

Continued from pg. 6
grams. It is recommended that the BIA serve any enrolled tribal member, rather than the ¼ blood degree requirement. She suggested interested tribal members write to their Senator to support this bill.

Dee told of the Indian Health budget appropriation problems. There was a continuance until November 15th, and if there is no further appropriation the CHR program would end. They are on 1/12 of the budget from last year, and there is talk of severe budget cuts to the Indian Health Service. She again recommended letters of support concerning the budget cuts sent to our Congressional leaders.

She reported that there was concern about Bingo and legislation to limit it on reservations. The concern is about the MAFIA or outside people taking a majority of the profits from the Indian Bingo operations. She stated the legislation is aimed at non-Indians.

Dee reported that the Council approved a Tribal Council and Maintenance Budget for F.Y. 1986. The Culture Coordinator has been advertised and will be filled soon. She thanked the Culture Gatherers from all four areas for the excellent job they did and all the hard work.

Jane John thanked the Reggie Butler family about the nice letter they had placed in the newsletter about the Culture Fair.

Ed Ben asked that in lobbying for additional land was there any presentation on including per capita payments in this request. Dee reported that it had not, and that it was never in the original land acquisition efforts either.

GENERAL MANAGER'S REPORT — Phil reported that he was questioned a lot regarding the hiring procedures. He reported that in the last six months there have been 17 new employees, 88 percent of which were tribal members. There have been 14 promotions, 12 of which were tribal members. There were 6 salary/merit increases, 5 of which went to tribal members. There have been 12 new positions added, 9 of which were filled by tribal members. He stated that he is working on creating two new positions, and at least 1, if not both, will be filled by tribal members.

Lillie Butler asked about the career ladder Phil had talked about previously. Phil reported it was in place, and this is how those promotions came about. Lillie asked about the Secretary/Bookkeeper position which was advertised in the paper. Phil responded that this was through the Housing Authority and not through the tribal administration. Phil noted that the tribal personnel policies state that we should advertise in-house for positions. The Housing Authority and Tribal Economic Development Commission do not, at this time, fall under our personnel policies. Lillie stated she was concerned with inconsistencies. Phil reported that we have been following the guidelines, and that some of the recent openings have been filled through the JTPA program. He said this was an opportunity for tribal members to obtain work with the Tribe. He stated it was hard to create jobs for tribal members, but he, Judy, Sharon, Mike and others have worked hard to do this. Vernon Brown asked who had gotten the Bookkeeper's job for the Housing Authority. Phil responded that Sharon Rilatos, his wife, got the job. He noted he took himself completely out of the selection procedure so there would not be a conflict of interest in the hiring. Vernon asked if this job couldn't have been filled through JTPA, Phil responded that it could not because of the requirements of the job.

Lillie asked about the screening system, and if a person with education would be hired over a person with experience. Phil outlined the applying rating form and how it was used. He stated that it was put together to provide as unbiased a system as possible. Sharon Edenfield noted that a 6-member team sat down to create this form to take as much bias out of the hiring system as possible. Bud asked Vernon Brown and Lillie Butler what they had to offer as a better system. Lillie suggested stopping the inconsistencies, and to put notice in the tribal newsletters. A question was asked about the current Springfield JOM Coordinator. Judy John responded that she was the supervisor for the program and had worked closely with the Parent Committee and Area Supervisor when writing the job description for this job. It was advertised and there were no applicants. It was advertised a second time and only 1 tribal member out of 16 applicants applied, and based on the minimum qualifications, the tribal member did not qualify.

Martha McMahon stated that the Tribal Historian position which is currently being advertised had a minimum 2 years of higher education and she was concerned this would eliminate many tribal members. Judy responded that it required either two years of higher education or an equivalent amount of experience, so there would still be many tribal members who met the minimum qualifications.

Phil reported that the Council has been meeting regarding a land use plan. Once approved, this plan would be sent to Lincoln County, City of Siletz, LCDC, and other agencies for approval. This way, when we purchase land and put it into trust status we will have no opposition to our efforts. Phil stated the Council and Economic Development staff have been negotiating with the City of Siletz for the lease of land for the Siletz Commercial Mall.

Phil reported on the Housing Authority. We were awarded 35 homes, and an additional 4 were negotiated. Groundbreaking may be in January or February, and we are negotiating with the City of Siletz for sewer/water hookup fees.

Phil noted the Tribal Council budget for F.Y. 86 remained at \$68,000, and the Tribal Government budget is \$315,230. He stated we will have to pay another approximate \$75,000 for the 5 percent assessment for timber sales to the County this year. Lillie asked about the Maintenance budget. Phil reported the Maintenance budget was \$86,362 for F.W. 86 and included \$1,250 for a trailer to haul the tractor. He mentioned that a new ice machine had been purchased using FmHA and Maintenance monies.

