

VICE CHAIRMAN'S REPORT

Increased Compensation for Tribal Council

Once again, the Tribal Council will bring before the general membership a ballot measure on Feb. 7, 2004, to increase the compensation of Tribal Council members.

It's been 14 years since council compensation was increased. The proposed ballot measure will increase council pay to \$15.77 an hour, equivalent to the tribe's administrative assistant position (level 9).

The proposed salary increase will not reduce per capita payments nor, in any way negatively affect tribal programs. Thirty-five percent of the excess pledge gaming revenues (amount of money transferred to the tribe after debt service and operational costs) will continue to be committed to per capitas. The increase will be charged to the following:

- 25 percent to timber revenues
- 25 percent to indirect costs (tribal administration costs)
- 50 percent to Chinook Winds operational expenses

Why is the increased compensation for council members fair?

Council duties have increased and become more complex. In years gone by, council members met only on the third Saturday of every month. But now, in addition to the regularly scheduled council meetings, members must attend board and special council meetings and workshops, and participate in meetings of the tribe's standing, ad hoc, and other subcommittees.

They must also be actively involved in state, regional, and national organizations. It's no longer possible to perform council member duties by attending meetings just once or twice a month. Council member must:

- Perform governmental functions in relation to federal, state, local, and other tribal governments
- Negotiate intergovernmental agreements, such as for municipal services
- Exercise general supervision over the general manager of the Siletz Tribe and, as appropriate, exercise oversight over economic development, natural, social, and cultural resources programs

- Be knowledgeable of, and oversee, the tribal budget and processes; with the general manager, analyze tribal and individual program budgets totaling more than \$64 million annually
- Be knowledgeable of federal, state, and tribal gaming regulatory requirements, and deal effectively with the National Indian Gaming Commission on controversial gaming issues
- Oversee Chinook Winds management and the Siletz Tribal Gaming Regulatory Agency, ensuring that all federal, state, and tribal policies, regulations, and ordinances are formulated and complied with
- Serve on the boards of directors of health and housing
- Work with state agencies on a government-to-government basis
- Participate in regional and national Indian organizations, such as the Affiliated Tribes of Northwest Indians (ATNI), the National Indian Gaming Association (NIGA), and the National Congress of American Indians (NCAI); and participate in subcommittees on intertribal issues and specifically as they affect or have the potential of affecting the Siletz Tribe, i.e., financial/banking, business and employment, transportation, environmental and land use, water rights, health, education, etc.

What assurance is there that council members will perform their duties?

First of all, council members must comply with the duties as written in their position descriptions. Also, they must comply with the revised Ethics Ordinance and the Council Rules of Procedure. A process exists in the Council Rules of Procedure for dealing with violations or non-compliance.

Council members must complete and submit accurate timesheets, which will continue to be published for the Tribal Council and all tribal members to carefully scrutinize and monitor.

Council duties have increased substantially and become more complex. It's no longer possible to hold meetings only on weekends and evenings. Business needs to be conducted during the day. On an average for the past couple of years, council has held regular council meetings, workshops,



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planning sessions, budget hearings, and strategic planning approximately 10 to 15 days a month. This isn't counting quarterly attendance at ATNI or NCAI, nor does it include standing committee meetings or subcommittees to which Tribal Council members may be assigned. Regular council meetings are held over two days, usually on Fridays and Saturdays.

In summary, the proposed compensation increase:

- Is fair, reasonable, and in line with council salaries of other tribes and with the Siletz Tribal employee salary scale
- Will attract candidates who could not serve because of financial reasons
- Will attract more candidates for council who possess the knowledge, experience, ability, and desire to serve
- Will attract candidates who are willing to commit as much time as needed to fulfill council duties
- Will continue to be funded from timber, administrative, and mainly gaming revenues
- Will not negatively affect funding of tribal programs and services or per capita payments

The Tribal Council, by unanimous vote on Nov. 14, 2003, adopted a resolution to recommend to the general membership that council compensation be increased to \$15.77 per hour.

The Tribal Council hopes that tribal members will give serious and favorable consideration to the proposed compensation increase as they cast their votes on the Feb. 7 tribal election.



Judy Martinson and several children at the Tenas Illahee Child Care Center immediately start enjoying the quilts donated by the Oregon Coast Quilter's Guild in October. The guild received \$2,550 for materials from the Siletz Tribal Charitable Contributions Committee in August 2003. Judi Cooper and Dolores Wagner brought the quilts to the child care center and also delivered some to the tribe's Indian Child Welfare Department for children involved with this program.