

(General Council Minutes Cont.)

attention that she needed to be reprimanded for her action of contacting Council and she has a written reprimand in her file because of this and she would like Mr. Darcy to address that issue of why he wanted the reprimand because he is the Council Liaison over JTPA. Mike Darcy stated that one of the things that needs to be very clear is that Council makes policy and that the CEO is responsible for keeping people in line in addition to helping people. He stated that they get into big trouble when people start going around the bush and not dealing with their supervisors and not dealing with policy or following the manuals and one of the questions that he asked Tammi that night was if she had talked with her supervisor and she said "no I have not". Tammi stated that she told Mike, "yes", and for him to not sit and lie in front of the General Council. She talked to Luella Azule, Mike Elwood, Bonnie Petersen, and Nelsen Witt and everyone of them told her that it was not her concern and now there disallowed costs in that program and she is being asked to come in and pick up the slack after she was reprimanded for bringing it to Mike's concern before it happened. Mike stated that the second question he asked her was if she had spoken to the Personnel Manager and she told him that she felt uncomfortable. Tammi stated that the Personnel Manager got an outstanding service award for not training her employees and this is her staff that she was supposed to have trained. She talked with Nelsen yesterday and she told him that if this program is lost because of everybody screwing around then how is the administration building going to be paid for and how much money of JTPA goes into Indirect for the Tribe. You are not looking at the future, you are looking at right now and what is going on. Mark Pullam may have been your nephew and he was the one that messed up, but you should be able to deal with that at a professional level and not because he is related to you. Mike stated that it has nothing to do with who he is related to and that it has to do with if she follows her chain of command. Tammi stated that she followed her chain of command and she was told that it was not her concern and that is why she thought that if she came to her Council, who she had to vote in, she thought maybe he might do something. You could step in and tell Nelsen to take care of this issue, but no you let the little guy step in and pick up the slack. Ron Hudson stated that it brought back about a year and a half ago at an all area staff meeting in Eugene and Nelsen was there and he made it clear at that time that if an employee talked to a Council member that the Council member would have to back out of that situation because they were tainted because they had heard the complaint and I would like to know if anyone else has heard that. Rosemary stated that she has heard that and that is why Council is encouraged to refer the employees back to going through the process. Dee stated that the committees that are appointed hear a lot of the discussion and an example of that is that I used to be on the Health Committee and Problems of health concerns were dealt with, but we did not deal with the employee related problems with working conditions because that was an administrative matter and not a Health Committee matter. The Council stated that they have strived to stay out of the administrative operation of the day to day running of the Tribe and to have a competent enough staff so that those problems get channeled through the staff. Ron Hudson asked if Dee felt that the staff is competent and she stated that for the most part she feels that the staff is competent and she is aware that there are problems. Hudson wanted to know which ones she felt were competent

and Dee stated that she is not going to single anyone out because that would not be fair to anyone in the room. Rosemary commended the Russell family for going through the channels and then when all else fails they came to their Council. Hudson stated that it is too bad because they have been having to go through that for years. Dee stated that the purpose for them being at General Council is to listen to what the tribal members have to say and then take it back as an item to deal with.

Adell Richards asked if the Tribe is subject to federal law and Dee stated that some of them, yes. Adell stated that as the whistle protection act and if she was reprimanded for coming forward and bringing attention of a situation of a work environment and then you reprimand against her, then that is illegal. Dee did not feel that we were subject to the whistle protection act, but she has the right to file an appeal. Adell did want to thank the Tribe for several issues and last year Selene Rilatos helped her with a display that was a big success and she would also like to thank Theresa Mike from Salem who loaned her daughters for daughters work day.

Ernestine Yarbour stated that her granddaughter is being removed from her home. The way it is working out is that the CSD and Siletz are bouncing her back and forth. The state placed the granddaughter in a white home and told the home that they would be able to keep her. She stated that there are several situations going on like this in this case and it is going to stop. If the Council can't control the employees then somebody else can. Carol was certified through Siletz and Cheryl Lucas, CSD Worker requested a criminal check and she was sitting on it when I finally got on her boss and she called the tribal attorney, Craig Dorsay and gave him the information over the phone and that is illegal and it was Craig's request for the criminal check.

