

Tribal employees recognized for outstanding performance, exceptional work

For the first time in the recent history of the tribal organization, numerous employees were honored earlier this week for their outstanding work performance on the job and in the community. Secretary/Treasurer Larry Calica presented letters of commendation, mounted on plaques, to 23 employees and one unit citation at a luncheon at Kah-Nee-Ta Monday, December 12.

The awards, said Calica, "are long overdue. Some achievements have gone without recognition." Calica mentioned that police department efforts to reduce deaths on the highways for two consecutive years and voluntary drug testing among Community Service Branch employees two years prior to adoption of the policy as two such instances.

Moving the spotlight away from the negative, emphasis has been placed on the positive. We tend to "take for granted the good things," said Calica. "We need to tell ourselves we do good things here. We shouldn't be afraid to give ourselves a pat on the back."

The awards will be presented annually for exceptional work performance. Hopefully the awards will encourage others to measure their own performance and promote employees to rely on their own skills and abilities. These awards are in no way connected with the length-of-service awards given annually.

Excerpts of the commendations



Tribal employees were honored during luncheon for outstanding work. Not all were available for a photo.

follow. Those receiving the letters of commendation were:

Joe Badoni-Printing—With nearly nine years of service, Joe was commended for his work on the tribal budget information packets.

Keith Baker-Search and Rescue—First hired in April, 1979, Keith was rehired in April, 1987. He was commended for the initiatives he has taken with the Volunteer Search and Rescue program.

Charles Calica-Assistant Community Services Manager—With 12 years of service, Jody was commended for the development of the planning prototype for operations and for sharing his managerial insights to the charter concept and planning requirements.

Herb Graybael, Jr.-Public Works Manager—With nearly 21 years' service, Herb was commended for his outstanding performance, leadership skills and handling of the gas spill.

Elton Greeley-Community Center Director—Hired in October, 1975,

Elton was recognized for his interest to strengthen the community by organizing events such as the Children's Jamboree and the community Christmas tree project.

Theron Johnson-Tribal Forestry—Hired in April, 1984, Theron was recognized for his achievement in accurately scaling approximately \$10 million worth of logs each year.

Tony Keo-Utilities—Tony, who was hired April 27, 1987, was recognized for his dedication in completing and passing his GED requirements which serves as an inspiration to his co-workers and others.

Richard Krause-Tribal Forestry—Working for the Tribe for over nine years, Richard was commended for his leadership, knowledge and skills in getting the pre-sale cruise program operational.

Terry Luther-Natural Resources—Hired over 11 years ago, Terry was commended for his dedication to the coordinated resource planning team, a

process that will give long-term benefits to the Tribes.

Jim Manion-Hydro Plant—Working for the Tribe since June, 1981, Jim was recognized for the example he has set for other tribal members, especially the youth, through his leadership skills and establishing the unique working relationship with professional staff from the Tribe and PGE.

Julie Mitchell-Early Childhood Education—Working for the Tribe since November 11, 1982, Julie was commended for her leadership skills and the initiation of new programs and services within her department.

Evaline Patt-Secretary/Treasurer's Office—Working for the Tribe for nearly 20 years, Evaline was recognized for her consistent work on the annual operating budget and for providing accurate financial information.

Satish Puri-Engineering—Satish was hired nearly 16 years ago and was recognized for coordinating planning, engineering and execution of both pro-

jects and services with the BIA, IHS and tribal entities.

Lavonne Rotz-Office of Information Systems—First hired for two years in November, 1980, then again in January, 1988, Lavonne was recognized for her ability to consistently provide simple solutions to complex situations and for helping with the 1987-1988 budget packet.

Mary Sando-KWSO—Hired June 22, 1987, Mary was commended for her efforts, performance, enthusiasm and skills gained as a competent announcer and writer.

Sal Sahme-Assistant Fiscal Services Manager—Working for the Tribe for over 10 years, Sal was recognized for his work on and completion of the Tribal Health Plan, a document which will help launch the strategic health plan efforts into the next generation.

Deepak Sehgal-Water Master—Hired October 15, 1979, Deepak was commended for providing great insight in the evolution of the total integrated resources management plan.

Dean Seyler-Fire and Safety Director—Hired six years ago, Dean was commended for his coordination efforts in the multi-agency fire protection resources, in community fires that threaten homes and family safety.

Ginger Smith-Fiscal Services—Hired March 3, 1982, Ginger was recognized for outstanding performance and for three consecutive years in the prepara-

tion of the budget information packets, and her willingness to work extended hours and meet deadlines.

Bob Stafford-Vehicle Pool—Working for the Tribe for seven years, Bob was recognized for demonstrating dedication to keep the tribal fleet operating, even if it meant working after hours and on weekends.

Ron Suppah-Vehicle Pool—Hired December 1, 1982, Ron was commended for obtaining a clear understanding of the vehicle pool function, thus developing new, effective policies.

Eloise Thornton-Accounting—Hired over 20 years ago, Eloise was recognized for her dedication in coming to work early, working after hours and on weekends to ensure that tribal payroll is completed.

