

From General Council meeting notecards...

Tribal member concerns presented below

Editor's Note: This page has been set aside for people's opinions regarding the 1986 operating budget. All statements came from cards collected during the general council meeting held November 20, 1985. It is the policy of Spilyay Tymoo to welcome articles and letters to be published from its readers. Normally each article or letter must contain the writer's name and address to verify their statement. It was agreed upon with the petitioners that these statements from the general council meeting would be published. Spilyay Tymoo has printed comments at the petitioners' request.

All statements are the opinion of the tribal members who were present at the meeting and do not reflect, in anyway, the opinion of Spilyay Tymoo. Also, Spilyay Tymoo reserves the right to edit all copy OR refuse publication of anything that contains libelous material. Any other material pertaining to the budget must contain the writer's name and address for publication.

Because of being potentially libelous, names have been deleted from certain statements.

1. I'm a Tribal member and I can't even a get job and non-Indians can come in and get a job just like that!
2. I applied to go to school. I have three children—and I was only granted \$500. For three months. It was only enough for one month!
3. "Why" in this world do we pay top positions. Just to drive to work and to go to lunch! When I can't even afford gas or food to try to even get a job?
4. Can't understand why Tribal Council doesn't understand—Maybe in years to come when they are on this side of the fence—Then they will realize what it is like!

1. Sealing on budget.
2. Tribal member replacing non-Indians at 20 percent a year until all Tribal members who want to be employed are employed.
3. Have a General Council meeting at end of fiscal year to have evaluation of all programs funded by the tribe, including enterprise after evaluation can start planning for next years budget.
4. If budget is voted down, propose bonus to last all tribal members until new budget is approved.

The tribal people haven't had a raise in pay in over three years. How many times have the managers wrote themselves a raise? Why did the tribe hire so many managers? Ken did the same job all by himself for his money.

Why has the Tribe hired so many police officers? Why aren't jobs being advertised—instead they choose a friend and put them into positions without giving the people a chance to apply? Why wasn't a Indian trained in Early Childhood, hired into that position—Such as Celia Greene and Barbara Poncho.

Headstart-Day Care staff threatened because they have parents on Tribal Council. Unfair treatment.

Someone asked if anyone was going to ask the tribal member employees who are in management, if they want to say anything?

- (a) Police Department, federal monies to build tribal dollars—Keep it going—sponsoring it now.
- (b) Monies from the management out, not from the working people down below management.
- (c) Hiring Policy.
- (d) Police department policies on harassments.
- (e) Education.
- (f) Timber-tree planting—Outside contractors.
- (g) Is there a need for a air craft?
- (h) Training of people—entry level skills. What skills do our tribal members possess. Who has skills in those areas? Economics, Resources.
- (i) Fiscal and Control Manager should have a plan, a mission statement on how our money can be a profit, used for the betterment of tribe and people.
- (k) Employment—Policies on Indian preference. Why did we drift away from this policy of Indian preference?

1) Too much authority given to management! No threat of any guidelines to keep them subject to tribal law or authority. No control. "Need to get rid of them." And put the capable tribal members into their positions.

2) Cut back on all high paid salaries—would create a more increased budget—to train members on the job.

3) Make sure non-members are removed and replaced with members and married into the tribe.

4) Too much control given to middle management to hire and create jobs for personal friends or non-members.

5) Go through Mental Health Branch—Too many complaints against staff. Not there for the health of our young people—Our future, there are many Indians who care for those kids and would benefit in making them balance their love to ensure the tribes future.

Loyalty to people—All Council and Management. Talk for passing of budget without feeling offended. What are you willing to do if we pass the budget?

Children and elders will suffer—not passing. More alcoholism with no jobs—failure—we don't get back pats. Example: Self.

Plan with upper management. To train others in all organization. 1. Help recommend them outside. 2. Bonus if training is successful.

Bids for outside audit of our record and spending. Accountability of Management. Agree to set up committee whether paid or not. To consider grievances/concerns of budget.