Elouise Case stated that when her brother tried to give a Christmas gift to a child that he once had, he was told that she was not able to have it and all it consisted of was clothing that she was very badly in need of. Elouise stated that the child's mother went to visit her recently and the child needed shoes, so who does the mother turn to for help with purchasing the shoes, but her brother, the one that was not good enough for the child to receive gift from. Dee did not understand that situation when she read that. Elouise stated that her brother can not even get visiting rights.

Carol stated that she was certified through the Tribe on December 9th and never received the certificate after asking for it several times. She was told that she must do this to receive payment, but she did not really want to be certified. She stated that Cheryl Lucas, CSD was holding onto the papers and she discussed it with Craig Dorsay and there was nothing in the papers keeping Carol from being certified. Carol stated that she is not a criminal and she has never been arrested and she received a letter from Siletz ICW that now she is not certified. She stated that she has not received an answer from anyone as to why she was not certified, but she has a lot of people yelling at her that don't even know her and she does not appreciate that.

Carlotta Edenfield has two concerns. The first being the lack of information in the minutes and next she wanted to thank the Council for the Christmas Banquet. She is concerned that Tina Retasket mentioned at the Christmas Banquet that the Enrollment files were being updated and she is not

sure what she meant by updating the files. Lisa Norton stated that by updating the files was to get them in order and put a family tree in every file. They were trying to get them in some readable form so that in the event that if somebody else was to come into the position they would be able to walk in and things would be in order. They are not changing anything, just taking what is there and organizing.

Ron Hudson stated that early on when gaming started he was against it and through talking with Council and others he learned that through gaming we can develop our own Social Service Programs, which he feels that we desperately need and he changed his mind and is backing the gaming. He was wondering if Council would be willing to make a commitment of 25% of all money that comes in from gaming to go to Social Services, Health Programs and Education before any money is put anywhere else. Dee stated that there is a long list of needs and that is one of the things that the Adhoc gaming committee is working on and as a result of one of the General Council meetings the gaming committee was expanded to include non-tribal council members and that has been done. This does have to be done as part of the Tribes plan that is sent to the National Gaming Committee for the compact. Hudson would like to know now, so that he knows. Dee stated that Jessie will go over all this in her gaming report, but Social Services is one very important need, but there are others. Hudson stated that Social Services is the main need because it is Social Services that allows this Tribe to continue on and take care of our young. Dee stated that Council looks at gaming to address all our needs.

There was concern on the Veterans Memorial and what is going on with the updating. Dee stated that there has been a lot of information consumed and she will check on it.

GAMING REPORT:

Jessie stated that she is going to start giving a monthly gaming report in the Newsletter so that everybody will have an idea where we are with the gaming. There are plans for where the monies are going and it has to be a part of our plan that is sent to the National Indian Gaming Commission for approval, it is their requirement for us to establish what the money is going to be used for. The Gaming Committee has been broken up into sub-committee's that are working on the compact negotiations with the Governors office, on sites in Lincoln County. It is through the efforts of trying to acquire the land in Salem that has made the Governor's office aware of our needs and of course in the beginning the Governor said she would oppose us no matter where we acquired land and what has happened with the Grand Ronde situation has put her out on a limb. She gave Grand Ronde approval to do gaming on their land, which she thought was part of their reservation. The Siletz Tribe stated that they should be treated the same as Grand Ronde who was acquiring land off reservation. When talking with members of the negotiating team from the Governor's office they pointed out that they were not aware that the land was not a part of the reservation. The result was that the Governor was half way through the compact for the Grand Ronde to do Class III Gaming on that property, so they included in their compact that they would approve the Grand Ronde Gaming site if the Federal Government approved the compact and the Federal Government rejected that proposal, so both the Grand Ronde and Siletz Tribes are in the same situation of having to acquire land off reservation for the purpose