Roy Vaughn-Water Treatment Plant Manager—Hired in August, 1981, Roy was commended for his dedication to staff development activities and individual employee development. Under his leadership, Warm Springs was the only reservation to pass safe drinking water requirements for one year.

A single unit citation was awarded to the **Community Center and Head Start Staffs** for their actions and judgment in the detection and reporting of the gas spill, thus averting the harmful consequences of a major health and safety problem for the community and tribal organization.

Seasons Greetings

Have a happy, safe holiday from the Spilyay staff

Spilyay receives "cooperators" award from OSU Extension



Spilyay received a "cooperators" award from OSU following nomination by the local office. Those present at the awards banquet (left to right) were Clay Penhollow, Eraina Palmer, John Byrne, Donna Behrend, Sid Miller, Deb Scott, Clint Jacks and Mollie Marsh.

by Donna Behrend

The phone rang. It was OSU Extension agent Mollie Marsh asking about Spilyay circulation. "About 2,000," I said. Subject dropped.

About two months later, Marsh calls again, only this time her voice is animated. "We've got something to tell you, but not over the phone." Later in the week, Marsh and Clay Penhollow, the other OSU Extension agent, visit the office. Handing over stapled papers, they inform us that we've won the "Cooperators" award from OSU. Come to find out, the local OSU Extension office had nominated us for the award. How nice, we say. In our minds, we're asking ourselves, what does this mean. And why us.

Spilyay was among six individuals and two businesses to receive the annual award. Spilyay editor Sid Miller and I were invited to attend a banquet that culminated a weeklong OSU Extension conference that's held each year in Corvallis.

During the awards ceremonies, our questions were answered. The awards are given to individuals and businesses who assist OSU Extension, either through 4-H or similar

programs or by providing an outlet for their messages. Spilyay fits in the latter category.

Since Spilyay began in 1976, we have dedicated one page to Extension news. Information provided ranges from cattle care to cooking tips, from child care to household tips. Hopefully, there is something on those many pages that has been a help to someone.

Although the editor and I were the only ones from Spilyay invited

to Corvallis, we are certainly not the only ones responsible for Extension news. Extension provides the input, we prepare the output. The OSU award would not have been possible without the "cooperation" of both offices.

In this case, modesty must prevail—we do what we're paid to do. And, we cannot take full credit for this award, although we'd like to. Both offices and all employees therein should share the honor.

Warm Springs Elementary Christmas Program
"The Sounds of Christmas"
 December 19, 1988
 7:30 p.m.

Warm Springs Elementary students cordially invite community members and their entire family to join them in celebrating and promoting the joy, peace and harmony that the Christmas season represents.

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services are accessible, responsive and affordable.

Another concern is that the assistant plant manager position has been vacant for a year.

Savings in electrical costs occur throughout the year. These savings are held to absorb unscheduled requests.

—Education Services—

Even though there has been an increase in the number of people served by employment programs, Council questions the long-term benefit of job-readiness programs in an environment of few jobs.

Council sees little parental involvement when teaching children basic values and learning skills. The Tribe serves children from infancy through high school, with little emphasis on parents. This lack of emphasis creates a need for additional positions and further dependency on the Tribe to be primary teacher.

Council has been supplied no report or proposal which shows the effectiveness of higher education programs and special programs aimed at improving public school success.

Training funds should be spent only for those purposes that will improve an employee's performance rather than individual preferences.

The role of Culture and Heritage providing higher education materials, staff support to the culture and heritage committee and off-reservation activities needs to be clarified.

—Financial Services—

This budget was reduced by \$70,000. The addition of professional staff in this department should reduce the need to provide user design services by the Office of Information Systems. However, the security proposal should be retained to ensure the integrity of tribal information.

Council suggested that current policies, procedures and practices be reviewed so that costly and unnecessary requirements within the accounting and purchasing areas can be eliminated.

—Natural Resources—

While there is no reduction in this budget, Council expressed their concern with user-oriented activities, fearing that users would become dependent on them. Planning and communications are necessary to ensure that tribal government and user responsibilities are clearly distinct.

The resource management role needs to be more clearly defined beyond monitoring and facilitating. High turnover within the job training programs is a concern among Council members. They suggested involvement of student trainees as an alternative to acquaint members with resource management.

—Tribal Court—

This budget was reduced by \$25,000. Procedural requirements and practices need to be reviewed. Council suggested the Chief Judge eliminate those that are costly and unnecessary, thus realizing a savings.

Council also suggested that the Chief Judge correct operating problems which cause rescheduling and increased costs.

The Judge should also review the court's role in cooperating with departments, especially in streamlining requirements and juvenile court actions.

Increase use of bench probation should be reviewed.

The effectiveness of the Appellate Court system should also be reviewed.

Council questions the accessibility of legal aid services.

—Council and Committees—

Travel costs will be controlled more closely by ensuring the necessity of travel, delegation size and duration of trips. The budget was reduced by \$20,000.