Are they afraid they can't make it on the outside in their own world? Logging—Log, plant, help manage resource, ecology control, balance, train.

Get rid of non-tribal employees in top management. Then we will save \$ in the long run.

6. Cut Forest Products speed down to a normal pace.

7. Change "Tribal Council" election system from districts to a general election as a whole.

8. Build budget on a weak points: Example: List needs first. What are the jobs: (c) hospital, (d) trade school, (e) off reservation business for our people.

1. Reduction of Top management power and policy setting and money spending. Reduce Nepotism by management personnel.

2. Adoption and implementation of employment policies that promote tribal member employment in all levels.

3. Limits on length of time for training for advancement of Tribal member's and replacement of non tribal member's in level jobs. More control and planning in development.

4. Change in budget voting—For tribal member input. Prior to Council vote. Department by Department, rather than on budget as a whole.

5. Disclosure of more specific info. Re: Budget—Salaries, Operating budget, personnel, training plans. Expenses that are purchase orders on a monthly basis.

6. Reduce amount of time spent in justifying and making excuses for keeping management personnel. And increase amount of time and energy in developing good plans for the tribal members.

Need to come up with something positive. (a) Working committee to work on Alternative solutions. (b) How high do we want that budget to go? (c) Evaluation, explain to the membership, what accomplishments were made during the year. (d) Has to be done by the tribal membership.

Unemployment: Troubles me a great deal! I've thought about a daily pay for people who come to the office every day looking for work. Can't a system be worked out where departments needing help go to the offices and getting employees or worker's for the days? Don't you think it would be a little help for our unemployed?

Health and Welfare department—Why are some people denied certain programs. Like my mother is a Sr. Citizen, an invalid, and lives on a fixed income. She needs help with things in her home and she always has a hard time with welfare department. Like fire and safety condemned her wood stove, so she asked help from welfare, and was told she could get it herself.

Police—Why are they allowed to search into people's background and it seems that everyone finds out what someone does. Need more tribal members hired and trained.

Education—Federal and Tribe, employment, Housing—Tribes should build, remove top managers pay, re-open Rehab.

We should have the budgets from the past ten years to the present audited, to look at our accomplishments and our losses. From each department and along with Kah-Nee-Ta and WSPFI. Audit by our own people. I know of ten people that have education and skills to do this. I think they could use the money that you dish out to non-tribal people. Why I say to the past ten years is because the school you send us to in Madras said you learn from your history mistakes. I know of a few reservations that have their own high school and college's also training center's for our people and kid's and grand kid's.

Why couldn't we the people just vote for only the necessary things that the people really need. Such as education, health, employment, forest products. The very things that will help the people help themselves. It seems when we the people get that needed change, a change is sure to take place, surely for the better. There are a lot of things concerning the budget that are totally outrageous. Maybe the Tribal Council needs to review each department supplementing a request for such funds a little more closely!

Kah-Nee-Ta Resort needs to employ more tribal members or close it down and turn it into something workable to benefit tribal members.

Managers need to be made to train knowledgeable tribal members to fill their position within a time limit.

Saw mill is supporting Madras because most of our work force is non-Indian. When are we going to do something about this? Children are not directed or encouraged to train for a position they could fill right here.

Reorganize Police Department and ad.

Unfair employment practices. Construction—Outside contractors. Time and Money. Jobs created for non-tribal members.

Young tribal members put on temporary jobs when time and money ran out they are laid off.

Contempt Court charges are getting out of hand. There should be some discretion used by those in a position to mete this out.

I would not want to be in Council's shoes it is a big job. No one is infallible. We are prone to mistakes because we are human. I believe no one is above feathering their own nest—because power, prestige and money breeds its own evil.

Deiford—mechanic—moved—but could very well be moved again—because he might become a thorn in the side of management in his pursuit to help his people.

