

**Squaxin Island Tribal Council**  
**2007 Work Session**  
**Quinault Beach Resort**  
**March 11-15, 2007**

**Attendance:**

**Tribal Council**

<b>Jim Peters</b>	<b>Chairman</b>
<b>Andy Whitener</b>	<b>Vice Chairman</b>
<b>Vince Henry, Sr.</b>	<b>Secretary</b>
<b>Russell Harper</b>	<b>Treasurer (<i>travel</i>)</b>
<b>Will Penn</b>	<b>1<sup>st</sup> Council Member</b>
<b>Pete Kruger</b>	<b>2<sup>nd</sup> Council Member</b>
<b>Charlene Krise</b>	<b>3<sup>rd</sup> Council Member</b>

**Executive Director**

**Ray Peters**

**Deputy Director**

**Don Whitener**

**Recording Secretary**

**Melissa Puhn**

**Monday, March 12**

Rhonda Foster, Larry Ross, Margaret Henry were present to update on the Cultural Resources Department. Rhonda briefed on the CR Tech 2 position, Council approved last year (Margaret's position), and Rhonda sees a financial deficiency by the end of the year. She was hired to work on the golf course, and now the course is stopped, they will have to find funds elsewhere to keep her on full time status.

Tribal Land Management, Larry Ross. Discussed archeological surveys. Larry stated that there has been a case where they were not informed of developments; they have considered creating a check off list for departments involved in land developments. Ground disturbing developments. Cultural Resources participated in the golf and construction meetings, and still was not informed of when the bridge was installed. Rhonda is hoping to adopt Makah's checklist policy. Seeking assistance from other departments in obtaining the check off list. Charlene suggested she call Dale Clark.

Rhonda briefed on the consultation of agencies on developing and projects. Provided update on the Governors Executive Order that requires consultation similar to Section 106 for non-federal state agency construction projects.

Discussion of Indian graves and the discussion in legislation. Ray stated that he and Don and Kelly Croman would like to create own legislative fix, if SIT were to propose, he feels it would be the best way to go. Discussed the new law, which allows an automatic removal of remains once an inadvertent discovery is made. Rhonda feels SIT should be proactive in working towards a law protecting Indian burials. Jim would like to start this now, write something up; vent out to tribal country.

Slocum Cemetery updates; in process of submitting for an excavation permit. The permit for the initial testing gets submitted, and this summer will begin testing. Working with

Mason County Superior Court to remove human remains. State law states the only person who can remove remains is a direct relative; beings no one is alive, the superior court reviews. Rhonda will report to Council what Mason County Judge decides.

New Tribal Cemetery update; handed out a map. Ray had recently met with Mike Poier and a representative from Manke, a clearing has been done, which must be done prior to removal of the current burial site. The plan is to install the access road and all power and piping, and phase 1 will include 540 sites. Fence will be up this spring. This has to be complete prior to removing burials. Rhonda's question is who is going to take care of the cemetery, and who will decide what it will look like. Partial clearing has been done, keeping as many natural trees and shrubs in place. Will be seeded, will be nice, but designed to not require much maintenance. Keep as much natural as possible. Perimeter road. Rhonda requests that Council be very involved. The Council can appoint a Commission for this. But Council needs to demonstrate that the cemetery is sacred and important to them. Commission is fine, but Council should still be involved. Have had several successful public meetings, seeking tribal community input. The council will need to decide the guidelines of who and where gets buried there. Rhonda, Ray and Don could start compiling that info, Council can have a special meeting with the Cemetery Board to discuss these questions. Rhonda stated that there are a lot of variables involved, she cannot pinpoint a date. Hoping to be into removing remains by the end of this year. Waiting for reaction of community when they begin removing remains; another variable.

Mud Bay; highlights from last year. She would like to come to Council with preliminary for this year. Emphasizes that this is a processing site, not a village site. Rhonda would like to have NWIFC at the site when they find pieces of nets; beings it involves fishing. Described a fish weir they are uncovering. Once fully uncovered, Rhonda would like to see Tribal people remove fully, and invite the community and NWIFC, to observe the removal. Jim asked that she let Council know prior to broadcast this event. Rhonda stated they are trying to stay away from public broadcast, invite only. Removing this will be a goal for this summer. She really would like to have Council there.

Rhonda updated that Pete was contacted by Green Diamond. Rhonda met with them regarding pulling cedar bark. GD assigned two pieces of property allowing SIT to go in as a group to pull cedar. The permit is good through the end of June. Rhonda would like to meet with tribal members to discuss rules, Rhonda would like the TM to make the rules. Need to carry permit, go as a group, pull only a certain percent of a tree, stay out of buffers, etc. Rhonda would like to have NR folks go along the first pulling to help. April will be the best month for this area. Jim suggested a Cultural Gathering Committee. This would be a good way to show GD how we will manage these projects. Charlene would like to be on this committee. Council appointments to the committee.

