

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 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 Tribal members; and

WHEREAS, The Three Affiliated Tribes' Tribal Business Council has a Finance Systems Manual approved by and adopted by Tribal Resolution #87-18-C which addresses Payroll, Salary Advances and Travel Advances/Close-outs; and

WHEREAS, The Tribal Finance Department has been directed periodically by the Tribal Business Council to process Salary Advances for individuals working for the Tribes, even though some of the individuals did not have a death in the immediate family, which conflicts with the Tribal Finance Policies and Procedures adopted by Resolution; and

WHEREAS, The Tribal Finance Department is continuously directed to process Travel Advances for individuals working for the Tribes, even though these individuals have outstanding Travel Advances not closed out, which conflicts with the Tribal Finance Policies and Procedures adopted by Resolution.

NOW, THEREFORE, BE IT RESOLVED, That the Three Affiliated Tribes Tribal Business Council hereby states that all individuals working for the Tribes (Councilmen and Employees) shall be required to comply with the Tribal Finance Policies and Procedures regarding Payroll, Salary Advances and Travel Advances/Close-outs as approved and adopted by prior Tribal Resolutions.

BE IT FURTHER RESOLVED, That all individuals working for the Tribes (Councilmen and Employees) shall be paid only from the Tribes' Payroll system which has been certified by the Tribes CPA firm and accepted by the Federal Government.

BE IT FURTHER RESOLVED, That the Personnel Policies and Procedures manual, Section VI (D) (7) be amended to read as follows:

7. Salary:

- a. All individuals working for the Tribe, Councilmen and Employees, shall be paid a salary utilizing the Tribal Payroll System;
- b. Salary payments will be made every two (2) weeks for the prior two weeks worked for employees, and for the prior and current week for the Councilmen;
- c. Advances of salary will be given only when and employee or councilman has a death in the immediate [as defined in Section V (D) (2) (C)] family OR when the hospitalization of a member of his/her immediate family has created an extreme financial hardship;
- d. Salary advances shall be limited to 80% of the total wages earned for the current pay period, and shall be limited to the total time worked and/or leave accumulated at the time of the salary advance request.

BE IT FURTHER RESOLVED, That the Tribal Personnel and Finance Office shall jointly develop a memorandum of explanation and distribute this memorandum to all Tribal Councilmen and Tribal employees.

BE IT FURTHER RESOLVED, That this Resolution shall be in effect immediately upon an affirmative vote.

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 7 members of whom 5 constitutes a quorum, 7 were present at a Regular meeting thereof duly called, noticed, convened, and held on the 15th day of Dec., 1988; that the foregoing Resolution was duly adopted at such meeting by the affirmative vote of 4 members, 3 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Chairman X Voting Not Voting

Dated this 15th day of December, 1988.

[Signature]
Secretary, Tribal Business Council

ATTEST:

[Signature]
Chairman, Tribal Business Council