Education—Some of us without a job do need a 100 percent scholarship to fund our education. The others before myself went to school, all expenses paid, under a physical education major. We need doctors, lawyers, engineers, communicators rather than jailers, janitors perpetual adolescents. The 90's are coming and a lot of our young members have dropped out of school and will soon be lost. Will they become the 10 percent that will populate the jail? The 10 percent written off as unemployable. Those of us that are willing and desire to be educated should be allowed to do so without worrying about finances. I don't mean spending carte blanche but within reason. This would benefit students and allow them to pursue their goal unhindered. Give us a chance like you were allowed. Don't freeze education spending.

Get all the non-Indian police and have less non tribal Indians, and also the police making too many trips to Madras. Police making all their rounds here and leaving the rest of the reservation open.

Have more jobs open to tribal members. Union and non-union. Have money cut down to top management. Have help to our kids that are in school. Need more help from the public health, more help from the dental department, also. Need medical insurance for all tribal members also life insurance.

Please let's get this tribe back together so we can live as one tribe or tribes.

Can we put to vote to have an all Indian Tribal Police?

1. What happened to tribal police? They don't look Indian to me. We should have all Indian police force. Why don't we stop the police abuse. Why do we get all the rejects (police employees).

2. Always passing tribal car's on roads, seeing on road's or shopping.

Do we get answers to these questions?

1. I am willing to help the Council in organizing and disbursement of necessary paperwork. I will contribute my free time for the Warm Springs Indian Reservation.

Consider putting some of the unemployed tribal members to work, on a volunteer basis to occupy their free time. Search out volunteers. I am sure there are many that want to further the progress of the Tribes.

To many non-tribal peoples working on reservation, return jobs to people. (Independent) Audit—tribal records, start with 1974.

Close Kah-Nee-Ta Resort, open Kah-Nee-Ta Indian school or hospital.

Open lot booths at reservation lines and begin to stop all logging.

Return police position to people. Understand that Warm Springs Reservation is made of two closed reservations in nation. Other is Red Lake Minnesota—they make their own license plates.

Police Department we should have Indian people on police. All people knew who and where we live. But, non-Indian police don't. We do not need a Consultant, we put council to do that for us.

To much money paid to top management.

Give top management one year notice of termination.

Give non-Indian Managers and supervisors one year notice of termination.

Hire tribal members at all top jobs, self-termination.

Give Tribal Council back their authority and a raise to incentive (a salary).

Lower management pay—set salary can't go beyond this amount.

Don't pour more money into Kah-Nee-Ta, close it down—until decision is made what to do with it.

Train tribal members for non-tribal supervisor's job, no more than three years! Then let tribal member take over.

Crack down on consultants! Need good reason—all staff involved.

All staff involved in budget—not only 2-3 persons—at least we would have an idea on how much we'll be getting.

If problem with supervisor—have group formed who we can talk to without getting into trouble (going over supervisors head) to next in command. Instead of us getting threatened with "if your dissatisfied then go get another job or then quit."

Don't do away with personnel department. Don't look at Degrees only—look at experience in that field, at the persons working in that field. Supervisors not to play favorites.

Need more stable and uniform policies properly supported, communicated, understood and implemented.

Eliminate conflict of interests in management.

Keep centralized employment in the Personnel Department with a well understood employment policy.

Eliminate loop holes such as by hiring consultants.

More communication of tribal affairs (this has been requested by different people many times).

Communicate short and long term goals to the people at least annually and updated at least annually. The people must be informed, involved in the tribal organizations goals and objectives.

To many boss at the mill. No work for Indians. No school money. Cutting to much timber.

I'm in agreement with the printed material. Raise Per Capita \$25—\$50.00 Bigger Bonus.

I would like to see more Indian tribal members working.

Also like to see more new Council members. And new Indian leader, spiritual ones, in place of non-Indians.

Also the big shots, not to use credit cards or to get pay for mileage.

Why do we need a radio station when we have a newspaper? We could use the money for things we need like schools.

