

**SQUAXIN ISLAND TRIBAL
COUNCIL MEETING
November 13, 2008**

Attendance:

Tribal Council

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| Dave Lopeman | Chairman (<i>arrived at 9:23 a.m.</i>) |
| Arnold Cooper | Vice Chairman |
| Vince Henry, Sr. | Secretary (<i>annual leave</i>) |
| Russell Harper | Treasurer |
| Misti Saenz-Garcia | 1st Council Member |
| Marcella Castro | 2nd Council Member |
| Charlene Krise | 3rd Council Member |

Executive Director
Recording Secretary

Ray Peters
Melissa Puhn

Arnold Cooper called the meeting to order at 9:15 a.m. Russell Harper offered the opening prayer.

APPROVAL OF AGENDA

Charlene Krise requested an update on the application process from Human Resources. Ray stated that HR is on the agenda, but also shared that the application process is fair and quick to respond to applicants.

Charlene stated that she would like to see that the Tribal Social Services Programs are ready for tribal members during this rough economic time. She shared her concerns of the fishermen who took extended leave. Charlene also requested an update from Human Resources on the application process.

Marcella Castro would like to discuss the Thanksgiving turkey give-away.

Russell Harper moved to approve the November 13th Council agenda.

Misti Saenz-Garcia would like to discuss the Lummi youth home.

Arnold Cooper seconded the motion. The motion carried five (5) in favor and zero (0) against.

Council requested they have a draft Council agenda sent to them by Tuesday before Council.

APPROVAL OF MINUTES

Marcella shared her concern regarding housing and their payment due date. She requested that the payment due dates coincide with pay day for tribal members. Ray reported that the payment schedule is set. Ray stated that the Housing Commission will meet tomorrow and discuss the payment schedule and to discuss the \$20 utility reconnect fee, as directed by Council.

Russell Harper moved to approve the October 30, 2008 Council Minutes as amended. Charlene Krise seconded the motion. The motion carried five (5) in favor and zero (0) against.

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TRAVEL REPORTS AND PLANS

November 15: Potlatch Fund's 6th Annual Gala, Grand Hyatt Seattle. Charlene, Russell and Misti will attend.

November 15: SPIPA Art Auction, Great Wolf Lodge, Grand Mound, WA Council agreed by consensus to donate up to \$1000 towards purchasing art at the auction.

November 18-21: Trip to Santa Monica with IEI. This trip was cancelled due to a schedule conflict.

November 17-20: G2E in Las Vegas. Russell, Misti and Ray will attend. *(Misti cancelled)*

December 3: Muckleshoot Tribal Council Legislative Dinner, Auburn.

December 5: will be the next intertribal consultation. Ray reported on the recent trip that he and Mark Allen attended in California. The next meeting will be scheduled in the northwest.

December 8-13: Inter-department Tribal Justice, Safety & Wellness, Palm Springs, CA. Charlene and Marcella will attend.

December 10: Talking Circle, 4:30 p.m. in Council Chambers.

December 23: All-Staff Christmas Brunch, 10am at the Casino.

January 10: Winter General Body Meeting, 9:00 a.m. in the TLG Gym.

January 17-21, 2009: Presidential Inauguration, Washington DC. Dave, Russell, Vince, Charlene, Misti, Marcella, Ray and Bobby will attend. Council agreed by consensus to donate \$2,500 for the SENSE Inc. Reception Party. Island Enterprises will donate seafood.

CHAIRMAN'S UPDATE

Marcella asked about the Thanksgiving turkeys that will be handed out to tribal households. She would like to provide turkeys to those who live in the area and can pick them up, and would like to send gift cards to those who live out of the area. Council is okay with her plan.

HUMAN RESOURCES

Patti Puhn and Astrid Poste were present to discuss Human Resource related information. Patti shared that the All Staff Appreciation Dinner went well and she received a lot of positive feed back from those who attended. Last week HR held a Progressive Staff Lunch which very well attended. The next event is the All Staff Christmas Party, December 23rd at the Little Creek Casino Resort.

