

for overall general excellence.

Old Business — Pow Wow Dates — For the past three years the Pow Wow has been on the third weekend in August, it was suggested that this be continued.

MOTION #24 — Kristi Martin moved to approve Pow Wow dates as August 16, 17 and 18, 1985. Seconded by Douglas Brown. Motion unanimously approved 9-0-0.

The August Council meeting was scheduled to be held on August 10 so it would not conflict with the Pow Wow. Douglas Brown said that the Pow Wow Committee will be meeting on the 23rd at 1:00.

Committee Assignments — Chairman said that additional committee assignments are necessary. Phil Rilatos has requested to be added to the Planning Committee, Housing has requested an additional member, and the Tribal Court Committee needs more members.

MOTION #25 — Douglas Brown moved to approve the following committee appointments: Housing Committee — Lillie Butler; Planning Committee — Phil Rilatos; Tribal Court Committee — Mary Viles, Cynthia Viles and Andy Viles. Seconded by Kristi Martin. Motion unanimously approved 9-0-0.

Vernon Brown has agreed to the appointment as delegate to ISRP/LC. Chairman said that we do not receive adequate notice of meetings to get Council travel approval, it was suggested that monthly travel be approved in advance for the meetings, which are held in Seattle.

MOTION #26 — Mary Alice Muncey moved to appoint Vernon Brown as delegate to ISRP/LC and approve out of state travel for the monthly meetings. Seconded by Alfred Lane. YES: Delores Pigsley, Arthur Bensell, Kristi Martin, Alta Courville, Mary Alice Muncey, Alfred Lane, Douglas Brown, Frank Simmons. NO: -0-. ABSTAIN: Vernon Brown. Motion approved 8-0-1.

Phil Rilatos asked about staff members being on committees, if a meeting or travel conflicts with work time. They can take leave without pay or alter their work hours.

Chairman said that the Area Offices have submitted reports on the Revenue Sharing Budget hearings. Council needs to formally approve the budget.

MOTION #27 — Vernon Brown moved to approve the FY 85 Revenue Sharing Budget as is. Seconded by Frank Simmons. Motion unanimously approved 9-0-0.

Judy John was instructed to put the Revenue Sharing Budget and article in the newsletter, and to send to the Area Offices, the suggestions that were made from the other areas.

Travel Requests — The following travel requests were submitted: John Roe to Phoenix, AZ on April 11-12 to attend the Federal Bar Association Annual Indian Law Conference; Bob Tom to Haskell on April 14-17 to attend American Indian Higher Education Conference; four CHR's and Alice Werth to San Deigo, CA on April 14-19 to attend CHR Conference; Jeff Williams, Bill Towner and George Baker to Spokane, WA on March 25-28 to attend Indian Housing Law training; Mary Lane, Terry Russell, Allison Simmons and Tammy Brown to Los Angeles, CA to attend National Indian and Native American Employment and Training Conference on April 21-26; Kim McCarthy to Denver, CO in April to attend American Indian Alcohol Conference. Tina Jones requests registration and per diem only, to attend Records Management training on March 28 and 29. The training is being held in Los Angeles and Tina will be on annual leave in San Diego at that time to visit her sister.

MOTION #28 — Vernon Brown moved to approve the following travel requests: John Roe to Phoenix, AZ on April 11-12 to attend the Federal Bar Association Annual Indian Law Conference; Bob Tom to Haskell on April 14-17 to attend American Indian Higher Education Conference; four CHR's to San Diego, CA on April 14-19 to attend CHR Conference; Jeff Williams, Bill Towner and George Baker to Spokane, WA on March 25-28 to attend Indian Housing Law training; Mary Lane, Terry Russell, Allison Simmons and Tammy Brown to Los Angeles, CA to attend National Indian and Native American Employment and Training Conference on April 21-26; Kim McCarthy to Denver, CO in April to attend American Indian Alcohol Conference. Seconded by Frank Simmons. Motion unanimously approved 9-0-0.

