

Ralene asked, Why don't you explain why the tribal council had to step in and pass a resolution regarding the Indian preference policy?

Tim stated that it really had to do with the same issue of keeping experienced people on board. The promotion from within philosophy that I have worked

with and what that says to a current employee is that when they open up a position of a higher level or responsibility then they should have first shot at that. I feel very strongly that I would not want to be a manager without that philosophy granted that I am also Indian and I do want to have tribal preference. Tim explained that when the Box Factory was purchased there was a letter in the newsletter that stated that STEDCO had purchased the factory and if anyone was interested in a position they needed to contact STEDCO and get an application in.

Ralene asked Mike Dowsett to explain the CDC and how many Indian board members are there?

Evergreen Community Development Corporation is a non-profit corporation set up by STEDCO and has the same board members as the STEDCO board. That is in transition because some of the people on that board do not wish to serve.

Ralene asked, Why is STEDCO operating a non-profit organization when you just said that the purpose of STEDCO is to operate to make a profit and how are we paying for that?

The non-profit corporation is running entirely on a grant. Tim stated that the CDC currently has one employee who is the Executive Director and she is not a tribal member. The job was advertised and we are currently advertising for CDC.

Andy Viles asked if papers had been signed regarding the mill. (It was hard to hear what Andy was saying)

Tim stated, Yes. It is the only way we can do the mill without the downside risk. The risk is very minimal this way.

Ralene asked Tim to explain the Drug & Alcohol Program of STEDCO?

Tim stated that it is the same of the tribe's and has been in effect since STEDCO started up.

A tribal member did contact the tribal smokehouse stating that there were tribal members working in the smokehouse that were doing drugs and Dan should have taken care of that internally.

Loraine Metcalf stated that she wrote a letter to the smokehouse with a concern that there were employee's of the smokehouse that were doing drugs and I know that the smokehouse does not have a drug policy, I worked there for two years and I was never tested once.

Dan responded, I have never been directed to test anybody for drugs and alcohol.

Loraine asked, Why, the tribal members that work for the tribe have to do it so, what makes you guys so different?

Dan said, It is not in our STEDCO personnel policy.

Loraine said, They just got done saying it was.

Dan said, I guess it is now, but it wasn't at that point. Besides that Loraine I'm not going to pull that on my people. Not if it is not in the policy.

Loraine said, I think that if it isn't, it should be. All tribal member employee's should be treated equally no matter where they work.

Andy does not agree with the drug & alcohol policy. He suggested going to other tribes and see how they handle these situations.

STEDCO tests all new hires and after that it is at random.

Loraine said, have you ever tested anybody that works at the smokehouse, box factory, or any of STEDCO's enterprises.

The new hires at the mill have been tested.

Tim stated that this will be looked into.

Darlene Smith talked about a personal concern of her own regarding the drugs & alcohol.

Reggie Butler asked if the mill was secured for old growth timber?

John Miller stated, that it was designed for old-growth timber, but it is really designed to cut any log 12 inch and bigger.

There was a long discussion regarding STEDCO not purchasing businesses that have come up for sale.

Gladys Staggs asked Ralene where she was getting all of this information and why those people that she is talking about don't come and ask questions for themselves.

Katherine Harrington stated that it takes 7 to 10 years to make a profit in most any business.

Someone had a concern about a child from a broken home that is now in the hands of the state. It was asked that there be recognition to see that he has a residence.

It was asked how much longer will there be a risk for STEDCO. There is always a risk.

STEDCO reps stated, if the mill shuts down then they will liquidate.

Pauline Rick's stated that the most controversial issue is STEDCO and thanked Ralene for asking the questions. It's not what we know it's what we don't know.

Joe Lane stated that the tribe does have some real concerns. He felt there was a series of unwise decisions on the gaming. The other tribes wonder what is going on. He is not addressing the new members of the council. He is talking to the rest of those who have been on the council. One tribe that is in the gaming business is making a lot of money, but what about the Siletz Tribe? He stated that the Council, mainly the chair has not listened to the advise of our tribal members, but to the lawyers and spending a lot of money on lobbyists. There is no compact and no gaming site. We've spent nearly 2 million dollars in the last 20 months and the council has put the tribe in even more debt by purchasing the Salem property for 1.5 million dollars. He states that the council are all his friends, but he would have fired all of them a long time ago. Council needs to take the blame and not try to blame anybody else. The tribes dreams are diminishing because of the bullheadedness of the council. Joe read a letter that he wrote to Dee and the rest of Council some time ago. He feels that the hiring procedures were violated by hiring a non-Indian coordinator.

Jessie Davis stated that they had looked at many sites before selecting the Salem site.

Joe stated that there was another site that was not even looked at that could have been purchased for nearly a 1/3 less than the Salem property. Who are the losers in this process, the tribal members are. Joe states that the council has not been all bad and has done some good things for the tribe. He feels that

some of the council did not agree 100% when making the decision and he is proposing that the council dissolve their gaming commission and renew it's commitment in establishing an economic commission and turn the gaming over to them. He feels that council has lost touch with their people. He stated that Rosemary was the only council person that has actually listened to what he has had to say. There is a great need for communication between the council and the tribal members.

Jessie stated that when she first came on the council she was told that in 6-8 years there would be nothing for the tribe to rely on and they felt that thru STEDCO and Gaming it would be something for the tribe to rely on besides grants. Jessie has given a gaming report at every general council meeting and Dee has given several gaming reports. Jessie stated that when looking at land you must have established aboriginal ties. The Governor of Oregon told Siletz that she would not let any tribe acquire land off reservation for gaming purposes. The tribe wanted to get on with business so that's why we started to develop the Salem land for purposes other than gaming. We were told that if we want a compact with the State of Oregon that we need jurisdiction over the land. Under the Indian Gaming Regulatory Act the land needs to be in trust.

Ralene asked what the feasibility for building in Siletz on the Judd property.

Lisa asked why we don't do something else with the property so that we could be making some money off of it instead of just sitting on it.

The council has been hoping that the case would be resolved, the request for compact negotiations was submitted 3 weeks ago. Tribes such as Siletz need to be given land off of reservation, because when we were terminated we did not get suitable land reinstated. Negotiations will start as soon as the Governor gives us the O.K.

There was further discussion on the location and the development.

Dee stated that the management firm abandoned the tribe after the state said no to gaming. If the tribe is unable to use the Salem land for gaming then the previous owner stated that he would sale for 1 million less. There are a lot people supporting us that were not before. There was further discussion on the financing and management of the gaming.

MOTION #3 - Joe Lane moved to have the gaming committee abolished so a new gaming committee can be appointed to begin compact negotiations. Seconded by Bobby Bayya.

Discussion:

Amos Arden felt that the Gaming Committee should remain as it is.

Joe stated that when picking the Gaming committee that it should consist of tribal members and they would make the decisions as to who would be on the committee.

There was discussion on the tribal lands that are in trust and the access to those sites.

Frank Simmons stated that council focuses mainly on gaming when there are a lot of other more important things to go after. He agrees that we need another group to look at the other options, there are a lot of other resources to go after.