

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
- WHEREAS, The Constitution of the Three Affiliated Tribes generally authorizes and empowers the Tribal Business Council to engage in activities on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and
- WHEREAS, Article 6, section 5(1) of the Constitution of the Three Affiliated Tribes specifically authorizes and empowers the Tribal Business Council to adopt resolutions regulating the procedures of the Tribal Business Council and other Tribal agencies; and
- WHEREAS, the Three Affiliated Tribes Personnel Policies and Procedures have been amended to provide overtime/compensatory time for non-exempt employees in accordance with the 1985 Amendments to the Fair Labor Standards Act; and
- WHEREAS, the current Tribal Policies and Procedures Policies and procedures manual does not provide for specific policies regarding compensatory time for exempt employees; and
- NOW, THEREFORE BE IT RESOLVED that the Tribal Business Council of the Three Affiliated Tribes hereby adopt a new procedure to allow exempt employees to earn compensatory time on an hour for hour basis in excess of 80 hours per pay period; and
- BE IT FURTHER RESOLVED THAT the effective date for the exempt employees' compensatory time accumulation shall be April 15, 1986.

Three Affiliated Tribes
Personnel Policies and Procedures
Proposed Amendment

G. COMPENSATORY TIME FOR EXEMPT EMPLOYEES

All tribal employees who are exempt under the provision of the Fair Labor Standards Act for executive, administrative, and professional employees will be eligible to earn compensatory time off on an hour for hour basis for all hours worked in excess of 80 hours per pay period.

Any compensatory time earned in excess of 80 hours per pay period must be approved in advance on the standard comp time form by the supervisor/department administrator unless the situation involves emergency response activities. Any compensatory time taken must be approved in advance on the standard leave form by the supervisor.

Compensatory time earned by exempt employees may be banked to a maximum of 160 hours. After the maximum banking limit has been reached, additional compensatory time earned will not be recorded.

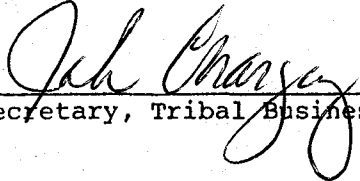
Compensatory time earned by an exempt employee is payable only as time off.

At the end of an exempt employee's funding year, a maximum of 160 hours of accumulated compensatory time may be carried into the new funding year.


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 11 members of whom 7 constitutes a quorum, 11 were present at a Regular Meeting thereof duly called, noticed, convened, and held on the 17th day of June, 1986; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 8 members, 2 members opposed, 0 members abstained, 1 members not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 17th day of June, 1986


Secretary, Tribal Business Council

ATTEST:


Chairman, Tribal Business Council