MOTION #29 — Kristi Martin moved to approve registration and per diem for Tina Jones to attend Records Management training. MOTION DIES FOR LACK OF SECOND.

Doni White requested that Council provide her with an explanation for staff when a travel is not approved. When a travel is requested, it already has Administration's support.

MOTION #30 — Alfred Lane moved to approve travel for Arthur Bensell to attend Oregon Indian Education Conference at Kah-Nee-Ta on April 10-12; and to approve travel for Council members to attend Coos Bay Pow Wow on April 13. Seconded by Frank Simmons. Motion unanimously approved 8-0-0. (Vernon Brown was out of room).

Approval of Minutes

MOTION #31 — Alfred Lane moved to approve minutes of 1/19 and 2/16/85. Seconded by Douglas Brown. Motion unanimously approved 9-0-0.

Chairman's Report — Delores Pigsley — Council needs to discuss what should be done about NCAI, we had people attend their meeting, and they did not have enough people attend for a quorum, therefore, no resolutions could be approved. We need to recommend that Affiliated Tribes take a strong stand, and that our area representatives be required to attend the meetings. There will be a human rights meeting in Salem this Wednesday and have requested that she talk about the Siletz Tribe. Delores also encouraged everyone to bring their concerns to the Council meetings. Want Council to bring their concerns before this body. A letter has been received from the Chief Judge recommending Lori Johnson as the Alternate Acting Chief Judge and either Cynthia Viles or Beverly Owen as the Chief Judge for the Family Welfare Court. He is requesting approval of these appointments. LeRoy pointed out that Council does not have to approve the Alternate Acting Chief Judge, appointment is made by the Chief Judge.

MOTION #32 — Alta Courville moved to approve selection of Beverly Owen as Chief Judge of the Family Welfare Court. Seconded by Douglas Brown. Motion unanimously approved 9-0-0.

Chairman reported that the Commission on Indian Services is requesting that we be included in legislation in Oregon regarding water policies. LeRoy will find the information we submitted before. Chairman also said that some Parent Committee members from Springfield had delivered some letters today. Judy will make copies and mail them to Council members.

Tribal Council Concerns — Bud Lane requested that we have some kind of ventilation installed in this meeting room because of smoke. Phil will look into this. Alta Courville asked if we have heard anything about the grant application for the expansion project. She was informed that we will hear something before the next meeting. Mary Alice Muncey asked if her lunch for today will be paid for. She was informed that the new manual does not provide for reimbursement unless you are in travel status.

Travel Reports — Chairman suggested that each person who traveled to Washington, D.C. make individual reports. Kristi Martin reported that she attended meetings regarding Education. Most of the discussion was the proposed elimination of JOM from the budget. Many Tribes were strongly against this. The Bureau responded that the savings will be added to other education programs, and that States are becoming more active in Indian Education. The Bureau also stated that JOM and Title IV are duplicating services. The

Bureau also stated that if JOM is restored to the budget, it will receive lower funding, and Parental Costs will be eliminated.

Vernon Brown reported that he and Dolly were the only people who attended the housing meetings. Discussed Indian Housing Authorities. HUD will be facing a two year moratorium. They also discussed HIP funding for 1986.

Mary Alice Muncey attended the health meetings. Because of a lack of a quorum, resolutions could not be approved. Enjoyed the tour of the White House. Art Bensell stated that he did not like John Fritz' statement that he was responsible for the elimination of JOM. Art also stated that he is very disappointed in NCAI and the way they set up their agenda. Art also mentioned that NCAI still owes \$10,000 to the Spokane Sheraton for their last meeting, so they are having a lot of problems.

Announcements — Mary Alice Muncey said that there will be a diabetes clinic in Siletz on the 22nd. Art Bensell announced that the Self Development of a People Committee funded the Klamath Tribe for their restoration effort.

Meeting adjourned 7:20 p.m.

