for Fort Berthold was totally eliminated. A Continued Lease Compliance program proposal for FY/82 was submitted however, and the Department was informed by the BIA Fort Berthold Agency that initial program cuts are not necessarily final. Should funding be located to fund even a portion of the submitted proposal, the Tribes will be notified.

All of the above mentioned cuts and delays in P.L. 93-638 funding are a direct result of the Reagan administration's financial policies.

The Rangers' salaries thus far into FY/82 have come from modification of FY/81 carryover monies. These monies are now totally expended. The Department now awaits positive word on refunding and additional funding. At any point in time that monies are received into the Department that can be utilized for Ranger salaries, the Department will do so. Ranger salaries are the funding priority.

The Department is incorporating the Ranger Division into its portion of the Administration of Native Americans Social and Economic Development Strategies (ANA/SEDS) program which will begin its new fiscal year July 1, 1982. Until that time, it is imperative that the Division remain functional. Therefore, the Department is requesting that it be allowed to utilize shothole

fees paid to the Tribes. The use of these monies by the Department was originally authorized by Tribal Resolution #79-118. It is stressed that should additional funding be made available to the Department before or during this period (March 15, 1982 through June 30, 1982), the additional funding will be applied to Ranger salaries.

The Department proposes to carry three Ranger Division personnel with the shothole fee monies. The remaining three Rangers may be placed on temporary layoff if necessary until such time as sufficient monies are available to support their salaries. (The Department is diligently searching to identify a source or sources from which funding can be achieved in order to avoid this layoff.) The staffing cut may hinder planned programming during this period of time, but unfortunately that cannot be avoided. Upon return of the full Ranger Division staff, all efforts will be made to "pick up" those activities that may be delayed.

It should be noted that if a Joint Management Agreement with the State for fishing on Lake Sakakawea is achieved within the next few weeks, it may become absolutely necessary to require that the three layed-off Rangers return to work (if in fact they are layed-off).

RANGER DIVISION BUDGET

March 15, 1982 through June 30, 1982

A. Three Ranger Personnel	
@ \$6.25/hr. x 624 hrs. x 3	\$11,700.00
Fringe Benefits @ 15%	<u>1,755.00</u>
 Total Requested	 \$13,455.00

The above quoted salaries are figured on a per hour basis for the 78 day period from March 15, 1982 through June 30, 1982.

RANGER DIVISION JOB DESCRIPTIONS

THREE AFFILIATED TRIBES

JOB ANNOUNCEMENT

POSITION: Tribal Ranger Supervisor
LOCATION: Ft. Berthold Game & Fish
Ft. Berthold Indian Reservation
SALARY : \$6.50 per hour

OPENING DATE: 09-26-80

CLOSING DATE: 10-10-80

INTRODUCTION:

This position is a primary staff position in the Three Affiliated Tribes Natural Resources Department and as such, is the Field Personnel Coordinator who provides leadership, direction and coordination of a staff of six field personnel responsible for aiding in the management of tribal lands. Provides leadership, guidance and coordination on a broad spectrum basis for all resource management field activities. Specifically, this position provides such direction in management of minerals, wildlife, fire control, and land use and also is responsible for coordinating law enforcement and research activities.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

Primary staff responsibilities include the direction, guidance, coordination, supervision, and control of the Tribal Rangers. Coordinates all resource management field activities within the exterior boundaries of the Fort Berthold Reservation. Requires the execution of a complex role in planning, administration, and coordination of the total natural resources program beyond the scope of assigned functional activities.

Through formulating reviewing and validating short-range programs and plans, including consideration of recommendation by program officers, provides the basis for action by the Tribal Rangers in carrying out their assigned responsibilities.

With broad delegated authority, directs the activities of the Tribal Rangers and the coordination and integration of all natural resources and related activities. Exercises functional supervisory control through systematic inspections which provide information needed to evaluate the extent to which the field personnel's responsibilities to the Tribes are being met and to aid in determining where administrative and technical assistance is required. Reviews programs, plans, methods, and procedures proposed by program directors and makes recommendations for adjustments or modifications considered necessary to obtain adequate results. Responsible to effect proper coordination and integration of the resource management activities of the various segments.

The effective administration of such an important and diversified portion of the Natural Resources Department program, whose outputs are essential to tribal needs and economic stability and community welfare, requires a thorough knowledge of land management activities, discriminating judgement in evaluating trends and conditions, in determining action to insure the effectiveness of the total Natural Resources Department program and to see that maximum public benefits will be derived from the funds expended.

Currently reviews, makes overall appraisals, and keeps informed of the progress of resource management activities, projects, uses, and permits through inspections, investigation, and review of reports. Advises and assists subordinates in the solution of unusual problems, and makes necessary technical and administrative suggestions to insure the management of each resource in accordance with overall objectives of Reservation management.

(over)

In recommending land management proposals to the Natural Resources Department Administrator, evaluates all conflicts within and between the specific natural resource field functions by translating functional resource opportunities into optimum land management alternatives that incorporate protection of the natural resources and are within the framework developed by the Department.

In the areas of program control, utilizes existing suitable standards and aids in the development of new standards and assists the Natural Resources Department Administrator in determining responsibility for adherence to these standards. Responsible for an array of information needed to evaluate the extent to which the Departments responsibilities to the public are being met and to determine where internal affairs need strengthening.

Coordinates demands of resource-using groups.

Maintains harmonious relationships with community leaders, civic groups, and Federal and State agencies to cultivate good will and insure understanding and support of policies with respect to the management, protection, and utilization of resources.

Reviews complaints made by permittees and other users related to the various resource activities or programs of the reservation. Directs or makes investigations to determine the basis for such complaints and take effective action to adjust them and to prevent recurrences, referring to the Natural Resources Administrator only those problems which involve major policies and programs.