Patti provided Council a chart which outlined the hiring process from receiving the Request for Recruitment through the hiring of an employee. A general discussion regarding the hiring process occurred and HR staff addressed Council questions regarding the hiring processes. Charlene

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specifically asked about hiring committees; Patti responded by stating that Directors choose the committee for positions within their department.

Russell shared that the Casino has developed a database of out of state tribal members and their interests and education levels; he uses this tool when recruiting out-of-state Tribal Members for upper level positions. A meeting will be scheduled between Russell and HR to further discuss this resource.

Patti shared HR has computers set up in the lunchroom for use by tribal members to complete an application, create a resume, type letters of interest, etc.

Ray emphasized how HR always tries to hire tribal members first: all positions are open to tribal members for ten days; if after that ten day period no qualified tribal applications are received, the job is posted to the public. If no qualified applications are received and it is appropriate, the position will made a trainee position and a tribal member will fill that position as an intern or trainee.

Charlene asked about tribal members who are denied a job due to over qualification. Ray assured her we don't exclude applicants due to being over qualified.

Misti asked about the ability for tribal members to attend the TANF computer skill classes. Patti shared that TANF clients generally fill these classes; however, she has had discussions with Charlene about TANF potentially purchasing computers for the Museum to use for software training for Tribal Members. Russell reported that computer training is also offered at the Casino.

Marcella asked about contract employees and her concern that they are not eligible to receive benefits. It was reported that contract employees are not eligible for benefits and they are not recruited or hired through Human Resources; Finance provides oversight of the contract employees. Ray added that some grants require a contract for service so in order to meet the grant guidelines they will contract an employee using the tribal preference policy.

Council asked if KORSMO Construction practiced the tribal preference policy during tribal construction projects. Astrid reported she has been in contact with KORSMO on a regular basis and has been assured tribal member applicants will be considered first when hiring is done. Currently, the construction crews are very small; however there will be more positions available as we get closer to spring. Patti handed out the current recruitment report.

Charlene inquired about the potential of clearing of the land near the bridge on Skookum Creek as a project to provide a job for a tribal member or for the Summer Youth Employment program. She thought it would be nice to be used for a small park or access to the creek.

ENROLLMENT

Tammy presented the following enrollment resolutions, which came with the enrollment committees recommendation: **Resolution #08-107** enrolls Ahree Kyla Allen with full benefits and **Resolution #08-108** enrolls Latiesha Marie and Jacey Cruz Gonzales with full benefits. Misti Saenz-Garcia moved to approve the two enrollment resolutions. Marcella Castro seconded the motion. The motion carried four (4) in favor and zero (0) against (*Arnold was out of the room*).

ISLAND ENTERPRISES

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Bob Whitener Jr. presented to Council his discussion with the Stillaguamish Tribal Chairman, Shawn Yannity. Shawn would like to schedule a Council to Council meeting next Thursday in Seattle. Bobby explained their request of hiring the Tribe as a consultant to help with the Stillaguamish store.

Marcella asked about the Island Enterprises budget and would like to be sure that the per capita distribution for December is included. Bobby reported that it is written out in the budget ordinance.

Ray asked about smoking cessation education. Bobby reported that tobacco has funds earmarked for education and it is included in the budget ordinance.

TA HA BUTS LEARNING CENTER

Kim Cooper, Walt Archer, Bill Kallapa and Vanessa Algea gave a report for TLC. Bill presented the three options they discussed for Christmas gifts for the kids. Council liked option two of the Westfield Shopping Center gift cards. He also went over the annual basketball tournament costs. Council would like the Christmas gifts include all youth, ages 18 and under. Council agreed by consensus to split the costs of the gifts and tournament in thirds with the Casino and Island Enterprises. The Christmas Party will be December 19th at 5:00 p.m. in the gym. The Basketball Tournament will be December 27-29th.

EXECUTIVE DIRECTOR UPDATE

Ray provided a property update.

Ray discussed the Linder Property and the possibilities for use of that house and shop. Ray will look in to re-habilitating the house to be available for rent. The shop is zoned for industrial use and it was suggested to rent it to Skookum Creek Tobacco for storage. The shop has tools in it that are included, and Council discussed the different entities to tag what they would like to have. Dave would like to see security check on that house as part of their routine. Council is okay with renting the shop to SCT on a temporary basis. Charlene would like to have a garage sale for the community once the businesses have taken what they want.

