

Seeking Board Members

The SMDC and SMGI Boards are taking applications from any Tribal members who may be interested in serving on the Spirit Mountain Development Corporation Board of Directors or the Spirit Mountain Gaming, Inc. Board of Directors.



Spirit Mountain Development Corporation (SMDC)
Contact Jan Michael Reibach at 503-879-2394.

Spirit Mountain Gaming, Inc. (SMGI)
Contact Mike Larsen at 503-879-2407.




SPIRIT MOUNTAIN CASINO TRIBAL MEMBER EMPLOYEE PROFILE

SARAH HARVEY

TITLE: Employee Development Specialist for Casino Human Resources

HIRE DATE: December 28, 1995

HOMETOWN: Brooks, Oregon

BACKGROUND/EDUCATION: "I'm attending Portland State University (PSU) with a major in Social Science and a minor in Human Resources Management. I have a two-year certification from PSU in Human Resources Management. I'm a certified facilitator of the Tribal Career Employers Association and Human Resources Leadership Certification from the Cascade Employers Association. I'm currently working on a Training & Development certification from PSU."

JOB DUTIES: Employee relations' assistance to the Gaming Operations departments: table games, slots, off-track betting and bingo/keno. Assisting in grievance process, unemployment hearings, supervisor training, Tribal career development, new hire orientation presenter (politics/procedures), internal investigations, separations and counseling of SMC employees.

MOST INTERESTING PART OF YOUR JOB? "I enjoy working with the gaming department at the casino. There is always new information to be learned and provides challenging tasks on a day-to-day basis. My position allows me to work with different departments, employees and supervisors."

HOBBIES: "I enjoy scrap booking, photography and spending time with my two boys — Evan, 10 1/2 months and Jordan, 2 1/2 years old. Oh, and my husband Michael too."

PHILOSOPHY: "In every difficulty, there lies an opportunity to learn something." — My dad.

WHAT BROUGHT YOU HERE TO SMC? "I started working for SMC in the HR department in 1995. I wanted a position where I could work with employees and Tribal members, and HR provided that opportunity. I appreciate the challenging work and having a department that supports my educational endeavors."

FAMILY: Mother — Sanda (Sam) L. Henny (maiden name: Langley); Father — John Henny; Brother — Adam Henny; Grandparents — Roscoe and Rosella Langley.

ANYTHING ELSE: "Thank you to the Tribe for all the benefits it provides our membership."



Photo by Justin Phillips

Hoff Leaves Casino, Starts Family Business



Photo by Justin Phillips

Tribal member Mitch Hoff recently retired from the Spirit Mountain Casino to start up a family business called Homestead Cards located in Salem. Hoff has worked at the casino since its opening in 1995. He started as a Pit Boss and then worked as a Dealer.

"I enjoyed my time there, learned a lot and made a lot of friends," said Hoff.

Look for Hoff's business to be featured in the business spotlight in upcoming issues of *Smoke Signals*.

Health Authority Seeks Commissioners

Tribal Council is seeking Grand Ronde Tribal members for appointment to the Tribal Health Authority Board of Commissioners which oversees and governs the Grand Ronde Health & Wellness Center.

Board members are appointed by the Tribal Council. The board has regularly scheduled meetings once a month and has special meetings as necessary.

Tribal members who are interested

are requested to submit a brief resume with a letter explaining reasons why you would like to serve on the board. Applicants shall submit letter and resume to:

Merle Leno, Chairman
Board of Commissioners
Grand Ronde Tribal
Health Authority
9615 Grand Ronde Rd.
Grand Ronde, OR 97347
Deadline: March 30, 2001

BENCH NOTES

by Angela Fasana
Tribal Court Administrator

Tribal Court Celebrates its 10th Birthday

The first Tribal Court case was filed in 1990. In the last 10 years, the Court has seen tremendous progress. The first Tribal Court Hearing was held in the Tribal Council chambers on the bottom floor of the Manor building. Until 1998, the Tribal Council shared its chambers with the Tribal Court. Finally in October of 1998, upon completion of the Administration building, the Tribal Court finally had a place to call its own.

In 1990 the Court had a total of 7 cases filed.

In the year 2000, 93 cases were filed and 3 handgun permits were issued. Some of the cases filed in the last 10 years are still pending in Tribal Court, particularly the child abuse and neglect cases. Currently there are 80 cases pending before the Court. The Court's jurisdiction has significantly in the last 10 years with the enactment of the Employment Action Review Ordinance and various other Tribal ordinances. The Court anticipates that the amount of the cases filed in Tribal Court will continue to increase.

What types of legal matters can be taken to the Tribal Court?

The Tribal Court hears many different types of case and handles a variety of legal matters. The types of issues the Tribal Court hears can be broken down into the following categories:

- Family Law Cases
- Review of Administrative Decisions

The family cases may include:

- Marriages
- Child Abuse and Neglect
- Name Changes
- Termination of Parental Rights
- Simple Divorces

The Court can also review decisions made by committees or departments of the Tribe or decisions made by a Tribal Government Corporation such as Spirit Mountain Casino. These types of cases may include:

- Review of Enrollment Committee decisions
- Review of Fish and Wildlife Committee decisions with regards to hunting and fishing license revocations
- Review of Employment decisions
- Review of Gaming Commission license denials
- Review of Housing Authority decisions

Other types of cases the Court may handle include:

- Small Claims
- Election contests
- Torts Cases

In addition, the Tribal Court issues Handgun Permits to persons possessing a state permit and who desire to carry a concealed weapon on the reservation.

The Tribal Council, through Tribal Ordinances, grants the Tribal Court the jurisdiction to hear certain matters. If you are curious as to whether a particular issue is appealable to Tribal Court, please refer to Tribal Ordinances or contact the Tribal Court.

Document Recording System

In December, the Tribal Court purchased computer software that allows the Court to scan and record important documents for Tribal members and Tribal departments.

The types of documents that may be recorded include:

- Deeds for Property
- Lease Agreements
- Loan Documents
- Guardianships
- Powers of Attorney

This is certainly not all the documents that may be recorded. Any document that someone desires to have recorded may be brought to the Tribal Court and for a small fee placed permanently in a computer database. All original documents are returned. The filing fee is \$15 per document up to 10 pages, and \$2 per page for every page over 10.

For more information on Court demographics, what legal matters are handled by the Tribal Court, or the recording of documents please contact

- Sandra Stearns, Tribal Court Clerk — 503-879-2303
- Angela Fasana, Tribal Court Administrator — 503-879-4596