/s/ Mary Alice Muncey
Mary Alice Muncey
Council Secretary

APRIL 6, 1985

MEETING: Special Tribal Council
DATE: April 6, 1985
TIME: 9:00 A.M.
PLACE: Tribal Community Center

COUNCIL MEMBERS PRESENT:

Delores Pigsley, Chairman; Arthur Bensell, Vice-Chairman; Douglas Brown, Vernon Brown, Alta Courville (9:08), Frank Simmons, Alfred (Bud) Lane, Mary Alice Muncey, Secretary/Treas., Kristi Martin.

OTHERS PRESENT:

Judy John, Secretary; Mary Fisher; LeRoy Wilder, Attorney; Phil Rilatos, Acting G.M.; Doni White, Human Res. Mgr.

Chairman, Delores Pigsley, called the meeting to order at 9:00 a.m. Roll call was taken with 8 Council members being present and 1 absent; however, Alta Courville entered the meeting at 9:08. Invocation by Vernon Brown. Chairman explained that the purpose of this Special meeting is to discuss several things that have recently taken place. The Tribe did not receive the HUD Block Grant for the expansion project. Council needs to decide what to do now, continue with part of the project or none, and how to fund the project. Phil Rilatos explained that HUD funded 8 out of 30 applications for CDBG block grants. The amount requested from HUD was \$250,000, and the Tribe would have had to pay or finance another \$250,000. The decision is to proceed with the project or put it on hold for the time being. Phil reported that the Tribe currently has \$759,000 in trust. Dee asked if the Job Corp was still available to construct the restrooms. Phil said that he will find out if they can still do the project. Cost for the restroom facilities will be about \$35,000, which includes water and electricity. Discussion followed about what types of facilities could be constructed. Arthur Bensell said that we had a lot of complaints after last year's Pow Wow because facilities were not available. Phil will get plans that were done by the architect and contact Job Corp.

MOTION #1 — Arthur Bensell moved to proceed with comfort facilities. Seconded by Douglas Brown. Motion unanimously approved 9-0-0.

Phil Rilatos reported that Jim Willis has resigned to accept a position at Grand Ronde. Phil has contacted EDA and discussed our situation and the requirements of the contract. It will be difficult to hire another planner in the short time left in the grant. Reports are due to EDA by June 30. The Planning Committee has discussed moving the remaining salary into the consultant line item making it possible for our attorney to be paid out of the grant. If Council wishes to do this, a letter will have to be sent stating how we intend to cover the requirements of the grant. Kristi Martin said that the Planning Committee recommended a Management Team to do the planners job because of the short time left in the grant. Phil Rilatos said that Tribal Administration needs some reorganization, and these would tie together. The current organization puts all the responsibility on the General Manager, responsibilities are not distributed to other staff. Advantages of the new proposed administration is that it strengthens the operation by distributing responsibilities, provides a planning team, staff would receive cross training and it serves as a career ladder for advancement. Phil also said that the modification to the FY 1986 ZBB ties in with the new concept. The modification does not include a Planner, instead the Council has approved an attorney contract which requires LeRoy Wilder to be involved in all aspects of economic development. This should not cost the Tribe any money, should be able to charge additional costs to EDA or Indirect.

MOTION #2 — Alta Courville moved to approve new management concept, organizational chart. Seconded by Kristi Martin. Motion unanimously approved 9-0-0.

Phil said that this makes the decision on the EDA Planner position, will send a letter to EDA on what we want to do and how we will complete the deliverables of the grant.

Phil asked Council what to do about the expansion project. It was decided that staff should explore other possible funding sources.

Phil then reported that in order to receive loans from a bank for possible economic development projects, need to have collateral. In checking with National Security, banks are not loaning on timber because of the market. The Tribe owes about \$93,000 on the Judd Property and \$52,000 on the Aldridge Property. Phil also mentioned receiving a call about the cemetery in Lincoln City that the County transferred to the Tribe. When the property was transferred, it became taxable gain. Phil has filled out the necessary papers to make it tax exempt. Discussion followed about the taxes on the Judd Property. Phil was directed to look into the taxes for that property. LeRoy Wilder recommended not paying off the Judd property unless it becomes necessary.

