

DRAFT
SQUAXIN ISLAND TRIBAL
COUNCIL MEETING
October 22, 2009

Attendance:

Tribal Council

Dave Lopeman	Chairman
Arnold Cooper	Vice Chairman (<i>arrived at 11am</i>)
Andy Whitener	Treasurer
Pete Kruger, Sr.	Secretary (<i>arrived from Reno at 3:15</i>)
Misti Saenz-Garcia	1st Council Member
Marcella Castro	2nd Council Member (<i>travel</i>)
Charlene Krise	3rd Council Member

Legal Counsel
Executive Director
Deputy Director
Recording Secretary

Kevin Lyon
Ray Peters (*annual leave*)
Whitney Jones
Melissa Puhn

Dave Lopeman called the meeting to order at 9:18 a.m. Misti Saenz-Garcia offered the opening prayer.

As an opening item, the Chairman requested an update from Enforcement on recent criminal actions. Mike Evans presented. He related that bail was posted for a tribal member and that he was free pending trial. Bail was also posted for another tribal member.

Misti Saenz-Garcia asked for an update on the exclusion of Steven Ho. The exclusion was granted. She notes, however, that he is still on the reservation. Enforcement was advised.

APPROVAL OF MINUTES

Andy Whitener moved to table the September 24th and October 8th minutes because of their length and the need for all Council to consider the minutes. There was some discussion as to whether the LCCR proposal and Council direction was fully and correctly stated. Andy understood the LCCR proposal to be \$500,000 and \$500,000 per month to be reduced to \$500,000 and \$300,000, that is, 5 towards distribution and 5 or 3 to the accrued past due amounts due general government. Charlene Krise seconded the motion. The motion carried.

Misti Saenz-Garcia left and lacking a quorum no further action was taken. The following travel reports were discussed.

TRAVEL REPORTS AND PLANS

October 17-23: Native American Fish & Wildlife Regional Meeting, Reno. Pete is attending.

October 22-25: NIEA Annual Convention, Milwaukee, WI. Marcella will attend.

October 24: Kinship Conference, LCC. Misti will attend and provide opening remarks.

October 26: Dinner with the Olympia City Council, Grand Ballroom, 6pm. Whitney handed out agenda items for discussion. Anything else Council would like to add just let Whitney know.

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October 26-28: LCCR CEO Interviews

October 30: All Staff Meeting, Progressive Lunch, noon

November 1-6: Washington DC, Dave, Arnold, Ray, Bobby will attend.

November 6: Corrections/Tribal Summit, Charlene will attend.

Dave shared that while he was in Canada he met a tribal member who carves staffs and incorporates eagle feathers on it. He sells them for \$1,000 each. Council would like to buy two; one for the Veterans Committee and one for Council. The Executive was directed to order the two staffs from Canadian First Nation with about 20 eagle feathers.

November 6: Native American Veterans Day Celebration. The Veterans will be hosting a celebration in the Elders lunchroom at 1:00. Glen Parker suggested that next year the Council honor the Veterans Committee with an appreciation gift. Previously Anne had suggested gifting each member with a beaded eagle feather.

Glenn Parker related that he got upset with the Council and resigned from 5 different committees, because he didn't feel that the Council was appreciating all the time that he was devoting. The thing that hurt him the most was having to leave the Veterans' Memorial Committee. He related that he is getting a lot of pressure from Committee members to come back. But his anger has not subsided. He said that there is no nice way to say this – somehow as Council, individuals personalities change, and he doesn't like what he sees. He worries, unless there are some changes. He does not plan to assist the Veterans, and especially not to come back as a Chair. The Committee is stumbling and not making much progress.

He said, "That's my feelings. You are micromanaging way too deep in many areas – casino, enterprises, police, and administration, without much awareness of the impact, worried that we are going to lose some good people, unless something happens."

Glen continued to state that when LCC lost Speller and Sexton and Garfied, Joe Calabrese bailed LCC out until replacements were found. According to Joe, and Glenn Parker relates that he asked him at the elders host luncheon, "Joe are you ready to bail us out again?" He said, "No way will I ever come back." Glenn states that something has happened. He asks, "Is he crazy" or "Is there something wrong?"

He related that he doesn't want us to get in trouble. He tried to do something (referring to the recall petition), but didn't quite make it. He called himself the "Lone ranger, and maybe I was wrong."