—Enterprise—

This budget has been reduced by \$52,000. Even though KWSI has withdrawn its request for additional equipment (\$47,000), Council expects that KWSI will continue to improve its market position, thus

increasing its revenue.

The budget reflects a reduction in appropriation for the Tribal Garage and the Information Center because both entities hopefully will, by mid-1989, convert to tribal member ownership.

—Capital Projects—

The \$525,000 reduction in this budget is reflected in several areas. The land purchase program is reduced by \$50,000 due to a carry-over.

The building improvement program is reduced by \$400,000. Delaying improvements can be expensive, however, the difference between necessary and preferential renovation is not clear in the budget. Council suggested a three to five year building improvement plan that would help determine facility maintenance costs in the future.

Additional setting of priorities will be necessary when purchasing new equipment as this budget was reduced by \$45,000.

The vehicle replacement request was reduced by \$30,000. Council continues to see low priority vehicles in use and inappropriate use of vehicles.

—Special Projects—

There was no reduction in this budget, however, several points were considered by Council.

The purchasing contract administration project should improve the organization's ability to bid contract rather than internal contract administration.

Council suggested that the telephone and engineering project be eliminated if no firm proposal exists.

Council suggested further detailed study before the proposed outpatient, drug testing and employee assistance programs are launched. Council wishes to ensure these programs are well understood and that community volunteer groups are included in the planning and delivery of these services.

—Community Assistance—

This budget was reduced by \$125,000.

Council was advised that scholarship and vocational education programs will need \$60,000 less in 1989. They suggested that the minors' trust fund and student trainee programs be reviewed to increase financial participation on each student's part.

The donation's budget was reduced by \$20,000, reflecting Council's commitment to reducing dependency on the Tribe.

The Senior Citizen's Home

Final budget posted—Continued from page 1

mental approach to bring jobs to market, consideration of employee performance and qualifications for a position and the soundness of the position description," said the memo. Calica stressed that not all employees will receive pay increases. "Some employees' wages are at 'market', while others' wages are below. Any increases will occur following a fair evaluation of the job and the employees' performance and qualifications."

For recognition of outstanding employee performance, an incentive program will be established. \$50,000 has been appropriated for this purpose. Calica's office will be responsible for the development of the employee incentive program.

Tribal Council, in the memo, expressed the desire to upgrade the administration and management of all benefits paid to employees. \$75,000 is earmarked for a position dedicated solely to that responsibility. Council expects to see subsequent reductions of administration retained under contract.

The additions reflected in the memo total \$625,000, bringing the total operating budget to \$17,384,234. The appropriation is approximately 10 percent above the 1988 appropriation.

Expectations over and above the budget

Council, in their December 6 memo, informed Calica that plan-

Repair program was reduced by \$20,000 to ensure that expenses are consistent with the original intent of the program and not a full benefit without regard to need.

Lot survey funds totaling \$25,000 were removed. An evaluation of tribal government responsibility in this area needs to be done.

—Other Programs—

Insurance costs were reduced by \$55,000 due to potential savings made possible by tort claims.

While the current budgeting and planning process may appear complex, Council feels it will and should continue to be improved.

Tribal Council will consider designating a budget committee composed of Council members. Also, input gathered at General Council meetings indicated the need for tribal members to participate in the budget process. The invitation to tribal members to participate in the 1990 budget should be followed through with clear role expectations, Council said.

Council recommended to Calica that, prior to the preparation of the 1990 budget, an analysis of the 1989 budget be done. That analysis should display three aspects of tribal government expenses: recurring expenses considered to be a true obligation of the Tribe; costs that are expected to cease in one to five years; and, the allocation of tribal and non-tribal resources among planning priorities rather than standard budget categories.

Council is committed to setting long range goals and developing the necessary strategic plans to support those goals. The planning efforts in the areas of finance, health, water, hydro electricity and federal legislation all point toward the achievement of specific goals. "Threshold" progress is being made in the areas of integrated natural

The \$100,000 reduction in the overall operating expenses reflects Council's desire to eliminate unnecessary administrative policies, procedures and practices that occur throughout the organization.

Council suggested that improvement be made in terms of planning, administration and supervision of temporary employment and training programs.

resources, economic development, infra-structure facilities and human resources.

The expenses for drug and alcohol programs does reflect Council's support in combatting substance abuse.

Council feels that real growth on the reservation will come from economic development. Council expects to see major enterprises in much stronger market positions in 1989. The small enterprises should be either self supporting or contracted to private individuals in the coming year.

Council also feels that the standard of living among tribal members can be improved through assistance opportunities offered by the Tribe. However, those programs can never be a substitute for family instruction, individual initiative and community spirit. Returning responsibility to families, individuals and community groups should continue to remain the keynote across government services.

Services directed at Warm Springs youth appear to be directed at problems afterwards, said the memo. Council sees very few visible efforts dedicated to prevention and education. These two areas deserve increased emphasis.

The memo concluded, stating, "We would like to see a responsive, credible and accountable organization which our employees are proud to be a part of and our community proud to support."