

**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 Bylaws 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 II - "Salaries" of the Three Affiliated Tribes Constitution empowers the Tribal Business Council of the Three Affiliated Tribes to prescribe salaries for tribal employees; and
- WHEREAS,** Article VI - Section 5(c) of the Three Affiliated Tribes Constitution empowers the Tribal Business Council to administer any funds or property within the exclusive control of the Tribes to make expenditures from available Tribal funds for public purposes of the Tribes, including salaries; and
- WHEREAS,** Article VI Section 5(j) of the Three Affiliated Tribes Constitution empowers the Tribal Business Council to protect and preserve the quality of life of the Three Affiliated Tribes of the Fort Berthold Reservation; and
- WHEREAS,** The new Administration of the Tribal Business Council of the Three Affiliated Tribes has been encumbered with the shortfall of revenue due to over-expenditures of the previous Administration of the Three Affiliated Tribes; and
- WHEREAS,** The Tribal Business Council of the Three Affiliated Tribes has concluded that there is no other alternative but to reduce salaries and personnel to ensure the financial stability of the Three Affiliated Tribes of the Fort Berthold Reservation; and
- NOW, THEREFORE, BE IT RESOLVED,** That the Tribal Business Council of the Three Affiliated Tribes hereby approves the reduction of salaries and personnel as provided in the Master List-attachment hereto.



# MANDAN, HIDATSA, & ARIKARA NATION

Three Affiliated Tribes • Fort Berthold Indian Reservation

HC3 Box 2 • New Town, North Dakota 58763-9402

TRIBAL BUSINESS COUNCIL

(701) 627-4781

Fax (701) 627-3805

In Reply Refer To: PERSONNEL DEPARTMENT

December 02, 1994

The Tribal Business Council approved authorization of the following administrative changes with the specific Programs under the Indirect Cost and Tribal Business Council T-2 Budget(s).

<u>1001</u>	<u>ADMINISTRATION:</u>	
1367	Receptionist	position abolished effective 11/10/94
1948	Clerical Aide - CEO	position abolished effective 12/02/94
1267	Small Loans Coordinator	position abolished effective 12/02/94
1990, 991(4)	PR Staff Assistants	position(s) abolished effective 12/02/94
1871, 1991	Assistant CEO	position abolished effective 11/10/94
1390	Executive Assistant	position abolished effective 12/02/94
1790	Preservation Officer	decrease salary to \$12.00/hr. - position to be advertised
1509	Assist. Preservation Officer	advertise position
1426	Secretary	position abolished effective 11/10/94 (transferred to Indirect Cost budget)
1260	Administrative Assistant	position to be abolished 12/31/94
1965	PR Director	position abolished effective 12/02/94
976	Special Projects	position abolished 11/10/94
1725	Personnel Dev. Officer	position to be reviewed further by Tribal Business Council
1785	Assistant Liason	position abolished effective 11/10/94
1828	Management Liason	position to be abolished 12/31/94
2004	Receptionist	position abolished 12/02/94 (transfer to Indirect Cost Tribal Finance budget)
1635	Recording Secretary	salary decreased to \$13.00/hr.
871	CEO	abolish position effective 11/10/94
1529	Executive Secretary	salary reduced to \$13.00/hr.
1322	TBC Liason	position abolished effective 12/02/94 (transfer to T-2 Budget)
1632		
1322		
976		
1001	Social Worker	salary increase disallowed
478	Management Assistant	position abolished 12/02/94
1452	Assistant Enrollment Clerk	position abolished effective 12/31/94
1531	Game & Fish Director	salary increase disallowed under T-2 budget
1067		

ADMINISTRATOR CON'T:

1322 1485	Administrative Assistant	abolish position effective 12/02/94 (change job title to Assistant Property & Supply/Motor Pool - salary to be set at \$12.00/hr.
1322 1299	Administrator NRD	salary reduced to \$19.35/hr effective 12/04/94 (position description to be revised, reviewed and position advertised)
1322	Property & Supply Officer	advertise vacant position - set salary at \$15.00/hr.
<u>1001</u>	<u>NE SEGMENT:</u>	
1940 1937	Laborer (2)	abolish position effective 12/02/94 (transfer to Indirect Cost budget)
1870	Community Representative	abolish position effective 12/02/94 (transfer to Indirect Cost budget)
1936	Recreation Coordinator	abolish position effective 12/02/94
1949	Economic Dev. Assistant	abolish position effective 11/10/94
<u>1001</u>	<u>TWIN BUTTES:</u>	
1637	Administrative Assistant	abolish position effective 11/10/94
<u>1322</u>	<u>WHITE SHIELD:</u>	
1998	Administrative Assistant	salary increased to \$12.00/hr. effective 12/05/94
	<u>MANDAREE:</u>	
1322 1513	Administrative Assistant	salary reduced to \$12.00/hr. effective 12/05/94
1325 1855	Maintenance/Office Manager	salary increased to \$10.00/hr. effective 12/05/94
1322 1817	Community Development	abolish position effective 12/31/94
	<u>NORTH SEGMENT:</u>	
1670	Maintenance	salary increased to \$12.00/hr. effective 12/05/94
<u>1325</u>	<u>MAINTENANCE DEPARTMENT:</u>	
30	Maintenance Technician	salary reduced to \$12.50/hr. effective 12/05/94
1676	Maintenance Helper(s) (2)	salaries are set at \$9.00/hr. effective 12/05/94
1331 1455	Maintenance Helper	abolish position effective 12/02/94
<u>1325</u>	<u>SECURITY DEPARTMENT:</u>	
102	Head Security	salary reduced to \$12.00/hr. effective 12/05/94
1455	Security (6)	abolish three (3) positions effective 12/02/94. Head Security to pick the three (3) positions that will remain, these three (3) positions will be advertised
1458	Sargent At Arms	salary reduced to \$11.00/hr. effective 12/05/94

1001 ROADS DEPARTMENT:

1850 Roads Outreach Coordinator abolish position 12/02/94 (reassigned to Roads Department from T-2 budget as Temporary Equipment Operator for snow removal - salary set at \$12.00/hr.)

1833 Equipment Operator temporary position - salary set at \$12.00/hr.

1511 Equipment Operator abolish position effective 12/02/94 (transfer to Roads Department from T-2 budget - salary set at \$12.00/hr.)

1322 VETERANS SERVICE OFFICE:

1477 Veterans Service Officer advertise position

1608 Assist. Veterans Service Officer advertise position

1324 COMPREHENSIVE MANAGEMENT:

1664 Manager salary decreased to \$18.63/hr. effective 12/05/94

1033 Secretary salary decreased to \$12.00/hr. effective 12/05/94

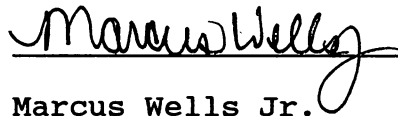
1323 EMPLOYMENT DEPARTMENT:

970 Personnel Director salary decreased

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

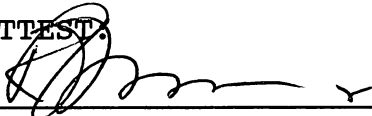
I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of 7 members of whom 5 constitute a quorum, 6 were present at a Special Meeting thereof duly called, noticed, convened, and held on the 1st day of December, 1994; that the foregoing Resolution was duly adopted at such Meeting by the Affirmative vote of 6 members, 0 members opposed, 0 members abstained, 0 members not voting, and said Resolution has not been rescinded or amended in any way.

Dated the 5th day of December, 1994.



Marcus Wells Jr.  
Secretary, Tribal Business Council

ATTEST



Russell Mason Sr.  
Chairman, Tribal Business Council