He offered a name of a veterans' affairs contact at Fort Lewis for Council to contact. He said, "That person today is not Glenn Parker. I already said more than I should."

Dave Lopeman expressed appreciation for Glenn Parker speaking from the heart. He said, "I and we try to make decisions for the people, not for individuals." Dave continued that he understands the feelings and appreciates Glenn Parker. He said that he didn't dislike the petition, and there was "no hardship from this side."

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Glenn Parker responded that he loved them all, but their personalities change when they come together.

Charlene Krise noted that Council individually, may have disagreements but still present to the community as one. She asked that he please recognize that.

Glenn noted that he only sees the Council's final action. He does not see its deliberation: how each voted and why. He said the minutes are not worth a lot; not much material included in them. He comments further that it is too bad "everything has to be in executive session."

Andy commented that he appreciated Glenn's comments but noted that politics and friendships are different things. He felt that Glenn had well earned his right to have his say.

At the close of the conversation, Kevin Lyon suggested that Council revisit its training materials; that minutes reflect the deliberations; that the decision process include those affected by the decision; and that Council focus on legislative or policy actions.

Glenn mentioned that he is working with others on questions for why certain things have not been done. Not quite ready yet to present that.

At Council's request, Kevin is to discuss with Vince and Margaret Henry the return of the basket.

November 12: Volunteer Appreciation Dinner, Little Creek Events Center at 5pm. Council would like to send the invitation in the bulk mail. Council would like lasagna served for dinner.

November 14: SPIPA Annual Art Auction, Lucky Eagle Casino. Council agreed to purchase 20 tickets this year and will allocate \$1,000 for bidding. Misti stated that she would like to bid.

November 17-19: G2E Global Gaming Expo, Las Vegas. Andy and Misti will attend.

November 17-18: 11th Annual Native American Leadership Conference & Enrollment Conference, Hollywood, FL. Marcella will attend.

November 20: Talking Circle, 5:00 p.m. in Council Chambers.

November 21: Potlatch Gala, 5:30 p.m. at the Grand Hyatt in Seattle. Council has four tickets and Charlene Krise, Jeremiah George, Liz Yeahquo and Mandy McCullough will attend.

Chairman elected to provide his update later when more Council members were present.

EXECUTIVE DIRECTOR UPDATE

Per Capita: Council decided on December 3rd as the distribution date. Per capita checks will be \$1,000 for adults and \$500 will be given to youth with the balance going in to their account.

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Medical coverage for tribal members: At the request of Council, Whitney provided an update from the last meeting regarding the option of medical coverage for tribal members. Whitney spoke with the Pequot providers and they charge an estimated \$470/month for about 92 tribal members (this is the number of uninsured local tribal members), totaling \$519,000/year. That cost represents just what it takes to put them on insurance. There are other costs, including a 20 percent deductible. She relates that the CHS budget is not that high.

In addition to this plan Pequot has a self insured plan that could cover all non insured tribal members as well as tribal employees; the cost of this plan is much higher than the current plan in place for employees (Group Health). The plan is cost prohibitive for employees. Estimates for that expense are \$600 per person per month, and it would be similar to the employee coverage presently in place. She also noted the need for umbrella and gap coverage as an additional cost.

Misti would like to see more in-depth detail of coverage and additional information. She notes that the Tribe is spending more than that average on individual claims. She also said that Council is looking into this, and other tribes are implementing these policies and insurance. She said, in Indian Country we generally know that you will be going to the doctor so we need coverage.

Whitney responded that it would be necessary for the Tribe to determine who should be insured: those in the local area, those in the state, or all tribal members, etc.

Charlene said that she would like to see the “high risk” tribal members covered such as the natural resources harvesters, particularly geoduck divers.

Whitney shared that the clinic is working in enrolling eligible tribal members with basic health. Some discussion followed regarding basic health. It was noted that a number of folks do not qualify for Basic Health, to date: 4 enrolled, 1 dis-enrolled, 2 applications pending, 2 applications not yet returned and 4 not approved that were submitted. The reasons for denial include “over-income” and “don’t qualify.”

Misti asked about Blue Shield, who the casino recently shifted its employee coverage to. Misti would like to see the tribal government work with the Casino and see about the coverage they have. Whitney will continue working on this.

