

Craig said that the Council's understanding of the policy is correct but the policy is not well written. He has talked with Phil about cleaning up the manual. Also there are no limits on what the Council does. Craig said at the last Council meeting the Council decided to get out of the personnel process and setting up an administrative board to hear personnel issues and then referral to Tribal Court. Craig thinks the procedures can be interpreted in a clear way but it is very misleading. Lillie said she would like to see the manual changed. Lillie said the hiring policy has been changed several different times to hire different people at different times. Dee said that this was not the reason it was changed. Lillie said that changing the procedure 9 times in one year was too much. Andy thanked the Council for their time but he was told in writing that the Council would hear his appeal. Frank said he failed to see the reasoning behind the appeal. He had been fired before and did not use any excuses to get the job back. Andy said he was not trying to get his job back but he wanted to clear the procedures and pursue the principles behind the issue.

HEALTH CLINIC - The BIA Economic Development Grant was being reviewed this last week. The environmental assessment has been completed and is in the process of being published. Mikayawa and Goebel were hired as the architects. A minor problem occurred with HUD; Joe Shaefer and Ed Hanson came up here and went on to Seattle to give HUD a briefing. The City was scheduled to meet last Monday to discuss the Tribe purchasing or leasing the proposed building site. This meeting was postponed due to bad weather. Leasing would be \$200.00 per month with amount being applied to the purchase or buying the property outright. Forrest met with IHS yesterday on the appropriations. The money has been reduced and it was discovered that this was reoccurring money. The meeting was informative and the people were very helpful. It was suggested that we get some of the money spent, hiring staff and buying equipment. They talked about IHS putting together a preventive packet of \$100,000 for health. Forrest said it would be a good idea to hire the people under FY 90 for those positions authorized and to use the balance for the equipment. Since the money is not obligated past the end of the FY90 the money can be used by the area office for whatever reason. Forrest said it would be dangerous to ask to reprogram the money. Forrest said the Council needs to decide if they want to proceed with the preventive packet for FY 90 & 91 budget. If we do, Forrest needs to know by the end of February in order to draft a response to Congress. Phil agreed this would be a good idea. Forrest said the difference between the additional add on and the \$461,000 grant went into the Gramm/Rudman budget reduction. Phil said the architects are moving slow pending the outcome of property negotiations with the City on the purchase of the land. Phil said in initial discussions there were 3 sites. He does not think the City land will fall through, but if it does we need to move along and designate additional property to build the Clinic. Phil said if we shifted locations we would need an additional environmental assessment. Council said the property next to STEDCO was the second choice. Dee asked how long are we looking at for an environmental assessment? Phil said he didn't think it would take very long. Lillie said she is on the City Planning Committee and at the next meeting they will be looking at excess land and what to do to it.

COMMITTEE APPOINTMENTS - Dee passed out the list of people who applied for committee appointments and her recommendations. Dee said she tried to put people on the committee of their first choice and tried to keep tribal members to serving on one committee. Monte said he had submitted an application but did not see his name on the list. Phil asked if there would be five on the Budget Committee, Dee said yes. Dee said the question came up about Committees wanting the same people, but not all people applied. Dee asked if anyone had any comments or changes. The number of people on the committee is determined at the request of the committee and will usually be an uneven number. Monte will be added to the Budget Committee. Pat Morrell has expressed an interest in remaining on the Commission of Indian Service. Jane said she would be interested in taking this spot because she lives in the Salem area. Monte to be assigned to the JTPA Committee. Dee asked if Council was satisfied with their Committee assignments. Everyone was, with the above changes. Phil nominated Staff members to the Committees as follows: H&F - Teresa Miller; Education - Bob Tom; Sacred Lands - Wilma; Pow-Wow - Karen Bell; Culture - Kelley Ellis. Frank moved to approve the committee appointments as recommended by the Chairman. Seconded by Manuel. Motion approved, 8-0-0.

Dolly moved to approve Jane as the Siletz Representative to the Commission on Indian Services. Seconded by Frank. Motion approved, 7-0-1.

