

audits or questioned whether we mispent money. Their coordination and their oversight was based on program delivery. We won't have that. We will develop our own programs and we will develop our own oversight and our own controls as to how those programs and services are provided. We will still have the same fiscal controls that we had when we were contracting from the Bureau. We are subject to an audit every year by an auditor that is approved by the Inspector General. Each year when he audits us his report goes to the Inspector General and then it is reviewed, so we're answerable to the Inspector General. We are still subject to the Governmental Accounting Office, that they can pull audits on us at any time. We still have those physical controls to see that we're paying attention to business and using the money right. The Bureau will still be very much in presence. Everyone is concerned the Bureau is going to go away. Entering into the compact, it is very clear by the Act and the law that the Bureau will still be responsible for trust services. They will still have to oversee to make sure that those trust responsibilities that are guaranteed in treaties, executive orders and other agreements with the tribes are continued and are maintained. The other involvement they will still have is they'll still be available to give us technical assistance. Some of the programs, even with the additional funding, we won't be able to get some of the technology they might have, so they will still be required to provide that service to us. Again, as the Chairman indicated, we're going to concentrate on expanding services and making the ability to give those services more efficiently. We may reorganize to make things more efficient and be able to do a better job. Most of the activity, some of the things that have been suggested, those are administrative things and again the administrative overhead, or those fiscal costs that the Tribe has to do to provide these services don't come out of our allocation for services. These are what's called Indirect Costs and that is in addition. Previously our Indirect Cost has been 34%, and if we to the job right and it may increase to may 45%, but that is additional funding. It comes from a different pot of money. It doesn't come out of our allocation, that's money we get to do the administrative things. Some of the things that have been suggested during our time is Centralized Property Procurement system. So instead of each program going out and buying things, we'll be able to buy in bulk or have one person doing that. We want to upgrade the computer system to be more efficient and upgrade the telephone system. The other suggestion was maybe we need to have the ability to get Legal Services, so that we have someone available for Administration and able to give advice. Not necessarily represent Tribal Members in court, but to give them legal advice. Some of the other things that we've been doing that go along with the Self-Governance compact has been the development of a Personnel system. A new Personnel Manual is out and right now we're in the process of developing an Organization Structure. We're involving the staff as much as possible in this job description and job standards so that when we hire someone or someone is working, they know

exactly what the standards for that job are and what they should be doing. The other things we're planning to do is a pay comparison, to compare with the other agencies, Federal, State and Public sector, so that our employees are getting comparable salary. The Personnel system and the TERO Ordinance, both of those solidified the Tribal preference and Indian preference policy, so it's real clear now that Tribal members and again, we use the word 'qualify' for a position, have first preference. We don't consider anyone else until we've considered all the qualified Tribal members. The other document we're working on is developing an Alcohol & Drug Free Environment, including drug testing and also counseling through an Employee Assistance Program for those who need to find avenues to take care of their problems and continue to be employees. I mentioned earlier that we developed an employee advisory committee and we're in the process of developing an incentive awards system. Generally the only time you hear about an employee is when they do something wrong and everybody hears about it. But what about those employees that have been working real well and doing a good job for years? We're concentrating on training, and active recruitment, and along the line of active recruitment was something Ben suggested. Now these are all things that were suggested as a result of our meetings, Community Meetings and our meetings with the Staff. The active recruitment, and maybe some kind of intern program for Tribal Members that are training but have been to school and to try to attract them back to work for their Tribe. The other things we're developing is the procurement procedures and developing a financial system. So that's a real quick brief overview of the things we're doing, and like I said we're not there yet and we will still be coming back to all of you for ideas, so if you have any ideas or suggestions don't just talk about them, you bring them forward.

(The General Council Minutes will be concluded in the May Newsletter)

About General Council Minutes.....

The last General Council Meeting was held on February 1, 1992. The minutes are being transcribed verbatim and their length exceeds the space available in this Newsletter. Because of this, we published the first part of the minutes in the March Newsletter, the second part in this Newsletter, and the last of the February 1 minutes will be published next month in the May Newsletter. If you wish to receive the complete minutes before the next issue of the Newsletter, please write to Glendora Osborn, Council Secretary, P.O. Box 549, Siletz, OR 97380 or call (503) 444-2532 Ext. 105.

If you wish to receive Tribal Council minutes on a regular basis, please fill out the form on this page.

If You Wish to Receive Tribal Council Minutes...

Please fill in the following information and return to:

The Confederated Tribes of Siletz
P.O. Box 549
Siletz, OR 97380
Attn: Glendora Osborn,
Council Secretary

Name _____

Address _____

Roll # _____

General Council Meeting
Saturday, May 2, 1992
at
Siletz Community Hall
Beginning at 1:00 p.m.

Agenda

1:00 p.m. Call to Order
Invocation
Roll Call
Approval of Agenda
Approval of Minutes
Tribal Member Concerns
Update Report on Gaming
Delores Pigsley
Jessie Davis
Chairman's Report
Delores Pigsley
Announcements
Adjournment

The Pow Wow Committee will begin serving lunch at noon.

