

RESOLUTION OF THE SUMMIT LAKE PAIUTE COUNCIL  
SUMMIT LAKE PAIUTE TRIBE  
OF THE  
SUMMIT LAKE PAIUTE RESERVATION, NEVADA

RESOLUTION NO.: SL – 3 - 2011

TITLE: Amending the Tribe’s Personnel Policies to Allow for the Re-Hiring of Temporary Employees and Credit for Previous Satisfactory Work Service Towards Probationary Period Calculation

WHEREAS, the Summit Lake Paiute Tribe, is a modern entity of the Northern Paiute People known, in English, as Lake Trout and Wild Onion Eaters who, for thousands of years, controlled 2,800 square miles of land in and around Summit Lake as a tribe with sovereign, unlimited, powers and laws (customs, traditions, usages, etc.); and,

WHEREAS, in 1964, and after much consideration, the members of the Lake Trout and Wild Onion Eaters organized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984) as amended, adopting, for certain sovereign purposes, the name “Summit Lake Paiute Tribe” with a tribal constitution titled “Articles of Association,” the latter which was approved by the Secretary of the U.S. Department of the Interior on January 8, 1965; and,

WHEREAS, over time the members of the Summit Lake Paiute Tribe have regained a small fraction of their historic land base, including the Tribe’s reserved lands (Reservation), and the Indian allotments outside the Reservation boundaries; and,

WHEREAS, the Summit Lake Paiute Tribe’s Articles of Association grant to the Summit Lake Paiute Council (see Article II, Section 1) certain sovereign powers, including the power to negotiate with federal agencies like the Bureau of Indian Affairs to improve the welfare and education of tribal members (see Article II, Section 1 (b), (k)); and,

WHEREAS, the Summit Lake Paiute Tribe (“Tribe”) has a need, from time to time, to re-employ past temporary workers; and,

WHEREAS, during the November 13, 2010 Council Meeting, the Council agreed that it seemed fair to give the Tribe’s “Temporary Employees” (see Chapter 17, SLPT Personnel Manual, Section 5 (as amended by Council Resolution SL-47-2008) a re-hiring opportunity and credit for their satisfactory work performance towards the probationary period requirements for becoming a Regular employee (see Chapter 17, SLPT Personnel Manual, Section 7); and,

WHEREAS, it is proposed that Section 5 of Chapter 17 of the SLPT Personnel Manual be amended by adding the following sentence in red Word's Tracked Features Function to the end of the Section:

A temporary employee is one who is hired for less than one (1) year where time is of the essence to have someone complete tasks or job and for which no Job Announcement is currently posted from which a 30-Day appointment can be made, and there is not sufficient time to comply with the hiring provisions in Chapter 2 of this Manual. A temporary employee can be hired from a *List of Interested Persons* maintained by Department Directors by any two of the following: Council Chairman, Chief Administrative Employee or Department Director. Tribal Member and Indian Preference shall be applicable to all temporary employee hires. The *List of Interested Persons* shall be created from the names of persons who: have previously been employed by the Tribe; applied for the same position now vacant but who were not selected; previously did the same work for the Tribe as an Independent Contractor; are known to possess, and can document, the expertise and training or education needed; etc. Temporary employees at the discretion of Department Director may be reinstated into their former position, provided there is not a break in service greater than six months and their previous supervisor had rated their performance of work, through their exit interview, satisfactory. If a temporary employee is reinstated into their former position, credit of previous work time can be carried forward to satisfy the 180 day probationary period.

#### POLICY HISTORY

On February 19, 2011, the Summit Lake Paiute Council made changes to this section allowing temporary employees whose work for the Tribe in the last six months was rated by their previous supervisor during an exit interview as satisfactory to be reinstated and given credit of that previous satisfactory work period towards their probationary time with the Tribe. See Resolution SL-3-2011.

On December 20, 2008, the Summit Lake Paiute Council made changes to this section to make it consistent with all sections by: striking "seasonal worker" because not all temporary workers are only seasonal workers; striking "funded for six months to one year" because the Tribe has need for temporary workers from one day to less than 365 days; striking "under a grant or contract" because temporary workers may not only be funded by a grant or contract; adding the words "one who is hired for less than one (1) year where time is of the essence to have someone complete the tasks or job needed and for which no Job Announcement is currently posted and from which a 30-Day appointment can be made, and there is not sufficient time to comply with the hiring provisions in Chapter 2 of this Manual". The examples for the need of provision include: (1) The Tribe needed to fill the remaining weeks of a position on the Reservation which started after the Reservation's roads previously closed by snow were opened and the job would end when snow closes access to the Reservation and thus ends employment; and (2) The Tribe needs a person to complete work for a specific nature (organizing Finance Department documents by category and year) to meet a federal obligation, requiring previous experience with the Tribe so no training is needed. See Resolution SL-47-2008.

WHEREAS, the above amendment of Section 5 of Chapter 17 of the Tribe's Personnel Manual improves efficiency and rewards past satisfactory temporary work,

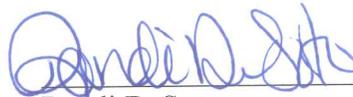
NOW THEREFORE, BE IT RESOLVED the Summit Lake Paiute Council hereby adopts the above-identified changes to Chapter 17 of the Tribe's Personnel Manual, Section 5 and the Acting Chief Administrative Employee shall insert the above new

Policy History Statement as all set forth above in red Tracked Features function, to reflect the enactment of this Resolution and its purpose.

### CERTIFICATION

I, Randi DeSoto, Acting Secretary/Treasurer of the Summit Lake Paiute Council, hereby certify that the above Resolution SL-3-2011 was brought before the Summit Lake Paiute Council at a duly held meeting on the 20th day of February, 2011, with a quorum present, with the following votes: 2 FOR, 0 AGAINST; and 0 ABSTAINING, with the Council Chairman presiding and not voting, and that this Resolution has not been rescinded, revoked or further amended.

February 20, 2011  
Date



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Randi DeSoto  
Acting Secretary/Treasurer  
Summit Lake Tribal Council

Nunc pro tunc: On February 23, 2011, the Certification date for the Acting Secretary/Treasurer's signature on this Resolution was corrected from February 20, 2008 to February 20, 2011.