

# Personnel Department changes

A big switch in the personnel department has occurred as the 1977 year began. In the CETA program, Francilia Patt is the new CETA secretary, Ron Hudson is the Assistant CETA Director, and Don De-fender is the employment

counselor. Brenda Bohay is the new personnel clerk, Donna Behrend is the new Insurance Claims clerk, Jeannine Slagle is the new Assistant Personnel Director, and Lloyd G. Smith is the Personnel and CETA

Director. The new position of Assistant Personnel Manager will handle the Reference Library of Orientation programs that will be required by all new employees as well as others that have never had the oppor-

tunity to review the Orientation Program of the Tribal Organization. There will also be a brief history of the reservation and also Organization Standards of the Tribes.

All new employees will receive from the personnel department a copy of the reference manual which they can review and then return to their immediate supervisor.

The Personnel Policy Manual will have all the necessary information relating to Group Insurance, Industrial Indemnity, Occupational Injury, and the pension plan. Also included will be the merit rating format of the employees and a guideline to writing job descriptions.

The hiring and termination procedures will be explained such as job opening procedures for part-time and full-time position. These are to be additional and must comply with the whole organization.



KIDS UP AT THE Simnasho Longhouse.



INSIDE THE AMBULANCE, Chris and Vickie Still are checking over the medical equipment. The ambulance has a special telephone link with hospitals as far away as Portland and in back there is room for five patients.

Photo by Sandy Rangila

(Photo from Story on Page 3)

## Cattlemen gathered at Kah-Nee-Ta

The Tribal Range Committee held a meeting at the Kah-Nee-Ta Lodge on January 8, 1977. The purpose of this meeting was to introduce to the local cattlemen the functions of the National Indian Cattlemens

Association which is nation wide.

The guest speaker was Anthony Largo of Mission, California, who is one of the directors for the association. The focus was on the cooperation among all Indian cattlemen throughout the country.

At all regional meetings all problems should be discussed; such as the operation of range units, range conditions, water sources, etc.; exposing problems such as this to a group for discussion could be very beneficial to anyone facing problems in these areas.

Region No. 1 consists of the 4 northwest states of Montana, Idaho, Washington and Oregon.

Members from the range committee from the Umatilla reservation were also present at a meaningful meeting here.

The next regional meeting will be held in Grand Coulee, Wa. on Feb. 3, 4 and 5th, 1977.

Cattlemen from the reservation were present at the meeting at Kah-Nee-Ta to discuss their problems mainly concerning the range units as well as other problems of their concern. Each left with a better understanding of several problems according to a spokesman for the range committee.

## Oregon Wildlife Federation at O.S.U. for 40th annual convention

The Oregon Wildlife Federation which is an Affiliate of the National Wildlife Federation, held their 40th annual meeting on the O.S.U. campus on the weekend of January 15-16, 1977.

The O.W.F. had a deep concern on the reorganization and redistribution of responsibilities of the organization; To insure a better and stronger group to preserve our wildlife and outdoor activities.

On the first day Weyerhaeuser gave a presentation on forestry as practiced in the Klamath Basin by Ward Armstrong the representative of the organization. He spoke on ecological environmental planning

in forestry, the area of operation, and type of operation. Weyerhaeuser, one of the largest operators in the world does a lot of research in trying to preserve the forest as logging is being carried on throughout the country. Weyerhaeuser boasts of having the largest pine mill in the world and has made an effort to replace all timber they remove. Seedling farms are conducted and planting is carried out in all areas they have logged.

Jim Harper, Habitat Specialist, Department of Fish and Wildlife spoke on Oregon timber practices in relationship to the wildlife habitat. For in-

stance for the protection of Wildlife when clear cutting is applied; rather than using the block type clear cuts, a variation of angles could be used and thus giving strips of shelter in the clear cut areas for protection of wildlife buffer zones such as valley bottoms, along creeks and roads give good protection to the wildlife. Another method which is carried out in most parts of the country is the select logging method.

Logging along river beds is harmful to the fish as well as the wildlife. Better methods should be applied in several areas.

It is hoped that more individuals become interested in the O.W.F. to insure a more secure future for our wildlife.

### Waterboard tours Microbiology Department

The Waterboard members of Warm Springs made a tour of the Microbiology Department on the O.S.U. campus during the meeting with the Oregon Wildlife Federation in Corvallis, on the weekend of January 15-16, 1977.

Dr. Tibbs, Professor, headed the tour and he explained to the group that there are about 35 million different species of fish in the world, and 6 million 500 thousand fresh water species here in the United States and there is intensive research carried on in the labs at the O.S.U. campus.

At the present time one of the main studies are focused on the northwest steelhead for their survival on their migration to the sea and their return when they mature. It was explained that all steelhead would have trouble surviving in other parts of the state. For instance a steelhead from the Umpqua river would probably die if it were to come up the Deschutes river and the same would happen to a steelhead from the Deschutes that would travel up another river. They are trying to find the reason for this problem.

It was amazing to see so many different species of fish from throughout the world. The tour was short but very interesting.

## Job openings

TRIBAL POSITIONS	DEPARTMENT	SALARY	DESCRIPTION	CLOSING DATE
1 Child Care Worker	Family & Children's Services	NEGOTIABLE	Ability to work with adolescent children, dependable. Must have some experience working with children.	1-20-77
1 Group Home Counselor	Family & Children's Services	NEGOTIABLE	Ability to work with adolescent children, dependable. Must be able to write reports and keep files in order.	1-20-77
1 Clerk	Forestry- BIA	\$7,408-8,316/YR	Typing, familiarity with technical forestry terms is required, filing, audits daily log scale tickets submitted by scalers, & maintain cost records on fire suppression. One to two years of experience or one to two years of college or vocational school.	1-20-77
3 Counselors	Family & Children Services	NEGOTIABLE	Some experience and ability to work with children, families, and agencies. Good writing and verbal communication skills. Valid Driver's license.	1-20-77
1 Substitute Cook Aide	HeadStart	\$2.50/HR	Fill in when regular cook is absent. Must be able to work on short notice.	1-27-77
3 Substitute Teacher's Aides	HeadStart	\$2.50/HR	Work at the HeadStart or HeadStart/Day Care Trailer. Contact the HeadStart Office each morning to see if needed for the day.	1-27-77
1 WIC Clerk	WIC Program	\$589/MO	Responsible for issuing WIC Coupons, full-time job.	1-25-77
1 Male Activity Aide	Community Center	\$2.90/HR	Work with youth and adult programs daily and sometimes on weekends. Working hours Mon-Thurs., 1P.M. to 10 P.M. and Fridays from 8 A.M. to 5 P.M.	1-21-77
1 Building & Maintenance Man	Kah-Nee-Ta	NEGOTIABLE	Maintain buildings, painting experience desired. Involves general care of resort. 3 to 5 years experience carpentry, electrical, & plumbing.	1-28-77

FOR FURTHER INFORMATION CONTACT THE PERSONNEL OFFICE AT 553-1161 Ext. 75, 76, 39, or 48. Posted 1-19-77

## Notice

**Position:** Junior High P.E. Teacher  
**Place:** Madras Junior High School  
**Hours:** Regular School Day  
**Starting Date:** 24 January 1977  
**Qualifications:** Ability to relate well to minority students Oregon Teaching certificate in P.E.  
**Application Procedure:** Interested applicants should contact:  
 Mr. Phil Riles, Principal  
 Madras Junior High Sc.  
 655 Fourth Street  
 Madras, Oregon 97741  
 475-3131

**NOTE:** This position is for the remainder of the current academic year due to a leave of absence.