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## Future of Budget Items Still Uncertain

by Cynthia Stowell

The 1979 tribal budget became effective January 1 but several programs and positions are on hold until January 24 when Tribal Council is expected to make a decision on the release of funds.

In late September Council approved the budget package submitted by tribal management with the exception of seven items which were deleted and eighteen items held in abeyance pending further justification by tribal staff.

The abeyance items range from the salaries of top management to personnel in the police department. Funds have been included in the budget for these items, but no expenditures can be made until Council acts.

A decision was expected December 19 when the Council took up the matter in closed session. Two-three subsequent Council meetings also addressed the subject but a resolution was not forthcoming. A meeting has been scheduled for January 23 to discuss salaries to be followed the next day by a final session on the other abeyance items.

The deleted items were not addressed and probably will not be, according to a Tribal Council source. They included the assistant chief of police, a salary increase for the police chief, two positions in the juvenile justice program, two programs in the health branch, and a portion of the community center's funding.

As for the fate of the abey-

ance items, predictions differ. The Council source said he felt his colleagues would hold fast to their original reservations about the programs. A management source, however, indicated he was optimistic about favorable Council action.

In question are some key positions in tribal administration, including three individuals who hold the purse strings. "If we lose them, then nobody will get paid," said general manager Ken Smith.

Smith will be spending the next couple of weeks merit rating his four branch managers, the results of which will be shared with Council. Although he has done this for the last two years, this is the first time Council has requested a review of the ratings.

Smith is working on a specialized form for the rating, but says that the theory and process will be basically the same as that for all tribal employees. "I think I've got some pretty good branch managers," he noted, "but of course they're human and there will be some negative as well as positive comments." Smith feels that the merit rating should help him and the branch managers in addition to satisfying Council.

Smith's salary will also be under scrutiny. "Council and I will discuss my salary. I will tell them what I think I deserve and justify it. Then we'll sit down and talk about it." The Tribal Council hires the general manager, who in turn hires branch managers to oversee the areas of health and

social services, administration, municipal programs and enterprises. A decision on salaries is expected before the end of the first pay period of 1979.

The Council budget sessions held late last month and early this month were closed to all but the individuals directly involved in the discussion. Meeting minutes were not made available to Spilyay by press time.

A Council source indicated that a big concern in the meetings was the overlapping of certain tribal programs, especially in the area of social services and law enforcement, and how they might be made more efficient.

The entire juvenile justice program, in its second year, was put on hold because of an alleged failure to perform adequately, while four requested positions in the police department have also been held up for "further review."

Other positions and programs for which the Council wants more information are as follows: a new residential child care program in the old Jackson home, the Johnson-O'Malley social workers, salaries for the judges and court administrator, Finance Director (MIS Program), Assistant Controller, Contracts and Budgets Director, Tribal Garage Supervisor, salary of the activity coordinator at the community center, and a portion of the employee development program funds to be used for non-tribal members.

(See related story, Page 2)



### Snowswept

Snow has lingered on rimrock and juniper as temperatures refuse to climb above freezing. Spilyay Tymoo Photo by CDS

## Smith offered top job in B.I.A.

by Cynthia Stowell

While tribes across the nation have been asked to recommend individuals for the post of Commissioner of Indian Affairs, Assistant Interior Secretary Forrest Gerard has indicated he already has someone in mind.

That person is the general manager of the Confederated Tribes, Ken Smith.

Officially approached by Gerard in mid-November, Smith told Spilyay Tymoo "I'm still taking a look at it at this point." He expects to make a decision sometime in the next three weeks.

"I'll have to have more communication with Forrest and maybe one more visit before I'll say yes or no," said the general manager.

Before an appointment is made, Smith would be looked over by Secretary of the Interior Cecil Andrus. Smith already met with Gerard and with Chuck Parrish of the Secretary's office during a visit to Washington D.C. December 14.

The position of Commissioner of Indian Affairs, which has not been filled since Morris Thompson left in the fall of 1976, is a political appointment ranking just below Gerard in the Indian bureaucracy. The Commissioner is responsible for the daily operations of the Bureau of Indian Affairs, which employs 12,500 people nationwide.

According to Smith, Gerard has spoken of a "team concept"



KENNETH SMITH

with regard to the division of responsibilities. Smith expects Gerard's attention to be focused more closely on policy, legislation and communication with the Secretary, leaving the Commissioner with administrative duties.

"So far we've only talked on a summary level and haven't addressed the details," said Smith. "I would want to know more about what the job involves and what my authority would be before I pursue it any further."

This is not the first time Smith, 43, has been considered for a top level job. He was asked unofficially in 1977 if he was interested in the newly-created position of Assistant Secretary of the Interior for Indian Affairs, which was eventually given to Gerard. Smith was quick to say no at that time.

Apparently it is not as easy for Smith to turn down the recent offer, however. "It's flattering to be asked and to be considered for the job," he said. "It would be a big challenge to whip the Bureau into shape."

Smith points to poor morale and the absence of top management in the central office as two problems needing attention. "I could be a big asset to Forrest in operating the Bureau," he suggested. "He wants someone from the field and not a career bureaucrat. He wants fresh ideas."

Although Smith feels he can offer that to the Bureau, he is also looking out for himself. "There are only eighteen months left in Carter's term. Can I really do something in that period? I might work my tail off and suddenly find my time is up — with a lot left to do. And where

would I be?"

The future of the Confederated Tribes also concerns the general manager of nine years. Leaving the Tribes without a manager would be a "toughy," he said. "There is still a big challenge here. You can't work with an organization for years, helping to develop and stabilize it, and just turn your back on it."

With many more personal reservations such as a reduced salary, relocation, and other career goals, Smith still says he has left the "doors open" to the appointment.

He said the Tribal Council knows that he doesn't want to live here and be general manager forever, "but whether this is the time to go or the direction I want to go, I don't know," he mused.

### Correction

The December 15 issue of the Spilyay carried a story about the permanent closing of the Frontier Tavern. It was mistakenly reported that Levi Bobb circulated a petition, along with Louie Pitt, to close the Frontier. Leroy Bobb, brother of Levi, circulated the said petition.

### Weather

DEC.	HI	LO	PREC.
15	44	29	
16	37	18	
17	36	24	
18	35	20	
19	34	10	
20	40	26	.02 snow
21	49	28	
22	55	26	
23	54	34	
24	56	30	
25		20	
26	35	22	
27	43	20	
28	30	19	
29	21	16	3" snow
30	21	-4	3" snow
31	12	-14	
JAN.			
1	10	-4	
2	17	8	
3	19	9	