

Tribal Council Meeting Notes by Tribal Attorney for May 5, 2008, special session.  
First meeting of the new Council following last Saturday's General Body election.

### **Attending**

David Lopeman  
Charlene Krise  
Misti Saenz Garcia  
Russell Harper  
Arnold Cooper  
Vince Henry (absent)  
Marcella

Ray Peters  
Kevin Lyon

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Tentative agenda for Council meeting includes discussion re personnel per Ray.

Received hand outs from Russell Harper regarding terminology related to finance and accounting matters. Cameron is working on financial education. He anticipates contracting with Heidi Buss to provide training in financial literacy, federal regulations, and all manner of gaming matters. He has asked Council to agree to dedicate a day to a training exercise. Council agreed to schedule a day; Cameron will confer with Heidi Buss.

Tribal Council upcoming sessions: second and fourth Thursday; hold sessions with IEI and LCCR on the preceding Wednesdays.

Anticipate May 20, 2008, at 10:30 a.m. for Tribal Council training at a site to be determined, most likely LCCR>

Wednesday meet at the tobacco factory. 9:00 – 2:00.

Cameron will discuss organization, operations, and financial. We will also be discussing operating procedures via LCOB. Peg Johnson will also present her information.

Charlene requested that Executive bring a draft of the environmental consciousness. Dan was drafting; Ray will check on the status.

Discussed role of, and members of, LCOB: community members Joe Peters and David Whitener, Sr., Arnold and Vinnie as Council members, Ray and Bobby. Ex officio include CEO, TGA, attorney.

For Wednesday's session present the current committee and commission appointments.

For Wednesday's session telephone numbers.

Contact numbers for new Council members:

Marcella 490 8001; h 462.1616. [mcastro@squaxin.nsn.us](mailto:mcastro@squaxin.nsn.us)

Misti 280.1036 cell

Dave Lopeman 701 3569.

Discussed with Legal the need for continuity in the Phase II (culverts) and water litigation matters and upcoming matters. Pending negotiations with the State regarding culvers has been led by Jim with two other Tribal Chairs. Upcoming negotiations with the Department of Ecology regarding the Tribe's petition to close the John's Creek basin.

Jim Peters will be asked remain as the culverts lead negotiator, with the Chair present when possible, and the DOE negotiator. At the direction of and pleasure of Tribal Council. Agreed to pay him at same pay rate as current. Kevin will prepare a resolution and contract for Council's review and approval for Thursday next.

Adopted by consensus.

Briefly discussed a Council member returning to his or her employment position after one election term. Discussed the difficulties if the employee was on Council for more than one term. Agreed to discuss further later.

Kevin provided an update of the Frank's Landing Indian Community litigation status.

Discussed personnel matters raised at LCCR, including complaints re fear of retaliation for talking with Council or others outside of normal employment supervisory chain, failure to promote, disparate salary for same position.

Discussed the need for a return to a tribal liaison. Agreed that General Government will post the position as an employee of the Tribal Council. General Government will return with several candidates and a recommendation to Tribal Council.

Agreed, by consensus, that Jim Peters will be asked to fill the role as liaison pending the selection of a candidate for the position.

Further discussed particular issues:

Discussed employee issues regarding a request for a transfer.

Also discussed disparate treatment re discipline re treatment regarding keys for tote boxes and failure to terminate if the keys went home.

Suggestions for complaint box for employees, need to find a way to make employees feel important. Not all will talk to him. Some vocal tribal members, but not all willing to talk about. Some actions CG can't do anything about. Some actions are slow.

Discussion re training individuals that do not qualify for posted positions. Desire to have a specific training program for the position. Arnold suggests a certain amount of time to build the necessary skill set. Russel indicates that he will focus on those gaps.

Discussion re disparate pay rates for the same position or work. Factors may include experience, skill, time on the job.

Also inquiry about an individual that intentionally gives poor evaluations arguably to secure the supervisor's position. .

Discussion about treaty fishing rights related activities and job activities. Table and electronic games have so many tribal member positions that the members need to be more proactive in finding replacements.

Clam has been last minute notice and that has created some additional problems. All messed up because of the buying situation.

Canoe journey is an interesting case because members/employees are gone for 6 to 8 weeks. That places an enormous difficulty for purchasing and hotel.

LCCR reports that it will take direction from Tribal Council. Will make the canoe journey available, but not at the detriment. But will do all we can to accommodate.

Discussion about making \$1000 per month for claim digging purposes (Misti). Need to revisit. 92 diggers has grown to 280.

Discussed the Dahman land purchase. Last correspondence was an appraisal re Dahman purchase. We call every once in a while to check on Dahman several parcels. Will prepare a status report for Council on Wednesday or Thursday.

Council needs to give Salish Seafoods direction to have more than one buyer and to prioritize the elders.

Best prices for clams this year: Tom only paid \$1.40. Suquamish \$1.80. Misti saw \$2.10.

Ray Peters reported that Jim Peters was asked to be a tribal liaison position in the interim. Chairman suggested that we may also offer him the job, and no need to advertise.

Kevin will draft a letter response to the two memos. Necessary to go through all of the steps in policy.