

## REQUEST FOR PROPOSALS



The Grand Ronde Tribal Housing Authority (GRTH) desires to contract for services for the design and construction of landscape plans and specifications for a .91 acre wetlands mitigation project located on Tribal property known as the "Brown" site in Grand Ronde, Oregon. Proposals must be received by the Grand Ronde Tribal Housing Authority, 9615 Grand Ronde Road, Grand Ronde, Oregon, 97301 no later than 5 p.m. September 16, 2002. For more information contact GRTHA at 503-879-2401.

## PUBLIC NOTICE

### Environmental assessment completed and finding of no significant impact issued for the proposed 10-year Natural Resources Management plan on the Grand Ronde Indian Reservation.

The Environmental Assessment (EA) and a Finding Of No Significant Impact (FONSI) have been issued for the proposed Natural Resources Management Plan (NRMP) for the Grand Ronde Indian Reservation. The NRMP is for Reservation lands only and will be in effect from 2003 through 2012. The EA discloses the issues relating to the environmental resources affected by the Proposed Action and alternatives to the Proposed Action. The EA further discloses the analysis of the likely environmental consequences of the Proposed Action and alternatives to the Proposed Action. The FONSI discloses the alternative selected by the responsible official and gives supporting reasons for this selection. The Preferred Alternative would harvest an average of 6,101,000 board feet of timber annually.

The EA and FONSI are available for public review and comment for a period of 15 days beginning the first day after publication of this notice. The responsible public official is: Mr. Stan Speaks, Northwest Regional Director for the Bureau of Indian Affairs.

Written comments and requests for copies of the

EA and FONSI should be addressed to: Confederated Tribes of Grand Ronde, Natural Resources Division, P.O. Box 10, Grand Ronde, OR 97347. Phone — 503-879-5522. Written comments must include: (1) Your name, address, and telephone number; (2) Title of the document on which you are commenting; (3) Specific facts or comments along with supporting reasons that you believe the Responsible Official should consider. Comments received will be considered before taking final action.

## OPEN FOR COMMENT

### Proposed Personnel Management Ordinance Amendments

The Tribal Council, in consultation with the Tribal Attorney's Office, has proposed amendments to the Personnel Management Ordinance. The first reading of the proposed amendments was conducted at the July 17, 2002, Tribal Council meeting.

The proposed amendments provide for minor technical updates to the Ordinance and substantive changes to the Tribe's drug free workplace policy. Among other changes, the proposed amendments would:

1) Modify section (d)(2) of the Ordinance to read as follows:

**"Drug Free Workplace Policy: The Tribe recognizes drug dependency as a major problem. The Tribe also recognizes drug abuse as a potential health, safety and security problem. The Tribe is committed to the safety and well being of the Tribal membership and Tribal employees. Accordingly, it is the Tribe's intent to maintain a work environment free from the influence or use of illegal drugs and unlawful possession or distribution of controlled substances on Tribal land.**

The **General Manager** shall develop and implement a Drug Free Workplace Policy consistent with the Tribe's commitment to provide a drug and alcohol-free working environment and which, at a minimum:

- (A) Strives for an alcohol and drug free work environment;  
(B) Requires testing of employees as follows:

1. When there is reasonable suspicion to believe the employee(s) is under the influence of drugs or alcohol in the work place;
2. All new employees prior to employment;
3. Post accident testing of employees deemed to have caused or contributed to an accident involving significant property damage or physical injury; and
4. Random unannounced drug testing of employees by a method that ensures all employees, including management, have an equal opportunity for selection.

(C) Provides that employees who violated the policy are subject to disciplinary action up to and including termination, **provided; however, that employees shall have an opportunity to seek help in dealing with a drug dependency problem before termination of their employment pursuant to the Drug-Free Workplace Policy;**

(D) Pursues all efforts to terminate and prosecute employees involved in drug trafficking.

2) Modify Section (d)(8)(A) to read as follows:

**"Salaries and wages:** The council shall establish salaries for the General Manager, the Tribal Attorney's Office, the Finance department and the Intergovernmental Affairs Office. Salary ranges for all other employees shall be established by the General Manager as follows:"

For a copy of the proposed Personnel Management Ordinance Amendments, please contact the Tribal Attorney's Office at 503-879-2265. The Tribal Council invites comment on the proposed amendments. Please send your comments to the Tribal Attorney's Office, 9615 Grand Ronde Road, Grand Ronde, OR 97347.