Misti would like Whitney to discuss with Cameron going to Blue Cross. She relates that LCCR is moving because they provide a wider network. She asked, “What are the differences between what you last worked on, and the differences now? Should we consider at general government to move to those?”

Whitney Jones noted some differences: General Government has a \$200 deductible compared to the LCCR \$1000 deductible. Otherwise, she will review the cost savings, why they chose to go with that group and return to Tribal Council.

DSHS Secretary Visit: The date Council chose at the last meeting will not work for the DSHS Secretary. Council decided that December 3rd would work and December 11th would be their second choice.

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Job Ready Update: The draft program was provided for Councils review. This program is ready to start and can get tribal members in need working with a day or two.

ENROLLMENT

The Enrollment Committee: Tammy Ford, Diane Stymacks, Vicky Kruger, Paula Henry, Margaret Henry, Joanne Decicio and Attorney Sharon Haensly presented the draft Enrollment Ordinance.

Arnold Cooper arrived at 11:00 a.m.

Sharon stated that the Committee has worked hard to create this draft Enrollment Ordinance. Among other efforts, they attended an Enrollment Training Conference, and devoted countless hours to drafting, discussing and debating, and it all really helped create the ordinance.

Sharon went over the key features of the draft Enrollment Ordinance. See hand out of summary items.

She related that in drafting, the Legal Department reviewed ten different sorts of tribal enrollment codes. After much revision by the Committee the draft Ordinance was then reviewed by the BIA's Pat Rudd (previously assigned to enrollment matters and now a private consultant) and attorney Brenda Brainard (who teaches enrollment seminars). Additional edits were made following their review and consideration by the Committee.

In general, the draft Ordinance describes the duties and powers of the Enrollment Officer, Enrollment Committee and Tribal Council. Tribal Council makes final, non-appealable decisions on enrollment matters, after receiving recommendations from Enrollment Officer and Committee. The draft Ordinance has strict guidelines for consistency and fair decisions. DNA testing is included and will be required for all applicants. The Tribe will assume the initial cost, but will be reimbursed out of per capita payments. The draft Ordinance has strict confidentiality rules to protect privacy. For example, enrollment files and the minutes of the Enrollment Committee meetings are not public records... Enrollment Committee meetings and hearings, and Council meetings on a specific person's enrollment, will be closed to the public. A "Descendency List" will be created to keep track of potential future enrollees if the Constitution's membership requirements are changed. The draft Ordinance will prohibit disenrollment for any members listed on the supplemental roll as of the effective date of the Ordinance, except for specific pending investigations. That is, other than the few current investigations a current member cannot be dis-enrolled unless perhaps he or she commits a bad act after the effective date and is dis-enrolled.

Sharon provided a flow chart outlining the entire enrollment process and disenrollment process. She also provided the Committee by-laws for approval. The Committee expressed its support for the draft Ordinance and the Committee's By-Laws.

Misti noted that she might like to expand the 4 pending investigations. She relates that there are individuals that could have been enrolled fraudulently. Diane Stymacks responded that the Committee and she personally, felt strongly that the Tribe should be going forward rather than going backwards.

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Council inquired why have a disenrollment section if we are only going to have the 4 at risk for disenrollment. Tammy responded that disenrollment might occur because a calculation was incorrect, or that something might happen as we go forward that would warrant a disenrollment.

DNA testing would be of Indian parents, not the adopting parents.

Discussed descendency lists – keeping track of quantum in case the Tribe decides to go a little broader in the future.

Member adoptions discussed. Member adoption goes to General Body.

Dave commented that an honorary member in the past had voted.

Chair noted that he was open to a motion to approve.

The Committee asked the Council to take time to review the draft Ordinance before adopting it. Tammy Ford noted that a draft Ordinance was provided at the General Body meeting. An updated draft Ordinance will be provided at the mid-year meeting in January.

Vicki Kruger wanted to identify one other important element: culturally based adopted. She related that when Lester Green adopted Vicki, her adoption was recognized. Vicki adopted her two. Casey's mom terminated all rights. No longer has a mom. She let all those kids know that Vicki was his mom and that she adopted him.

Did not define traditional adoption but it is included.

Discussed whether Council should act on it now or later. Council expressed that it was very confident in the Committee's work and consensus. Complemented for a job very well done. Council inquired whether the draft should it go to a public hearing. Process-wise, plan it for a public hearing.

