

# Editorial E COOSH EEWA: (The way it is)



## Tribal Salary Program Reviewed by Council

At the request of the Tribal Council, 300 tribal positions have been reviewed and evaluated in an effort to bring all salaries completely current with similar of equal positions off the reservation or within the BIA.

When presented to the Tribal Council on December 19, the evaluation portion of the program was essentially complete. Labeled "Salary Administration", the tribal pay scale program will be a continuing and

on-going project designed to establish equitable and fair rates for all tribal employees.

Councilman Delbert Frank, Sr., echoing the sentiment of others on the Tribal Council said that when the budgets first came up they noticed that only the upper positions had been reclassified for higher pay.

He said that in fairness, the Council felt that positions at all levels should be examined and possibly reclassified. "Some

have never had any step increases - just cost of living," commented Frank. "This has been causing discouragement, especially among some of the younger people who are trying to move up," he said.

"The task had originally been scheduled to be completed in June 1978, but the Council urged acceleration of the program," said Administrative Branch Manager Doug McClelland. He explained that in fair-

ness to all, the Council felt that the program should be completed as quickly as possible.

McClelland noted that generally there will tend to be an upgrading of salaries among reclassified positions. Budget specialist Jim Sizemore explained that, although many positions were evaluated higher than are presently compensated, other factors will enter into adjustments made for compensation in 1978.

A team of evaluators representing all branches has been working on the project for almost three months, now. According to McClelland, the system being utilized is the same one used by cities and counties nationwide. "It is a sophisticated system developed by some of the foremost authorities in the field, and modified to suit the reservation," he explained.

Stressed was the fact that the job itself, and not the individual, is being evaluated.

The process began with the

updating and careful re-writing of all job descriptions in each department so they would, as accurately as possible, reflect what is involved in each position.

The job descriptions then went to the team of evaluators who classified and rated each position. If any gray areas or questions arose regarding a particular position, the job description was then referred to a special committee assigned to iron out such difficulties.

Meanwhile, management has been looking into possible ways of funding budget modifications which may occur as a result of the program. They have been diligently exploring the use of federal funds as an interim solution until the next budget cycle, and Sizemore says he expects that federal funds will off-set the bulk of the cost. Other means of funding the program are under consideration if federal funds fail to cover the entire amount.

## To My Brothers And Sisters

To the people of the community of Warm Springs: I have recently attended the National Indian Coalition Conference in Davis, California in the interest of the Native American treaty rights. There were many good

points to the meeting. I came back, one of many representatives of the state of Oregon, to inform the brothers and sisters and non-Indians alike of the introduction of a number of bills to Congress.

The following is a list of some of these dangerous bills:

**H.R. 9054** - To direct the president to abrogate all treaties entered into by the United States with Indian tribes in order to accomplish the purpose of recognizing that in the United States no individual or group possesses subordinate or special rights.

This bill also supposedly protects an equal opportunity of all citizens to fish and hunt in the United States. It terminates federal supervision over the property and members of Indian tribes.

**H.J.R. 206 (Dingell)** - Gives the state powers to regulate the hunting and fishing outside reservations by Indians.

**H.R. 4169** - Extinguishes Maine Indian titles to lands under treaty.

**H.R. 9175 (Cunningham)** - To provide Washington State controls for Indian hunting and fishing off-reservation.

**H.R. 9736 (Cunningham)** - Prohibition of commercial sales of steelhead trout by Indians across the nation.

**H.R. 9906 (Walsh)** - Extinguishes New York title to land under treaty by ratifying cession treaty.

**H.R. 9950 (Meeds)** - Limits tribal jurisdiction.

**H.R. 9951 (Meeds)** - Quantifies Indian water rights, extinguishes those not quantified.

That is just part of what is hiding in the hearts of our non-Indian brothers. Be aware they are talking termination right under our noses. Myself being a sufferer of termination, I don't want to see this for my brothers and sisters.

Brothers and sisters across the nation are having prayer meetings in the opposing of these bills. Pray to the grandfather spirit to take pity on his red children.

For more information contact Vernon Foster, Tribal Group Home, or Frankie Smith, Recovery House.

