

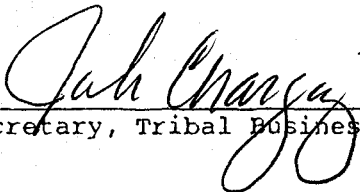
RESOLUTION OF THE GOVERNING BODY OF
THE THREE AFFILIATED TRIBES OF THE
FORT BERTHOLD RESERVATION

- 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 current Three Affiliated Tribes Personnel Policies and Procedures Manual does not address the issue of compensation and wage administration; and
- WHEREAS, In order to maintain consistency and ensure equitable treatment for all employees, a policy governing maximum rates for salary increases must be established and utilized by all programs and committees when reviewing requests for cost of living allowances and merit increases; and
- NOW THEREFORE BE IT RESOLVED that the Tribal Business Council hereby establishes the standard Cost of Living Allowance at a maximum rate of 4%, and the standard Merit Increase at a maximum rate of 5%, and
- BE IT FURTHER RESOLVED that all requests for merit increases presented to the respective committee for approval be accompanied by satisfactory personnel evaluation ratings and other supporting documentation showing justification for said merit increases.


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, 7 were present at a SPECIAL Meeting thereof duly called, noticed, convened, and held on the 19 day of SEPTEMBER, 1986; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 7 members, 0 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 19 day of September, 1986


Secretary, Tribal Business Council

ATTEST:


Chairman, Tribal Business Council