**Comments must be received by September 30, 2002.**

## PUBLIC NOTICE

### Environmental assessment completed and finding of no significant impact issued for the proposed Spirit Mountain Water Treatment Facility.

The Environmental Assessment (EA) and a Finding Of No Significant Impact (FONSI) for the proposed Spirit Mountain Water Treatment Facility are available for public review and comment for a period of 15 days beginning the first day after publication of this notice. Written comments and requests for copies of the EA and FONSI should be addressed to: Confederated Tribes of Grand Ronde, Public Works Department, 9615 Grand Ronde Road, Grand Ronde, OR 97347, phone 503-879-2404.

## ELECTION ORDINANCE AMENDMENTS

### The Election Board would like to bring to the Tribal membership's attention the following changes:

■ Only those Tribal members who have a Signature Verification Form on file with the Election Board will be sent an absentee ballot.

This change was made to avoid the confusion where Tribal members receive absentee ballots, fill out the ballots and return the ballots, but the ballots are not counted because the Tribal member did not have a Signature Verification Form on file, which is required in order to ensure that the vote cast in the name of a Tribal member is in fact cast by that Tribal member.

In an effort to get Signature Verification Forms from all Tribal members wanting to participate in the election, the board will be sending out Signature Verification Forms to those Tribal members who are eligible to vote but do not yet have a Signature Verification Form on file. These mailings will go out shortly after nominations.

If you already have a Signature Verification Form on file, you do not have to file another one, unless your name has changed. If you are not sure whether you have a Signature Verification Form on file, or would like to request one, please call the Election Board at 503-879-2271 or 800-422-0232.

■ A Tribal member's signature on the Signature Verification Form can now be verified either by a notary public **OR** by attaching a legible copy of a Tribal Identification Card, Driver's License, state issued Identification Card, or Passport which bears the signature of the Tribal member.

■ The Election Board will receive and maintain the Signature Verification Forms and will prepare and distribute the voters address list rather than the Enrollment Office.

■ The restriction on remaining, loitering or campaigning near the polling place on Election Day has been extended to 150 feet of any entrance to the polling place.

■ Absentee ballots must be received at the location designated by the Board Chairperson (usually the Post Office) by noon on the day of the election.

## OPEN FOR COMMENT

### Proposed Tribal Council Ordinance Amendments

The Tribal Council, in consultation with the Tribal Attorney's Office, has proposed amendments to the Tribal Council Ordinance. The first reading of the proposed amendments was conducted at the July 17, 2002, Tribal Council meeting.

The proposed amendments provide for the Tribal Council's compliance with the Tribe's drug and alcohol free workplace policy and would modify the Ordinance as follows:

Section (d) (2) would be modified to read:

**"Reprimand:** A council member may be reprimanded by the vote of a majority of the nine (9) members of the council, for significant failure to perform the duties required by the Oath of Office (section (d)(1)) **or for failure to comply with the Tribe's drug testing policy in accordance with section 1 of this Ordinance;** provided that no council member may be reprimanded unless he or she has first been given a full and fair opportunity to respond at a regular meeting of the council to the basis of the proposed reprimand. Upon issuance of a reprimand by the council, the contents of the reprimand shall be published in the Tribe's newspaper and posted in the Tribal Community and Governance Centers."

A new Section (l) would be added and would read as follows:

**"DRUG TESTING POLICY: The Tribe recognizes that drug and alcohol abuse is a significant problem in the Grand Ronde Community. The Tribe is committed to providing a drug and alcohol-free working environment for its employees, customers and the surrounding community. In keeping with this commitment, the Tribe has established, under its Personnel Management Ordinance, a "zero tolerance" drug and alcohol-free workplace policy. Each Tribal Council member shall comply with the procedures set forth in the drug and alcohol-free workplace policy including submission to any drug testing conducted pursuant to that policy.**

For a copy of the proposed Tribal Council Ordinance Amendments, please contact the Tribal Attorney's Office at 503-879-2265. The Tribal Council invites comment on the proposed amendments. Please send your comments to the Tribal Attorney's Office, 9615 Grand Ronde Road, Grand Ronde, OR 97347.

**Comments must be received by September 30, 2002.**