A letter has been received from the Lincoln County Commissioners about the 5% of timber revenues to be paid to the County. Kristi Martin said that the Planning Committee recommends paying the amount we owe because we are trying to acquire additional lands. The amount due is around \$65,000, this is 5% after the 10% Administrative Fees deduction.

MOTION #3 — Arthur Bensell moved to pay 5% of timber sales to Lincoln County. Seconded by Mary Alice Muncey. Motion unanimously approved 9-0-0.

Phil said that a request has gone to ANA on putting some money into salaries, will call and cancel that request. LeRoy Wilder said that he spoke to Lynn Engles from ANA about the supplemental funding for the roads plan. Mr. Engles indicated that there is no problem.

Bud Lane reported that he spoke to Gladys Bolton about some possible graves by the Aldridge House. She said that there are no graves in that location. Dee said that she took her mother over there and she also said that there are no graves there. Dolly Fisher said that she has not heard anything further about graves being in that particular spot. The Committee is recommending that the bull pen be constructed behind the Aldridge House.

MOTION #4 — Arthur Bensell moved to construct the bull pen behind the Aldridge House, as recommended by the committee. Seconded by Alta Cour-

vile. Motion unanimously approved 9-0-0.

Arthur Bensell reported that he spoke to Don Coates, who owns the property where the Evans cemetery is located. Mr. Coates was very cooperative and granted the Tribe permission to go to the cemetery through his land. The trail has been marked with flags. This information will be published in the newsletter.

Phil Rilatos said that Art and Dan went to Lincoln City and measured the cemetery and there are graves outside of the limits. Phil is on the next County Commissioners agenda to ask the County Surveyor to survey the lot. Art said that there is an old Indian trail on the site, and there are more graves there than claimed by the City.

Arthur Bensell said that he got a call from the District Attorney. Met with him and discussed the possibility of the County giving the Tribe some artifacts uncovered when the Siletz Shell Station was built. It has been policy to bury these in the cemetery. Chairman said that they should be returned and put in the cemetery.

Phil presented a modification to the FY 1986 ZBB to increase Tribal Court to \$20,000, Social Services to \$56,000 and include the Tribal Council's Secretary in the Aid to Tribal Government budget. Scholarships has been reduced in order to make these modifications. In addition, the Bureau has reduced the base budget by 2%. Douglas Brown was concerned about reducing funding in Scholarships. Doni White said that Scholarships will have a carry-in this year. Phil Rilatos said that historically Scholarships has had carry-in each year. Doni White said that Council has adopted guidelines for students, requiring them to get their FAF forms filed on time, this should reduce the amount the Tribe will have to pay. Vernon Brown asked for assurances that students will receive full funding. Doni White said that we are currently funding 20 Higher Education students based on their needs assessments.

MOTION #5 — Alfred Lane moved to approve modification to FY 1986 ZBB. Seconded by Frank Simmons. YES: Delores Pigsley, Arthur Bensell, Kristi Martin, Alta Courville, Mary Alice Muncey, Alfred Lane, Frank Simmons. NO: Douglas Brown, Vernon Brown. ABSTAIN: -0-. Motion approved 7-2-0.

Phil reported that he had been instructed to research getting a back-up person in the Enrollment Office. Met with Shirley and the budget has enough salary to pay a part-time person to be trained. Phil recommended increasing Kelly Strickler's hours by 2 1/2 days a week, she is currently working 5 days a week for Tribal Court. Phil said there is a lot of work to do in the Enrollment office, will be converting to a computer system very soon. LeRoy Wilder pointed out that the Personnel Manual states that an employee cannot hold two positions with the Tribe. Bud Lane said that the intent was that a part-time person could not hold another position. Phil asked if Bingo was considered employment with the Tribe. Phil was instructed to work on the working in the Manual.

