



THE MILLE LACS BAND OF  
**OJIBWE INDIANS**

*Executive Branch of Tribal Government*

**EXECUTIVE ORDER NO. 129-00**

**AN EXECUTIVE ORDER ADOPTING EMPLOYMENT  
POLICIES FOR EMPLOYEES OF THE EXECUTIVE BRANCH**

**WHEREAS,** pursuant to 4 MLBSA §6(e), the Chief Executive has the authority to issue Executive Orders on any subject matter within her jurisdiction; and

**WHEREAS,** pursuant to 4 MLBSA §6(m), the Chief Executive has the authority to make rules and policies consistent with the provisions of Band statute; and

**WHEREAS,** the Mille Lacs Band had adopted a "Personnel Policy Manual" for Band employees, which was codified at 6 MLBSA §§1-301; and

**WHEREAS,** on May 15, 2000, the Solicitor General issued Solicitor's Opinion No. 00-23, which declared the Personnel Policy Manual void by its own terms; and

**WHEREAS,** all persons within the jurisdiction of the Mille Lacs Band have certain rights which must be protected, including rights of due process and equal protection; and

**WHEREAS,** the employees of the Mille Lacs Band must be aware of their rights, and how to avail themselves of those rights; and

**WHEREAS,** the lack of a personnel policies creates confusion and uncertainty in the management of employee affairs.

**NOW, THEREFORE, IT IS HEREBY ORDERED** that the attached is hereby adopted as the temporary official personnel policies for the executive branch and for any political subdivisions of the Band. All employees of the executive branch and any political subdivisions of the Band shall be subject to the policies and procedures contained therein. The attached personnel policies shall not apply to the Corporate Commission.

**IT IS FURTHER ORDERED** that the Commissioner of Administration shall, within six (6) weeks of the date hereof, prepare and forward to the Administration

**DISTRICT I**

HCR 67, Box 194 • Onamia, MN 56359  
(320) 532-4181 • Fax (320) 532-4209

**DISTRICT II**

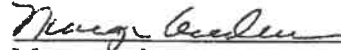
Route 2 • Box 58 • McGregor, MN 55760  
(218) 768-3311 • Fax (218) 768-3903

**DISTRICT III**

Route 2 • Box 233-N • Sandstone, MN 55072  
(320) 384-6240 • Fax (320) 384-6190

Policy Board a document which constitutes an Employee Handbook for the employees of the executive branch of tribal government, which shall, upon approval of the Administration Policy Board and Chief Executive, constitute the official Employee Handbook of the executive branch of government.

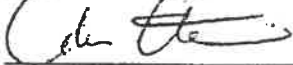
DATED, at Vineland, Minnesota, in the Nay Ah Shing District of the Mille Lacs Band Reservation, this 19 day of May, 2000.



Marge Anderson  
Chief Executive

Expiration Date: Upon the adoption of  
an employee handbook.

APPROVED AS TO FORM AND EXECUTION:



Adam Altman  
Solicitor General