Kevin Lyon offered a recommendation that it be considered for approval at the next session and that Council afford itself the opportunity to review the draft, to provide notice to the membership, and that others will have until then to comment and offer objections.

Council adopted the recommendation and directed that public notice be given of the draft and the intention to consider it for approval on November 12.

Tammy will provide copies for anyone interested in reviewing; she then will present the ordinance and by-laws at the next Council meeting for approval.

Drug Policy: Mark Allen handed out one section (consequence of a positive test result) to the new campus wide drug policy that was approved August 13, Resolution #09-77. Mark provided this section as a review of what was approved.

Andy asked if there is a conflict of interest with the person (the entity NWITC undertakes the test by contract) doing the testing as also being the one doing the assessing and treatment. He asks who will test the tester. The question was directed to Legal. Kevin responded that he would like to hear from June O'Brien how the three functions (testing, assessing and treating) are segregated within the

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NWITC and to address the potential conflicts with her, perhaps by having a separate protocol for the testers, etc...

Kevin briefed on the current consequences of a positive test result by Resolution and the several implementing policies. Mark explained the Continued Employment Plan.

A discussion ensued regarding the need for a clear and consistent set of consequences. The concern that consequences were unfairly or unevenly applied was discussed.

Legal undertook a similar task with sexual harassment policies, that is, the policies are now uniform across campus. Legal's intention was to work with General Government, IEI and LCCR, and to adopt a common set of implementing rules based on the direction in Resolution 09-77.

Dave Lopeman, Arnold Cooper and Misti Saenz-Garcia expressed the view that minimum consequences should be set now and applied consistently.

Dave noted that he would like the policy to be equal amongst all entities; tribal government, Island Enterprises and the Casino.

Kevin explained the alternate approaches to minimum consequences. Council focused on the LCCR program that has a mandatory 5 day suspension (14 day if one is a supervisor) for a first positive, a 14 day suspension for a second positive, and dismissal for a third positive. If an employee is under a program or plan related to the first positive, a second positive won't be counted against the employee that is still in the program.

Thereafter, Council discussed the need for consistency and minimum disciplines. Dave noted that there will be no special deals for anyone.

Managers are to make a decision. Kevin was directed to respond next time regarding testing, assessing and planning.

Misti Saenz-Garcia moved to approve to adopt the policy minimums campus wide including all entities. Arnold Cooper seconded the motion. The Chairman said that he supported the motion. Andy Whitener abstained, Charlene Krise was out of the room, and Misti approved. Charlene reentered and her vote was recorded as approving. The motion carried three (3) for, zero (0) against and one (1) abstained.

Mark Allen indicated that he would move forward with the policy and prepare a final copy for Council approval.

EXECUTIVE DIRECTOR UPDATE

Whitney provided two necklaces that Roy Perez would like to sell to Council. Council agreed to purchase the black bolo for \$200 and the necklace/earring set for \$120.

Whitney provided an update for the Child Development Center. There are two vacancies on the CDC Board. Council agreed by consensus to appoint Sally Brownfield and Wicket McFarland to the Board.

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Charlene asked about the availability of swine flu shots. Whitney shared that the shots have been dispensed already but the mist is still available. A waiting list is being developed for the shot when more comes in. Whitney Jones will update at the next Council session.

LITTLE CREEK CASINO

Joe Calabrese, Mike Peters, Mark West and Cameron Goodwin presented. Joe presented the LCCR's plan and spreadsheet describing its plan to pay back the Tribe as quickly as possible and to provide an increase in compensation to the employees. Joe shared that they would like to propose a small increase rather than a one time bonus. He relates that the increase would not apply to minimum wage employees since that wage is state mandated, and it was recently raised. Joe proposed a 4% increase this year with a \$500 bonus.

Joe discussed the many ways the LCCR has cut costs. He stated that the LCCR will stay current on its payments to the Tribe.

Charlene left at 1:30 p.m. for a dental appointment.

Joe Calabrese, Cameron Goodwin, Mike Peters and Mark West presented.

See handouts, including summary of things accomplished and spreadsheet.

LCCR proposes to give a raise to all staff in lieu of a bonus. There are complaints from employees that they did not get anything last year, and would prefer small increases.