Rose Bremner asked if we had a final report on this year's Pow-Wow. Sharon Edenfield stated the account had not been closed yet, and closeout is not scheduled until December.

Vernon Brown asked about the JOM program. Phil reported that we had heard rumours that the entire JOM budget would be reduced to \$32,000 this year for all three areas. A letter was being sent out to the Parent Committee to re-prioritize their monies.

CANDIDATE ANNOUNCEMENTS — Selene Brandt, Delores Pigsley, Art Bensell, Alta Courville and Jane John all declared themselves candidates running for this year's election and gave a short speech.

ELECTION BOARD REPORT — Tina Jones read a statement from the Election Board Chairman regarding this year's election. She stated that voting will take place in all three areas and gave the dates, time, and places for voting. She reported that a special Election newsletter would be printed and mailed to families outlining all of the polling places, as well as other pertinent information. Tina reported that the last date to file for Candidacy was November 18th by 5:00 p.m. She stated that if anyone was interested in filing for candidacy she had blank forms available. She reported that applications for absentee ballots would be available through the tribal newsletter and the tribal offices.

ANNOUNCEMENTS — Ed Ben reported that our friend, Nick Kalama, Chief of the Paiute Tribe of the Confederated Tribes of Warm Springs, had passed away. Nick came over several times to celebrations we had, and he was privileged to have known Nick. He asked that all of us keep this man in our prayers.

Dee thanked the people who worked on the potluck during the funeral for Patti Stokes. She reported that Gladys Bolton's husband had passed away.

Dee announced that the Chemawa school was sponsoring a Veteran's Day Pow-Wow on November 9th. Grand entry is at 5 p.m., and a potluck will begin at 4:00 p.m.

Tina announced that the last day to file for candidacy for the Tribal Council is November 18th by 5:00 p.m.

Restoration Day Dinner will be held on November 17th. Kristi Martin reported that it will be a sit-down dinner, not a potluck. They would like to begin serving at 12:30. The Culture Committee has been contacted to put together a display that day. There will be drums here that day, also.

Bud Lane stated that he had an opportunity to read through the petition on the per capita payments and cautioned the General Council members to read it very carefully before signing. He stated the very survival of the Tribe was at stake if we liquidate all of our timber and other assets for per capita payments. He noted that we are trying to expand our services to other areas.

Dee announced that there were newsletters on the back table to anyone who was interested.

Meeting adjourned, 3:00 p.m.

/s/ Mary Alice Muncey
Council Secretary

MEETING: Special Tribal Council

DATE: November 12, 1985

PLACE: Siletz Tribal Community Center

TIME: 6:30 p.m.

COUNCIL MEMBERS PRESENT:

Alta Courville, Alfred "Bud" Lane, III; Delores Pigsley, Chairman; Douglas P. Brown; Frank D. Simmons; Mary Alice Muncey, Sec./Treas.; Lori A. Johnson; Kristi L. Martin; Arthur S. Bensell, Vice-Chairman.

OTHERS PRESENT:

Tina Jones, Secretary; LeRoy Wilder, Attorney; Sharon A. Edenfield, Bus. Mgr.; Doni White, Asst. Gen. Mgr.; Phil Rilatos, General Manager; Sandra L. Brown; Judy John; Programs Manager; Selene Brandt, EDA/HIP Secretary.

Chairman, Delores Pigsley, called the meeting to order, 6:40 p.m. Roll call was taken with all nine Council members present. Dee noted a change on the meeting minutes of 10/15/85, motion #9, to delete "Tribal National Indian Education Fund" to read, "Indian Education Fund."

MOTION #1 — Alta Courville moved to approve the minutes of the 9/21/85, 10/15/85 corrected, 10/19/85, 10/24/85 and 11/2/85 Council Meetings. Seconded by Frank Simmons. Motion unanimously approved, 9-0-0.

MOTION #2 — Frank Simmons moved to enter Executive Session to discuss Tribal Court. Seconded by Alta Courville. Discussion held. Douglas Brown asked if the executive session was to discuss Vernon. Dee stated part of it was, but it was also to discuss Tribal Court itself.

MOTION #2 — (restated) Frank Simmons moved to enter Executive Session to discuss Tribal Court, 6:45 p.m. Seconded by Alta Courville. Motion approved, 7-1-1.

MOTION #3 — Bud Lane moved to re-enter Regular Session. Seconded by Frank Simmons. Motion unanimously approved, 9-0-0.

MOTION #4 — Bud Lane moved to award a merit increase to Phil Rilatos, increasing his annual salary by \$3,000.00, based upon his personnel evaluation. Seconded by Frank Simmons. Motion unanimously approved, 9-0-0.

