

Editorial E COOSH EEWA: (The way it is)



Tribal Salary Program Adapts to Growth

by Donna Behrend

Low wages have long been the cause of low morale and a high turnover rate, but Tribal management, under the direction of the Tribal Council, has taken the necessary steps through the years to improve the low wage scale, merit rating, and salary review processes of the Confederated Tribes.

The Confederated Tribes is one of the largest corporations in Oregon, second only to Crown Zellerbach. Its rapid growth is reflected in community change as well as in increasing numbers. The salary scale system used in early years was efficient for the 50 employees, but now with 400 to 600 employees a much more sophisticated method is required.

Management provided that method by introducing the present salary structure, merit rating process and other benefits and processes available to all employees.

Prior to 1965, the tribal salary scale was very much similar to the Civil Service pay

rates. But while Civil Service wages rose ten percent for five years until 1970, the Tribal wages remained at the 1965 level, putting the income of tribal employees far below the national average.

According to Lloyd Smith Sr., Tribal personnel manager, this kind of setback took years to compensate for since that balance of wages couldn't be given in one lump sum. In 1970, the Tribal Council recognized the need for a more equally balanced salary administration. It was then that the council directed acting General Manager Ken Smith to hire Price Waterhouse and Company to conduct a salary administration study.

This study involved the preparation of job descriptions by department staff, listing specific duties and responsibilities and requirements such as education, knowledge of job and supervisory expectations. The job evaluation committee was also established at this time.

After the job descriptions were completed, representatives

of Price Waterhouse and Company evaluated them. Then followed a review and leveling process by a six-member Tribal evaluation committee. This six-member team has grown to 11 members, each representing one of the Tribal branches or enterprises.

The evaluation committee has been kept fairly busy since it was recently directed by Tribal Council to carefully review each Tribal job description. The Council felt that the program Price Waterhouse recommended was not being followed since the wages and increases were getting out of hand and were not consistent for management, department heads and staff.

Some department heads were keeping employees at a low level so as not to exceed their projected budgets. But "the employees had to be upgraded to keep up with the Consumer Price Index. Our wages, even with a 10 percent increase over last year's budget, are still five percent below the Portland Consumer Index," stated Gene Greene,

Tribal Council Chairman. The Consumer Price Index is considered the best guide to determine the present cost of living.

"I also feel that the Salary Administration program has established good guidelines, but like any program, it has its faults," continued Greene. "But I think the committee is dealing with the evaluation job very well."

Some of the faults mentioned by Greene were the lack of just compensation for employees who have been working many years, how the committee evaluates jobs with which they aren't familiar, and the difficulty of moving beyond step four to steps five, six or seven.

Celeste "Cece" Smith, CETA Program Officer-Contracts Specialist, serves as staff liaison and technician to the evaluating committee. Smith feels the "Committee is very effective and definitely useful." Its main purpose is to update all job descriptions and re-evaluate positions with significant change that may reflect salary increases or leveling. She also added, "It is not the committee's responsibility to

merit-rate the individual holding a certain position."

But Tribal management is responsible for following the suggested merit rating guidelines originally introduced by Price Waterhouse. Each employee is rated at least once a year to show progress, good or poor performance and any improvement needed in specific areas. A merit rating is required for an employee to get a step increase and the majority of employees get one step increase a year.

Administrative Branch Manager Doug McClelland advises the tribes "utilize the salary plan and allow for modification to better fulfill the needs of the enterprises. It must change to meet the changing needs of the Tribes."

In agreement with McClelland is Ralph Minnick, Administrative Assistant in the General Manager's office, who says "the Tribes can't have strict regulations, or it will take away the creative ability of its employees."

What do people think of the system and is it really working? (Continued in next issue)



Will it Fly?

Tribal Councilman Amos Simtustus looked over a 4-seater Cessna 182 airplane that the Council later decided to purchase. The plane will be used by Natural Resources and the Police Department for surveillance work and by tribal delegations for trips. PS Photo

General Council Meeting October 17

Interested in knowing what happened at Rapid City, South Dakota during the NCAI meeting last month?

The general council meeting scheduled for October 17, 1978 will feature the council's report

on NCAI as well as other delegation reports.

Supper will be served at 6:30 p.m. and the meeting will begin at 7:30 p.m.

Plan to attend this very important meeting.

COCC Classes Need You

Put a little class in your life! There is still time to register for Community Education classes through the Adult Learning Center.

Classes with room for more students are: college credit Math, Accounting for Small Business, Patchworkshop, Pine Needle Baskets, Indian Language, Business Communication and GED prep.

If you are interested in any of these classes call the Adult Learning Center at 553-1428 between 9 a.m. and 4 p.m. Monday through Friday or on Monday evenings 7 p.m. to 10 p.m.

COMMUNITY CALENDAR

October

- 8 Little Guys Football game behind Community Center - 12:00 noon
- 11-12 Health Legislation Workshop. Call the Group Home for information.
- 13 District In-Service - No School
- 14 Warm Springs Judging Team to Livestock Expo.
- 17 General Council Meeting 6:30 - Supper 7:30. Meeting Agency Longhouse
- 20 Varsity Football Homecoming Game vs. Burns Highlanders 8:00 p.m.

Tribal Council Agenda

October 1978

- Oct. 2 — Tribal Council Meeting, 9:00 a.m.
 1. Council Matters:
 - a. "Brief Look at Warm Springs"
 - b. "On or near" resolution
 - c. Culture-Heritage Board Appointments
 - d. Watermaster
 2. 2:00 p.m. - Introductions: IHS Extension
- Oct. 3 — Tribal Council Meeting, 9:00 a.m.
 1. Planning Department - Proposed Resolutions:
 - a. Apartment and Mobile Home Complex
 - b. Planning of 25 new homesites
 - c. Planning 25 rural homesites
 - d. Simnasho Community Plan
 - e. Simnasho Community homesites
 2. 12:00 Noon - Film: "More than Bows & Arrows" Education Committee
- Oct. 5 — TOUR: Blowdown Areas
Leave from in front of Old Administration Bldg, 9:00 a.m.
- Oct. 6 — TOUR: Thinning Area
Leave Old Administration Bldg. 8:00 a.m.
Let Extension know if you plan to attend
- Oct. 9-12th — TIMBER SYMPOSIUM - Spokane.
- Oct. 11-12th — HEALTH LEGISLATION WORKSHOP - Community Center
- Oct. 16 — Tribal Council Meeting, 9:00 a.m.
 1. Community Center - Rudy Clements - Delano (Satch) Miller
 2. 2:00 p.m. - Progress Report-Williston
- Oct. 17 — Tribal Council Meeting, 9:00 a.m.
 1. 10:00 a.m. - Enrollments
 2. Kah-Nee-Ta Advisory Board Appointments
 3. Proposed Resolution - Death Benefits - Nonmembers married into the Tribe

GENERAL COUNCIL
Agency Longhouse
Agenda: Delegation Reports
Supper: 6:30 p.m.
Meeting: 7:30 p.m.
- Oct. 18 — Tribal Council Meeting, 9:00 a.m.
 1. Committee Reports
 2. 2:00 p.m. - Realty
- Oct. 23 — W.S.F.P.I. - Kah-Nee-Ta
- Oct. 24 — Tribal Council Meeting - 9:00 a.m.
 1. 509-J Report
 2. Unfinished Business
- Oct. 30 — Tribal Council Meeting, 9:00 a.m.
 1. Unfinished Business
- Oct. 31 — Tribal Council Meeting, 9:00 a.m.
 1. 10:00 a.m. - Sanders-Rickard Progress Report