Arnold inquired regarding a raise, comparing the raise to the minimum wage requirements. Cameron responded that it has been practice to provide raises to only the employee's that are not subject to minimum. 2010 next year minimum wage will likely be staying flat.

He called a minimum wage increase a raise, noting that there was no choice but to give it.

(Legal to inquire whether the LCCR is required to abide by state minimum wage law.)

Arnold Cooper, inquired if the spreadsheet was put together after last Council meeting, after putting back on track repayment to the Tribe at 500k.

Joe Calabrese related that \$500,000; \$500,000 will take longer and perhaps deeper cuts.

Andy Whitener observed that the numbers don't add up: 5/5 monthly equals 12m per year. 6m is distribution. 6m additional dollars, but only in arrears \$3.5m.

The discussion then focused on why the employees are expecting a raise – rather they are hoping – asking whether management had inappropriately signaled to employees that they would be receiving an increase.

Mark West and Mike Peters respond that the expectations are brought about because of the success of the LCCR. They understand that nothing more could be done in prior years as they worked through

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the cash flow circumstance. However, they are now seeing record revenue. If they see success, they are asking if they can now share in it. They observed that the crunch created by our debt load, not by the employees.

Arnold Cooper suggested that management was “Putting in their heads that we [Tribal Council] are the bad people.” He noted that “People are telling us that Tribal Council is the reason why.”

Mike Peters noted that they think they know what General Government and IEI are getting as raises, and ask why we don’t get to participate in some level of a raise. That is part of the problem. Then they hear record revenues.

Andy observed that LCCR will have to cut something to cover the raise. He noted that we don’t get to do everything that we would like to be able to do.

Andy inquired if the raise is a percentage across the board, and observes that upper management gets the lion’s share if that is so.

Cameron reminded that per Council direction, any employee who makes over \$100k/year does not receive bonuses. Joe Calabrese responded that a cap of \$100,000 was suggested, and that was one of the reasons for the \$500 increase proposal earlier.

Cameron said that all upper management was willing to put that on the table (freeze their wages).

Arnold related that Council direction was to start \$500k and \$500k and come back with a plan on how to repay the debt. However, the draft minutes don’t reflect that.

Arnold said that he had no difficulty to go to \$500k and \$300k.

Arnold wanted to be sure that it is not necessary to revisit last Council (October 10) session.

Council discussed the direction given at the last meeting. Council directed the Casino to revert back to the \$500k distribution payment at the beginning of the month and \$500k “catch up” payment at the end of the month (\$1M/month), effective October 1. Cameron suggested targeting \$1M/month payment on their good months but paying the minimum of \$800k on their lesser months.

Kevin Lyon noted that he was not in attendance but that based on the draft minutes, LCCR was directed to return with a budget.

Council considering adopting the proposed LCCR plan. The spreadsheet anticipates 2% increase.

Andy inquired, at 3 percent across the board; can you still manage the 18 month payoff? Joe Calabrese responded that they will continue to have to decide who gets paid out; it will be dependent on cash flow management with vendors.

Andy verified that if Council approves a 3% raise for all employees (minus the minimum wage employees) that the Casino could handle the 18 month payoff of the debt owed to tribal government.

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Andy Whitener moved to approve a 3% with 18 month pay off. Misti Saenz-Garcia seconded the motion. All voted in favor.

David observed for upper management that was present, "If you chose not to take [the pay freeze], that is up to the individual." It was not directed by Council.

Cameron, speaking on behalf of the upper management team, reiterated their willingness to let the increase go in order to make sure the employees are able to get their raise.

Cameron will provide a revised spreadsheet to reflect the approved proposal.

Kevin Lyon was directed by Council to monitor the status and success of the approved plan.

NATURAL RESOURCES

Jeff Dickison provided a monthly update from Natural Resources. Jeff inquired about the dock that is on the island and the bulk head associated with it. He noted that there may be restoration monies available and it might be possible to get some funding to remove the dock and bulkhead. Council would like to see a grant pursued to remove the dock.

Arcadia Boat Ramp: Council discussed the remodeling of the ramp. The Tribe needs to do the permitting process but that cannot be done without engineering and an environmental assessment. Council would like to see the ramp taken care of.