TRIBAL COUNCIL INITIATIVES -

Jessie Davis - The Pow-Wow Committee wants to redo their guidelines. They are having problems with the Miss Siletz pageant. Last year they didn't have any candidates with the age groups announced. They opened it up and received candidates with older girls. This did not set well with all tribal members. The Committee wants to bring back the age groups with Little Miss Siletz 7-13; Miss Siletz 14-18; with a age cutoff date of August 1. They have incorporated a lot of the Miss Indian World guidelines in the requirements. Dee wanted to know if the Committee was making this a recommendation? Jessie said yes. This is the only change recommendation they are making. The Council agreed on the recommended changes. Dee asked about the comments received on the age groups? Jessie said that parents were concerned because some of the girls were old enough and living with their boyfriends. Candidates will be announced at the General Council meeting in May. A salmon bake will be held and volunteers are being solicited for baking salmon at the August Pow-Wow. Jessie asked with the conflict with Chemawa Pow-Wow and Loyalty Days, maybe we could change the dates of the next General Council meeting. Dee said this may be in conflict with the Constitution. Dee said typically this is a low turnout period for the Council meeting. Jessie said they could have the salmon bake at a different time. Jane suggested Memorial Day. Jessie said that Pauline Ricks was asked to coordinate at the State Fair this year which is celebrating Oregon's 131st birthday. Council said no problem with supporting this. Jessie attended the Elders meeting in Salem and has committed the Salem Council members to attending this meeting

every Wednesday. Jessie said that the Council has talked about Council members attending meetings in their areas. Jessie said that she would like to have Council meetings held in each area each

quarter. Dee said one thing that may guide us would be our travel budget. Dee said Springfield should be the next area. Dee suggested maybe doing this at the March meeting.

Lillie Butler - One of the things brought up at the Portland Candidate's Fair was that job openings are outdated when they are received in the newsletter. It would be a good idea for job openings, meetings, bingo, etc., to be advertised in the newsletter in a timely fashion.

Frank Simmons - The Marine Biology Research letter sounds good and would probably fit into our plans on the fish hatchery. Craig said the Hunting & Fishing Committee is having problems with people turning their Salmon tags in. Phil said it is to our detriment not to turn our tags in. Dee asked about issuing them for a specific period. Sharon Edenfield said that we only get two hundred from the State and did not see how we could do it.

Monte Kenta - Express a concern about the number of Forestry people we employ. Monte said he was questioning the cost of their employment. Phil said its no cost to us and that they were paid out of the 638 contract. Monte said that when he worked in Alaska the timber sale was set up in advance and once it was set up the people were let go and a tribal member tracked it from that point. Frank said the biggest problem he sees is the BIAM. Monte said we are employing these guys to set everything up and its all computerize so other people can pick it up. Frank said they are involved in other jobs. Monte questioned if we were still paying consultant fees? Phil said no. Lillie asked if STEDCO was going to hire a forester? Frank said no this position would be a fish marketer. STEDCO does not have to rely on Tribal timber but can go out and purchase other timber for marketing. Dee said one of the problems is that we relied on the BIA to contract our timber. Monte said there is regular programs from the Forest Service that specifies road locations, etc. Monte said he would like to see someone from our Tribe hired to learn the Forestry job. Frank said one of the problems is education. Phil said that we have people in college who are taking forestry. Phil said the closest person we have is Jay who is transferring to Oregon State and lost

his credits in forestry. Phil said we have 3 timber sales on the blocks and they should be ready in the near future. Manuel said the money has been paid out for all roads to be built on Tribal land. Phil said there is a lot of things that work against us; crossing private property, etc. Monte wanted to know about helicopter logging or balloon logging, etc. Dee and Manuel said the cost was prohibitive. Phil said it takes a minimum of 6 months for a timber sale. Monte wanted to know what happens when our CDs exceed 100,000 dollars? Phil said the CDs at Yaquina Bank shifts because money is withdrawn. Monte said he saw a checking and savings in the same bank account and asked why the CD amount would shift. Monte said a bank should give us a break because of the amount of our investment. Dee said that Yaquina Bank was the only bank that was willing to do this. Phil said that banks traditionally do not pay good money on CDs and that the money has to be invested out. Monte asked if we have a commission who looks at our investment. Dee said that STEDCO looks at this and we obtained expert advice from members on the Commission. Phil said most CDs run about 8 3/4. Monte asked if the banks were charging us for service with all the money we have tied up in their