What we should have more tribal members working out at Kah-Nee-Ta, because the people who come here for vacation wants to see culture, not guys in suits. That's what they come here for is to get away from guys in suits.

I think we should have our own Jr. and Sr. High School, because we could get a better education like the W.S. Elementary. The only reason they transferred the 6th grade is because they were smarter than the ones in Madras.

Stop foolish spending of monies such as large traveling groups.

Release non-Indian that suppose to be training and still kept on payroll.

Police Department. Kah-nee-Ta. Tribal Government. Employment.

As a tribal member and private business owner, have been discriminated against, because we stood up for our rights. Jobs taken by outside contractors when the law reads, I as a member has priorities.

Has to live on Food Stamps. My son can't even get a job, because he has my last name.

All money should be in all enterprises. Kah-Nee-Ta budgeted every year and not making progress for years.

Have no other income, will have to give up many needed things in our lives, because hand full of people that can live high on the hog, while the rest, crumbs.

Managers. Unemployment of our tribe. Management—spending (personal, consultants), ethics, hiring, waivers, should be no waivers.

Construction department—to much "buying" power, they hire their own people (non-members) pay very high bills, amounts not justified.

Most employees are doing the same job. Justice Services—should be all Indian force. Court Judges—should be local Indian. Law and Order Codes—Amend to protect our people.

Mismanagement—managers—too powerful—no avenues to checks and balance. Unequal law, Tribal Council meddling in court business, people have few rights. Budget too large. Conflict of interest.

Apathy of Indians, maybe because of no input allowed.

No Indian people working at Kah-Nee-Ta for the tourist that come to see Indians. Contract hiring, too much.

Open bid to private firms to Audit. Code of Ethics type committee. Logging, loggers.

Timber planning training, make sure there are trees for the future.

Training outside people. Are management people getting paid to be at Public meetings? Comp Time?

Plan for non-tribal members to train tribal members into their positions. Why are they afraid to train tribal members?

Auditors, relatives, friends, its easy to change a number.

Tribal employees never acknowledged for anything done.

Tribal Council, who are you loyal to? What do you (Tribal Council) have to go off (retreat) to discuss problems.

Need policies and a sealing on the salaries (increases).

Timber Resources. Need to get Tribal members trained in these forestry positions, where the BIA employees are retiring.

Tax the non-Indian employees.

Non-Indian supervisor/people getting away with things, that tribal members don't/can't. Housing.

Accounting department. Non-member having ability to pay a debt owed to the tribe, through payroll (only tribal members are suppose to be able to do this).

Taxation on non-tribal people. Personnel office.

Construction department. Employment, Court system.

Social Services. Merit Raise, increase. Merit raise system go back into affect instead of just a slap in the face at the end of each year.

Public meetings. Unemployment. Court System. Justice Service.

Fire and Safety station in Simnasho, need that 24 hour coverage.

Tribal members advancing in their offices. Auditors we can trust.

Kah-Nee-Ta employees have first choice at the furniture replace out their, it's our money (tribal dollars) buying it.

Tribal Council: you need to professionally screen your applicants for the Administrative positions—specifically Law Enforcement positions! Backgrounds!

Have management checked into—before they quit or get fired and disappear...but still get rid of non-Indian managers.

Have time limit to allow Indian training/non-Indian phase out. There are some non-Indian workers that are an asset to the tribes and could be good trainers. Get rid of bankrupt consultants.

If person is on council—he/she should not be allowed a position in management or on Enterprise Board (Kah-Nee-Ta, W.S.F.P.I., etc.). Also we need a recall on the council.

Have legitimate job advertising—no more under the table!

Kah-Nee-Ta, have been a failure from the beginning of the year 1974 or since the lodge has been built. I feel it has failed badly, because it is not managed or run by own Indian people. The tourists come to our reservation to see our Indian people and what we can do for ourselves and the way we used to do things to live. When these tourists see only non-Indians, that discourages the tourism, because they can go to Inn of the 7th Mountain to see white people work in a resort. Our resort is a unique resort because it is on a reservation. Give our Indian people a chance to run the resort, terminate all the white people and give us the tribal members the jobs.