Kevin Lyon shared that he contacted the contractor who was using the ramp to load/unload material for building bulkheads. He was sent a letter stating that he was to discontinue using the ramp until he gets permission from the Tribe; otherwise he assumes the risk of a trespassing and forfeiture. Council is concerned about his excavator that is tearing up the ramp and the beach; he also is leaving large boulders in the way of boats. Kevin provided a copy of the letter to the contractor Edmonton.

Charlene returned at 2:12 p.m.

Executive Session: 15 minutes to discuss pending litigation.

Jeff Dickison and Kevin Lyon provided an update on the culvert case trial.

Executive Session closed.

Council discussed the renewal of and continuing need for a consulting contract with Jim Peters. Jeff Dickison said they expect a ruling this Spring so there may be a continuing role for Jim Peters in the future, including the possibility of settlement or implementation discussion. Kevin Lyon also noted that the scope of the contract included water related matters and that the Tribe was significantly engaged in water matters.

As Council discussed the term and the uncertainty of the need, Kevin Lyon suggested renewing his contract for one year but with an ending notice of 30 days, affording Council an opportunity to opt out if the circumstances arose.

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LEGAL

Executive Session: 15 minutes to discuss pending litigation re water matters.

Executive Session closed.

Earthjustice Industries Resolution: Jeff Dickison presented a resolution authorizing the Tribe to proceed with its challenge to the Johns' Prairie litigation and to authorize participation with Earth Justice (formerly Sierra Legal Defense Fund) in the litigation.

Resolution #09-92 provides that the Tribe intends to appeal Mason County Health Department's findings of water adequacy for a new business in the Johns' Prairie area and authorizes Earth Justice's participation with the Tribe as counsel.

Arnold Cooper moved to approve Resolution #09-92. Charlene Krise seconded the motion. The motion carried five (5) in favor and zero (0) against.

Executive Session: 15 minutes to discuss shellfish settlement update and ongoing discussions with growers who seek to include their shellfish grounds in the settlement.

Executive Session closed.

Kevin Lyon thanked Sharon Haensly for her hard work and the time spent on the grower dialogue. Sharon Haensly in turn shared that Erik Sparkman was a huge asset and is invaluable to the Tribe.

Misti prompted Charlene to about the status of the geoduck harvesters and their meeting regarding the 2010 season. Andy Whitener stated that they need to set up another Aquatics Meeting.

PLANNING

Brian Thompson handed out a grant writing update as well as the FY09 and FY10 Grants Summary Report. Brian shared that his staff is preparing for the heavy FY10 grant cycle. They are working with departments to identify and submit additional grants. It is his hope that Planning is able to get the same dollar amount awarded this fiscal year as last fiscal year.

Brian provided **Resolution #09-93** regarding BIA Road Stimulus money. This resolution allows for an amendment to include construction of maintenance and improvements on Klah-Che-Min Drive.

Charlene Krise moved to approve resolution #09-93. Misti Saenz-Garcia seconded the motion. The motion carried four (4) in favor and zero (0) against (*Dave was out of the room*).

Andy asked about the status of the Arcadia boat ramp. Brian shared that the funding is still in the process and is at the Secretary of Transportation for approval. Once approved, if approved, it will go to WSDOT and will be ready for construction this spring.

Pete arrived at 3:15 p.m.

TRIBAL MEMBER REQUEST

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Ron Whitener provided an update on the grant received with National Institute of Health, working with community members on health research. This research will be turned in to a tool kit, allowing other tribes to model the program. Part of this grant will help fund Charlene Krise's time and will fund data collecting. He is currently developing a curriculum and working with Human Resources for a research assistant. He would like to start this research within the next 30 days. He will work with Ed Fox and Lorraine VanBrunt and their programs. He plans to set up focus groups at next year's General Body meeting, handing out gift cards for incentives to participate. He will be looking to identify tribal members' priorities in health care. All the data collected will belong to and be stored at Squaxin Island Tribe. Ron stated that of the 16,000 grant applicants, only 2% were funded. He is very proud of the grant selection and its opportunity.

Ron brought up another grant for which he is asking permission: he submitted a grant for juvenile justice to research the juvenile brain, funded by the Macarthur Foundation. He describes juvenile detention systems as mini-models of the adult systems and studies show that juvenile systems are not working. This study will look in to the juvenile systems and different programs that work. Ron will be compiling the data. There will not be any individual tribal reporting; it will be an average answer amongst all tribes. The goal will to find out what is working and what is not working. He then plans to hold a conference at the casino for tribes to come discuss what projects are needed for the juvenile justice system. Council authorized Ron to go forward by consensus and would like all data collected to be stored at Legal.

