

**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 of the enrolled members thereof; and

WHEREAS, Article VI., Section 5 (c), of the Constitution and Bylaws of the Three Affiliated Tribes states, "the Tribal Business Council shall have the following powers 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 or other remuneration of Tribal officials or employees. Such salaries or remuneration shall be paid only for services actually rendered. All expenditures from the Tribal Business Council fund shall be by resolution duly passed by the Council to such effect, and the amounts so paid shall be matters of public record at all times," and

WHEREAS, The Three Affiliated Tribes currently has no methodology of establishing pay for employees; and

WHEREAS, The Tribal Business Council requested the Personnel Director and Program Analyst to research and recommend methodology of pay for determining salaries/wages for tribal employees.

NOW, THEREFORE BE IT RESOLVED, That the Three Affiliated Tribes' Tribal Business Council has reviewed and hereby adopts and approves the attached Pay Classification to be utilized for establishment of salaries/wages for all tribal employees.

CERTIFICATION

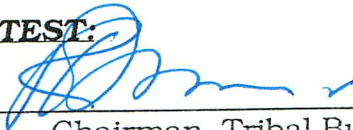
I, the undersigned as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of seven (7) members of whom five (5) constitute a quorum, 5 were present at a Regular/Special Meeting thereof duly called, noticed, convened, and held on the 31st day of October 1996; that the foregoing Resolution was duly adopted at such meeting by the affirmative vote of 5 members, 0 members opposed, 0 members abstained, and 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 31st day of October, 1996.

Daylon Spotted Bear

Secretary, Tribal Business Council

ATTEST:



Chairman, Tribal Business Council

Adopt Resolution for establishment of Salaries /Wages for all Tribal employees with this Option:

1. Adopt Pay Classification methodology and approved salaries/wages as were determined.

2. Adopt Pay Classification methodology and salaries/wages as were determined. With these stipulations:

A. If salary/wage is within ten per cent (10%) under the salary/wage determined, salary /wage remains the same as current salary.

B. If salary/wage is over the salary /wage determined, salary/wage will be reduced and will be handled as an adverse action.

3. Do not adopt Pay Classification.