W.S.F.P.I. and Logging. I don't remember when our people voted for our mill to have a union. It isn't there for the benefit of our people, but, for the protection of the non-Indians job. I feel that this is our reservation for our people and our future generations. We can't protect our peoples jobs when we have to "go around" and non-Indian union.

We are running out of our timber fast, long before we were suppose to. It's time we stopped allowing non-Indian loggers to come in and cut our timber. I believe there are enough Indian loggers to take care of our timber and that's all we should worry about in this time of financial recession.

This is the 1st time I ever attended a meeting here in Warm Springs. So far all I've heard is talk of termination and embezzlement and why we are fighting to save our rights. I don't live here, even though I am an enrolled member. But, I would like to see and increase in our bonus, per capita, also, an increase in our Senior Citizens old age pension. I have children that are at the age where they need to secure by an increase. If everyone is complaining about Police Force, the people can sign a petition to remove all the police force to hire all Indians.

Comprehensive Plan, Merit Rating Plan took over this plan.

What was stated on resumes was not true to the fullest or completely (bankruptcy's by one manager in previous jobs).

Enterprises: report annually, semi-annually. Fixed assets, what are they, no report to the tribal members.

Tribal vehicles on road, most driven by non-Indians.

Tribal employees turned out to find other employment. Expendible items?

Tribal Chairman, Tribal Council members, Our Chiefs, Tribal Attorney's and all Upper Management, Please have extra big ears, hear me, hear us! Thank You.

Completed a hydroelectric feasibility study on the White Water River. He was currently involved with Pacific Northwest Bell negotiations and water rights negotiations with the state of Oregon. Jerry served as an expert witness in all Pelton and Round Butte proceedings.

Jerry will not soon be forgotten nor will he ever be replaceable. It's not often that a person of such calibre and merit comes into one's life. Jerry will be missed.

Jerry Dibble, center, was made a "blood brother" of the Tribe at the July, 1982 dedication of the Pelton Hydroelectric project. Dibble died in a plane crash December 4 near Sacramento.

Jerry was actively involved in many tribal projects on the reservation in the many years of his association with the Tribe. More recently, Jerry was working with Warm Springs Power Enterprises, monitoring the operation of the Pelton Hydroelectric Project and he had just

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Tribal Council: you need to professionally screen your applicants for the Administrative positions—specifically Law Enforcement positions! Backgrounds!

When training plans are introduced, why are they for the most part, monitored vaguely and hardly adhered to?

Why do we need a JSA? Why are some supervisors allowed to deprive their employees of their rights?

More attention needs to be paid to the employee ideas and the employees be given credit for what they know!

Need effectively deal with problems supervisors and the lower level employees for their opinions.

With the top management salaries amounting to approximately \$500,000 (Sec./Treasurer, top management, middle management) would they have the nerve to close down the tribal operations?

Confidentially is very stressfully enforced. Nobody should have to know everybody's salary, it's not their business, we are told! Why isn't this our money?

Include on Amendment to Constitution a Clause to forego the 90-day waiting period for the budget; retain clause for future use if necessary.

Return vote to people. Install a "one item veto" on the budget proposed, so the peoples vote can be flexible and disapproved the part of the budget they disagree with and not the whole budget.

My girls are going to college and have to support themselves. When I was working I'd send them money. Now I'm unemployed, my employment checks ran out and no money to pay my bills or send money to my girls. I get food stamps. Can't use that for gas or light bills, rent.

Request resignation of most all non-Indian employees. We the people can do this together.

Bigger Per Capita—come people live on just this.

Tribal owned business—(loggers) being under paid or left out, our contractors being hired.

Most tribal people being hired/trained and then given the jobs.

More tribal police—not