Vernon Foster  
National Indian Coalition

## Form Letter Available For Special Tax Refund

For those who wish to file for a refund on state taxes they paid back to 1953, tribal management has developed a form to be used in requesting back tax returns. (See below) Forms are at reception desk.

A new state law which became effective in October 1977 entitles eligible tribal members to apply for a refund on any taxes they paid to the State of Oregon as far back as 1953. For details, see the October 28 issue

of Spilyay Tymoo (Vol. 2 No. 22).

Ultimately, the burden will be upon the individual to produce the necessary proof that the taxes were paid. Prime documents will be copies of tax returns, cancelled checks, W-2 forms, and proof of tribal enrollment.

The Tribal Court has indicated willingness to offer assistance to those who are making the effort to file for the refund.

## Form Letter

Income Tax Division  
Department of Revenue  
State Office Building  
Salem, Oregon 97310

Please send me a copy of my tax returns for the years 1953 through \_\_\_\_\_. If returns for all years have not been retained, please send a copy of the returns which have been retained. These returns are to be used in filing claims for refunds of taxes paid, as permitted by Ch. 755, Oregon Laws, 1977.

I understand that there will be a charge of \$3.00 for each return. Please invoice me for the appropriate amount.

My name social security number and address to which the copies should be sent are shown below.

Very truly yours,

Print -

My name \_\_\_\_\_  
First Name Middle Initial Last Name

My social security number \_\_\_\_\_

Wife's name \_\_\_\_\_  
First Name Middle Initial Last Name

Wife's social security number \_\_\_\_\_

Address to which returns should be sent:

Number and Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

## From The Tribal Council Chairman

To all Committee Chairmen, the annual reports are due January 24th, this should include the progress you have made toward your goals and objectives.

You have had six months to work with them. If there have been any changes in your goals and objectives, submit a revised list as to why you feel they should be added or deleted.

At this time your priorities should be established with justification and explanations. They will be incorporated for Council's consideration in the year '78.

## Tribal Council Agenda

January 1978

- Jan. 3 Tribal Council Meeting, 9:00 a.m.
  1. Approval of Minutes
  2. Travel Authorization
  3. 1:00 p.m. - Fish & Wildlife Committee & State Police The Dalles
- Jan. 4 Tribal Council Meeting, 9:00 a.m.
  1. 10:00 a.m. - PHS Engineers, Area Office re alternative sources of water for Agency community system
  2. 2:00 p.m. - Chief Judge and Juvenile Judge
- Jan. 5 Tribal Council Meeting, 9:00 a.m.
  1. 10:00 a.m. - Intertribal Fish Commission - R. Sampsel - D. Long
  - 7:00 p.m. - Agency District Meeting - Agency Longhouse
- Jan. 9 Tribal Council Meeting, 9:00 a.m.
  1. BPA Resolution (and set date for General Council)
  2. 1:30 p.m. - Ken Smith, General Manager
- Jan. 10 Tribal Council Meeting, 9:00 a.m.
  1. Realty
- Jan. 23 Tribal Council Meeting, 9:00 a.m.
  1. Approval of Minutes
  2. Unfinished Business
  3. 1:30 p.m. - Ken Smith, General Manager
- Jan. 24 Tribal Council Meeting, 9:00 a.m.
  1. Committee Reports
  2. Land Use Planning Committee - Appointment of new member
  3. Credit Committee
  4. 1978 Committee Budgets: Land Purchase Committee - Kah-Nee-Ta Advisory Committee - Enrollments Committee
- Jan. 25 Tribal Council Meeting, 9:00 a.m.
  1. "Treaty" Workshop - Tribal Council and Committees
- Jan. 26 Tribal Council Meeting, 9:00 a.m.
  1. Education Committee - Ordinance No. 26
  2. 10:00 a.m. - 509-J Report
  3. 2:00 p.m. - Enrollments
- Jan. 30 Tribal Council Meeting, 9:00 a.m.
  1. Management Reports
  2. Review February T-C Agenda
- Jan. 31 Tribal Council Meeting, 9:00 a.m.
  1. Progress report on proposed insurance program.
  2. Review of final '77 print-out (preaudit)

January 13-15, Corvallis  
Oregon Wildlife Federation

January 16-20, Wash., D.C.  
NTCA-NAI

Jan. 27-28, Portland  
Columbia River Basin  
Fisheries Alliance