Per Capita date: Council agreed to hand out checks during the December 10th Talking Circle (*This was later changed and the checks will be handed out December 4th*).

GED Request: A tribal member asked Council about receiving recognition for earning their GED before the incentive award program was in place. Council said no.

November Council Meeting date: Due to Thanksgiving, Council decided to hold their next meeting on Tuesday, November 25th. This meeting will include the LCOB.

Misti asked about the construction of a longhouse. Ray reported that it is on the schedule, but not a priority at this time. Charlene suggested combining the canoe shed and the long house as one; constructing a low maintenance building with no electricity and the ability to have camp fires. Council would like to know all of the avenues that Planning searches for grants, and also would like to see all available grants. Ray requested that if Council believes there is a specific grant that was missed, to please let him know and he will look in to it.

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CHILD DEVELOPMENT CENTER BOARD

Whitney Jones, Lisa Bielski and Bert Miller were present. Whitney handed out a synopsis of nights and weekends child care, outlining the necessary expenses involved.

Whitney estimated it would take about 45 days to open the Center for nights and weekends. Bert suggested to start slow just by extending evening hours. Bert will look in to staffing abilities if they were to extend their hours.

Marcella requested a list of the families who utilize the Center. Whitney reported they have reviewed all families' income level and have directed a few back to Marcella for funding.

Misti requested regular updates from the CDC Board.

Council approved by consensus to appoint Misti Saenz-Garcia as the Council representative to the CDC Board.

Council discussed the non tribal employees who receive the 50% subsidy. Council requested data on each kid who receives the subsidy; they would like to know how many tribal members receive 100% subsidized childcare, number of non-tribal members receiving 50% subsidized child care, number of children on DSHS funding and number of children utilizing Marcellas program for funding.

Misti would like to see the Child Development Center push for a non-profit organization for fundraising.

NORTHWEST INDIAN TREATMENT CENTER (NWITC)

June O'Brien provided an update on the NWITC. She discussed their revenue sources and shared they are watching their money very carefully; the State is beginning to scrutinize the use of Medicaid for tribal treatment centers.

She is in the process and has been working with Dan Neelands and John Taylor on getting bids for generators for the treatment center.

EXECUTIVE DIRECTOR *(continued)*

Council agreed by consensus to purchase a baby cradle for \$300 from Stella Yocash. This will be donated to the Museum.

Ray updated on the meeting regarding the PEBB insurance plan. All the information has been received and will provide a proposal at the next Council Meeting.

Ray reported the clinic will try and provide suicide prevention services. Education on signs and symptoms can be published in the newspaper, along with an article on crisis prevention. Arnold would like to see a tribal DARE program implemented and a guest speaker come discuss suicide. Ray will work with Marcella to plan a pizza night with a guest speaker. Charlene would like to see the Police Department blessed and smudged.

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Bob Whitener, Jr. was present to discuss Stillaguamish. Council went in to Executive Session.

Bobby provided a report on the sign ordinance. The sign contract is for 25 years, but has the potential to produce a lot of money. Nate Schreiner is working on the contract defaults as well as a report on the expenses versus revenues. Nate reported that the contract includes four signs, each 20x40 in size along Highway 101. The sign advertising will go through a review process with the tribe, but the tribe has limited decision on what gets advertised. Charlene would like to see the sign examples against and this will be discussed further at the next meeting.

TRIBAL MEMBER REQUESTS

Tribal member came to Council looking for assistance with her housing payment. Marcella stated that her program could help with half of her payment. Council agreed by consensus to cover the other half and donate \$250 to her.

Nate provided an update regarding an exclusion. Council directed Kevin to look further in to the claim and to report back to Council.

Glen Parker inquired about his vacancy on the LCOB. Council stated that Misti has been filling in, but will advertise for the vacant community member position. The advertisement will go out next week.

Council went in to executive session to discuss Ray's annual evaluation.

Coming out of executive session, Council provided a favorable verbal evaluation and approved the Executive Pay Schedule which was previously presented to Council.

There being no further business the November 13th Council meeting adjourned.