Recommends the necessary action to reward individuals for an outstanding performance or disciplinary action for improper adherence to the standards. In the area of staffing, is responsible for personnel placement and counseling actions within the Department. Assists in the selection of Tribal Rangers. Is responsible for compliance with, and the strict enforcement of all safety rules and regulations.

Performs other duties as assigned.

SUPERVISION:

The Ranger Supervisor is under the immediate supervision of the Natural Resources Department Administrator. Work is reviewed by the Natural Resources Administrator and his associated Program Directors through functional supervision and integrating objectives, plans and policies, and the validity of decisions and actions taken with respect to the scientific management of resources.

REQUIREMENT OF THE WORK:

Knowledge of the principles of resource management, including theories, practices, and techniques as applied to the administration of an area similar to the Reservation, and to the development, management, protection, and utilization of its resources is required. The ability to determine relative priorities or urgencies of problems, to recognize and evaluate critical trends in the condition of reservation resources, to interpret and draw sound conclusions from observations, to assist in developing or evaluating plans for management to eliminate unfavorable conditions and develop the resources, and to plan, direct, and conduct natural resource operations is required. Marked ability to meet, cooperate with, elicit the cooperation of, and deal effectively with the general public, associates, other Federal and State agencies, workers, and other persons. Thorough knowledge of the policies and objectives of the Natural Resources Department and the ability to apply experience and knowledge to the solution of reservation associated management problems. Ability to plan work programs to achieve Natural Resources Department management objectives and to make decisions requiring professional judgement.

OTHER INFORMATION:

Proof of physical examination within the last six months must be provided.

Must possess a valid driver's license.

Indian and Veteran Preference given.

A personal interview with applicant will be required.

FOR FURTHER INFORMATION:

Direct inquiries to: Lawrin H. Baker, ONRED Administrator
Tribal Administration Building
PHONE: 627-4605

HOW TO APPLY:

Submit SF 171, proof of physical fitness, and any recommendations in letter for to:

Alan Smith, Personnel Director
Tribal Personnel Office
PO Box 579
New Town, North Dakota 58763

PHONE: 627-3611

THREE AFFILIATED TRIBES
JOB ANNOUNCEMENT

POSITION: Tribal Ranger (4)
PROGRAM : Game & Fish Department
LOCATION: Ft. Berthold Indian Reservation
SALARY : \$5.50 per hour

OPENING DATE: 09-26-80
CLOSING DATE: 10-10-80

INTRODUCTION:

Serves as Tribal Ranger within the exterior boundaries of the Fort Berthold Indian Reservation and is responsible for implementing a comprehensive natural resource development program based on the principles of multiple use management. Provides technical and administrative assistance in a variety of activities to insure maximum development, integration, utilization, protection, and preservation of all Reservation resources.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

Participates with the Natural Resources Administrator, members of his staff, other rangers, Soil Conservation Service, Agricultural Stabilization and Conservation Service, Farmers Home Administration, Bureau of Indian Affairs, Bureau of Land Management, U.S. Geological Survey, Agricultural Extension Service, North Dakota Geological Survey, North Dakota Highway Department, National Park Service, Corps of Engineers, Bureau of Reclamation, major oil companies, county commissioners, and other groups in the formulation of plans, policies, and programs concerning the management of the Reservation's natural resources.

Serves as first Natural Resources Department point of contact for the segment of the Reservation assigned to.

Continuously appraises Reservation resources under current conditions of management and utilization to meet present and future demands. Coordinates all resource uses as necessary with all interested agencies and groups in the local area. Actively participates in the preparation of long range plans and procedures to effect integration, protection, and utilization of all resources on the Reservation to assure the effective demonstration and promotion of associated Reservation programs.

Reviews complaints made by permittees and other users related to the various resource activities or programs of the Reservation. Directs or makes investigations to determine the basis for such complaints and take effective action to adjust them to prevent recurrence, and referring to the Ranger Supervisor only those problems which involve major policies and programs.

Maintains cooperative relations with the associated agencies and users to obtain compliance with regulations, cooperative and contractual requirements, and to insure understanding and support of Reservation policies applicable to the management of natural resources. Investigates trespass, and recommends prosecution of individuals and organizations who knowingly trespass and make illegal use of resources and/or services.

Actively participates in civic and public service activities of the local community. Establishes and maintains understanding of the importance of good management and conservation to the social and economic well-being of the community. Exercises resourcefulness, ingenuity, and leadership in promoting the adoption and practice of sustained yield in the management of privately owned resources within or adjacent to tribal lands.

Is responsible for compliance with, and the strict enforcement of, all safety rules and regulations including Chapter 18 of the Tribal Law and Order Code.

Performs other duties as assigned.

QUALIFICATIONS:

High school graduate or GED equivalent. Must be at least 18 years old.

Mature responsible person who is able to work without constant supervision.

Must possess a valid driver's license and be willing to travel extensively.

Must be able to meet, cooperate with and deal effectively with the general public.

Must be willing to work irregular hours.

OTHER INFORMATION:

Indian and Veteran Preference given.

No applicant will be discriminated against. All qualified female and male applicants will be considered.

A physical examination is required of all applicants. Proof of physical examination within the past six (6) months must be furnished.

A copy of valid driver's license must be submitted with applications.

The Tribal Rangers will be under the immediate supervision of the Tribal Ranger Supervisor. Work is reviewed by the Natural Resources Administrator and his associated Program Directors.

FOR FURTHER INFORMATION:

Direct inquiries to: Lawrin H. Baker, ONRED Administrator
Tribal Administration Building
PHONE: 627-4605

TO APPLY:

Submit SF 171 to: Alan Smith, Personnel Director
Tribal Personnel Office
PO Box 579
New Town, ND 58763
PHONE: 627-3611