TRIBAL MEMBER REQUEST

A Squaxin Tribal Diver reported that his eligibility for his geoduck medical waiver quota ends this year. He recently passed his physical so he asked to have his IDG reinstated.

Charlene Krise moved to have the diver reinstated in the fishery. Misti Saenz-Garcia seconded the motion.

The motion was amended to include having Natural Resources remove the five year medical waiver and keep the short term medical waivers. The motion carried six (6) in favor and zero (0) against.

Kevin Lyon was directed to prepare a resolution reflecting this change.

TRIBAL GAMING

Executive Session: 15 minutes to discuss potential external audit findings with TGA Director Desi Smith.

Tribal Council directed Island Enterprises to assist a tribal elder in obtaining a propane stove for her house.

LCCR CEO

Kevin Lyon described the interview and selection process in detail, with the Tribal Council scheduled next week to interview the six finalists and to consider a selection by mid-week. There will be two candidates each day (Monday, Tuesday and Wednesday) and each will have a campus-wide site tour,

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an interview with the interview panel, lunch, and interview with Tribal Council. Ray Peters and Mark West will provide site tours to each candidate, after that the formal interview will be conducted with Bob Whitener, Joe Calebrese and Joe Peters, then Kevin Lyon, Mark Allen and/or Judith Brighton will host the candidate for lunch, thereafter the candidate will informally meet with Council for an hour, then at 3pm everyone on the tribal team (Bob, Joe C., Joe P., Mark W., Kevin, Mark A., Judith) will meet and debrief Council. At the conclusion of the 3 days, Council will make a decision, conditioned on background checks, reference checks and TGA approvals.

FAMILY SERVICES DEPARTMENT

Janita Johnson provided a Prevention Program Update. She listed what has been done and what their future plans are. They hosted a STD Day at the clinic in April and was a huge success testing 150 people. They have funding from the casino for tobacco prevention programs. She has handed out tobacco information such as the quit line number and second hand smoke information.

She would like to get a support group together.

The Meth Walk during the Health Fair was another success; she is hoping to continue doing that.

Next year she would like to do something around domestic violence awareness.

Janita recently attended a safety summit covering bicycle helmets, car seats and elders' safety. Janita plans to work with Law Enforcement on bicycle helmets and start an incentive program.

She is now trained to inspect car seats and she can access programs that will allow tribal members to receive free car seats.

There is an elder's safety program that will help elders identify areas in their houses that can be improved to help with their safety.

Janita is working with SPIPA on a positive parenting program. She also would like to host awareness dinners covering different topics at each dinner. Charlene would like to see events for youth that encourage positive image and self esteem.

ICW

Executive Session: 20 minutes to discuss terminating or conditioning a guardianship. Heidi Chambers and Lorraine VanBrunt presented. Chairman Lopeman recused himself as having a personal relationship with the affected individuals.

Executive Session closed. Direction given to ICW to return to the Family Wellness Team and to develop a consensus recommendation, to appraise Legal and the Executive, and to act on that consensus recommendation.

Ed Fox and Lorraine reported they have hired a new Community Health Representative: Leah Cruz. She is doing well and will be out in the community interacting with those who cannot get out. Charlene would like to see this position reach out to new mothers and talk about pre-natal care.

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Whitney Jones observed that the CHR position has changed over the years due to funding source changes but that the elders are in need of a CHR.

Pete left at 5:32 p.m.

Tribal Council appoints Sally Brownfield and Susan Wicket McFarland to the Child Development Board.

Council received a letter from Dillon Decicio requesting educational funding assistance. Council agreed by consensus to donate \$500 towards his education, and will direct the One Percent Committee to donate \$500 as well.

Council agreed to purchase two cedar hats from Dean Hicks for \$400.

Council agreed to purchase two (2) carved staffs with eagle feathers from Jonathon Fisher for \$3,000. A deposit of \$1,000 will be paid up front and the balance will be paid once the staffs are received.

There being no further business, the October 22nd Council meeting adjourned at 5:35 p.m.