GENERAL MANAGER'S REPORT — Phil asked the Council to make a change in the personnel manual. In two separate sections of the manual it refers to immediate family with two different definitions. The Election Board has a conflict which can be resolved by this change.

MOTION #5 — Douglas Brown moved to include "Brother and Sister" in the definition of immediate family in the Personnel Manual Definitions. Seconded by Frank Simmons. Motion unanimously approved, 9-0-0.

Phil reported that it was no longer necessary to loan the property tax money to the Muschamps, and that we needed to rescind Resolution #86-41 approved at the last meeting.

MOTION #6 — Kristi Martin moved to rescind Resolution #86-41, effective immediately. Seconded by Douglas Brown. Motion unanimously approved, 9-0-0.

Phil notified the Council that proceedings had been started to place the Judd property in trust status. In order to complete this, the 1986 property taxes would have to be paid, in the amount of \$1,161.20.

MOTION #7 — Bud Lane moved to pay the 1986 property taxes on the Judd property out of timber revenues in the amount of \$1,161.20. Seconded by Alta Courville. Motion unanimously approved, 9-0-0.

Phil presented a new form for tribal administrative use for new property. It will enable the Accounting Department to have a better control over tribal property.

MOTION #8 — Kristi Martin moved to approve the Inventory Form for tribal government use. Seconded by Frank Simmons. Motion unanimously approved, 9-0-0.

Phil presented an amendment to the personnel manual to consider Housing Authority and Tribal Economic Development Commission staff as tribal government employees for employment seniority purposes only. Mary Alice asked if we would be paying their salaries also. Phil responded that it was strictly for employment seniority purposes and would not include any money. The purpose is for allowing their length of employment with these enterprises to count toward minimum requirements when applying for tribal government positions.

MOTION #9 — Alta Courville moved to approve an amendment to the Personnel Manual to read: "For purposes of employment seniority, Siletz Tribal Economic Development Commission (STEDCO) and Siletz Indian Housing Authority (SIHA) staff will be considered Tribal Government Employees." Seconded by Lori Johnson. Motion approved, 8-0-1.

Phil stated he had received numerous calls from committee members. Many live outside of Siletz and at the present time they do not receive any compensation for travel or time to attend the meetings. He asked if the Council could pay some flat rate, perhaps \$5 or \$10 per meeting, to those committee members who live outside of Siletz to help pay for travel costs. Dee noted that in the Comprehensive Plan discussions, the idea was to work toward funding these committees and their travel, and to move the committee meetings to all three areas to enable more people to attend. Phil was asked to write a memo to all committees and ask them how many meetings they hold, how many committee members live outside of the Siletz area, and to provide a projected budget. Included in the projected budget would be costs to move the meetings to the other areas occasionally, with an emphasis on carpooling and saving on costs.

Judy John reported on the planning meeting for the Oregon Indian Education Conference. It will be held on April 17-19, 1985. The local planning committee asked for Tribal Council support in the following areas: 1) Authorize staff

utilization, both during the planning and clerical support during the conference; 2) Chairman or other Council Member to speak; 3) Tribal Council sponsor a Pow-Wow and a dinner; and 4) utilize the Tribal Historian for displays of tribal artifacts, etc. The Council was not in favor of hosting the dinner. Judy, Tina, and Selene will continue to attend planning meetings with the OIEA Board and Local Planning Committee.

ANNOUNCEMENTS — Dee read the Siletz Title IV Election Results. She noted the Tribal Chairman is an ex-officio member, and asked if one of the Tribal Council members would like to attend their meetings. The next meeting of the Title IV Parent Committee is November 21, 1985, at 7:30 p.m.

The Commission on Indian Services was hosting a workshop on Tribal Economic Development on 11/21 - 11/22/85. There will also be a banquet and a reception for Ken Smith. Dee encouraged the Tribal Council Members to attend, if possible.

Doni White passed out a proposed charter for STEDCO. She asked the Tribal Council to review this, as they would like to discuss it at the next Council Meeting in December.

There will be a Housing Authority meeting on Saturday, November 16th, at 8:00 a.m.

Meeting adjourned, 9:10 p.m.

/s/ Mary Alice Muncey
Council Secretary

REGULAR GENERAL COUNCIL MEETING FEBRUARY 1, 1986 BEGINNING AT 1:00 P.M.

AGENDA

Call to Order
Invocation
Roll Call

Approval of Agenda
Approval of Minutes
Tribal Member Concerns
Tribal Chairman's Address
General Manager's Report
BIA Superintendent's Report
Announcements
Adjournment



CHANGE OF ADDRESS or ADDRESS CORRECTION

Old or Incorrect Address:

Name (s) _____

Address _____

City/State _____

Zip Code _____

New or Correct Address:

Name(s) _____

Address _____

City/State _____

Zip Code _____

Mail to "Siletz News"
P.O. Box 549
Siletz, OR. 97380