Phil then requested an amendment to the Personnel Manual allowing promoted employees to take accrued annual leave. Currently, an employee who is promoted is placed on a three month probationary period in which they cannot take accrued annual leave. Have several employees who are in this position.

MOTION #6 — Kristi Martin moved to approved amendment to Personnel Policies and Procedures Manual to allow promoted employees to take accrued annual leave. Seconded by Frank Simmons. YES: Delores Pigsley, Arthur Bensell, Kristi Martin, Alta Courville, Alfred Lane, Douglas Brown, Frank Simmons. NO: Mary Alice Muncey, Vernon Brown. ABSTAIN: -0-. Motion approved 7-2-0.

Phil then reported that we have inconsistencies in policy regarding employees who work less than 12 months a year, such as JOM, Head Start and the Forestry Crew. Phil recommended that the Personnel Manual be amended to apply policies consistently. As it is now, JOM Coordinators are automatically hired again at the beginning of each school year, however, the Forestry Crew has to compete each year for a position. Phil recommended that these employees be terminated and then receive first priority the following year. Doni White suggested that the Tribe can contract with these employees, and each year either renew the contract or not. Dolly Fisher said that her daughter is a JOM Tutor and has never signed a contract, and is paid a flat fee, with no deductions taken from her pay.

MOTION #7 — Douglas Brown moved to contract with employees who work less than 12 months a year. Seconded by Kristi Martin. Motion unanimously approved 9-0-0.

Council then considered whether to take deductions out of contracted employees salary.

MOTION #8 — Douglas Brown moved to take deductions from contracted employees salary. Seconded by Alta Courville. Motion unanimously approved 9-0-0.

Phil Rilatos then asked that the General Manager be authorized to hire temporary employees without formal advertising, subject to current restrictions already outlined in the Personnel Manual. This is particularly important when the position is only for a short time, or when the position needs to be filled during the advertising process. Chairman said that there should be a time limit not to exceed 90 days. LeRoy Wilder suggested that the time limit be not to exceed 90 days unless approved by Tribal Council.

MOTION #9 — Arthur Bensell moved to approve amendment to Personnel Policies and Procedures Manual to allow the General Manager to hire temporary employees for a period not to exceed 90 days unless approved by Tribal Council. Seconded by Alta Courville. Motion unanimously approved 9-0-0.

Phil then reported that Council needs to decide who will be covered by the Disability Insurance Plan. Do we want to cover temporary or part-time employees? This insurance plan covers 65% of an employees salary, after annual and sick leave has been exhausted, when an employee is unable to work for medical reasons. Phil said that he will be meeting with the insurance representatives this coming week. It was decided to wait on a decision until after Phil's meeting with the representatives.

Chairman said that Doni White has agreed to travel to Mississippi in Jim's place. Need travel approval.

MOTION #10 — Alfred Lane moved to approve travel for Doni White to Mississippi Choctaw. Seconded by Vernon Brown. Motion unanimously approved 9-0-0.

LeRoy Wilder handed out copies of the Attorney Contract which Council has approved in principle. Council will review before the April 20 meeting.

Mary Alice Muncey asked if Council members are covered by SAIF. Yes, it is deducted from the paychecks. Mary Alice asked if this covers 24 hours a day. No, only during hours of work.

Chairman requested Executive Session to discuss personnel.

MOTION #11 — Douglas Brown moved to enter Executive Session to discuss Personnel. 12:10 p.m. Seconded by Frank Simmons. Motion unanimously approved 9-0-0.

MOTION #12 — Vernon Brown moved to return to Regular Session, 12:30 p.m. Seconded by Alfred Lane. Motion unanimously approved 9-0-0.

Meeting adjourned 12:30 p.m.

/s/ Mary Alice Muncey
Mary Alice Muncey
Council Secretary