Jim asked CR what more can Council do for Cultural Resources to support their department. Rhonda stated the only shortfall is funding for her tech position; she will be going through the budget commission to obtain funding. Jim wanted to make sure Rhonda let Council know when they are needed for support. One of the things with the Indian graves legislation; she would like to see Council involved with that; Council work with ATNI. Ray shared that since SIT is hosting ATNI this May, the host tribe has an

opportunity to share what they are working on, Ray suggested that Rhonda report what they are working on; dig site, cemetery, etc.

*Tourism, occupancy tax 10% to the new wing. Swimming pool. Infrastructure.*

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Deb Stoehr was present to update on the Finance Department. She handed out the finance goals & objectives for FY07. Goal two is being prepared for the audit; would like to discuss the audit. She handed out a copy of the draft audit; it is still in review with Ribail Stauffer. Shared the independent audit report. Shared the Management's Discussion and Analysis. Included basic financial statements. Deb went over the financial statements. Deb briefed Council on the financial statements, distributions, expenditures, transfers, etc.

Discussed annual leave, and the option of buying back unused annual leave. But, this would affect employee's ability to perform, if they never take a break/annual leave. Could become a problem, therefore have stayed away from that policy.

Discussed council member policy as the member taking either LWOP or AL when they perform a council duty, i.e. travel, meetings. But, when an employee requests LWOP when they go on treaty harvests, they need to have no AL available. If someone wants to take LWOP, they should not be required to use their AL. There is no clear policy on the LWOP policy.

Will asked about the speed of processing raise PANS, and why they need to have six signatures. Deb explained the process and why all signatures are necessary. Ray stated Executive side; he checks all PANS to make sure they are consistent. Serves as a double check for each other. These processes are in place to make sure that the audits come clean each year, which they are. Discussed evaluations and how that process has been sped up.

Deb spoke of the pension plan; the retirement committee is planning in gathering next week with Richard Buchan of Merrill Lynch. Discussed the option of going over to a government plan. Discussed the safe harbor plan for highly paid employees; to better accommodate.

Required supplementary information; different statements in different combinations. Independent auditors report; clean audit.

Briefed over Statement of Expenditures for Council and Executive Services.

10% occupancy tax goes towards Tourism. Now with the additional hotel wing, Council needs to discuss the increase in dollars before Tourism claims that money. Need to review the effectiveness of the Tourism program, need an assessment done. Council needs to determine how long to give that program. The Tourism Board needs to give more direction to the department.

Goal #4, having difficulties getting modules running, but now that Information Services is settled in, they can work on that. Electronic requisition will be the first experiment, timesheets may be next. Send them electronically, and electronic signatures.

Jim inquired about stamp signatures. Documents only, having a strict policy in place only when emergencies come up.

**TGA Committee appointment;** Jim called the meeting to order at 2:00 p.m., Charlene Krise moved to approve the reappointment of Glen Parker and Jeff Peters, and replacing herself with Will Penn on the Commission. Andy Whitener seconded the motion. The motion carried unanimously. Jim, Andy, Vince, Pete, Will and Charlene were present.

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June O'Brien was present to report for the Northwest Indian Treatment Center and the Outpatient program. She handed out plans for their new building, and a timetable for completion. Provided an update on the progress of the building. Discussed the aesthetics and function ability of the new buildings.

June handed out the Residential and Outpatient Comparative Data from October 2003 through February 2007. She went over the info. Discussed why Indian treatment costs more per day for mainstream treatment; reflects what the community wants from treatment, providing a more attentive and richer treatment. Went over the outpatient revenue. Doing well revenue wise. Went over her inpatient program and funding; where it comes from. June shared that success rates are measured against selves; cannot compare one treatment center with another. The rates are around 60-65% which is measured soon after treatment. Check on patients after the first month of completing treatment. Discussed the treatment process, and the relapse rate; she feels the treatment is improving because the system is improving. The Outpatient program gets evaluated each year, and they implement the recommendations.

## **Tuesday, March 13**

Russell Harper arrived Tuesday.

Patti Puhn was present to update on Human Resources. Discussed employment, handed out a chart of employment statistics outlining the number of tribal members, spouses, non native, other tribal, and descendents are employed.

Handed out the youth program policy. Went over the policy; basic employment program and advanced employment program. Went over the differences. Jim stated that Directors need to be sure not to set up summer youth positions without going through human resources; this would help alleviate the “rumors” of jobs, when they really are not available. Jim asked about kids who started in the summer youth employment program, and have graduated and gone to college; success stories. Patti will see if anyone would like to be spotlighted in the Klah-Che-Min. Will asked about funding; Patti explained that when a 14-15 year olds usually split positions if there are not enough jobs available. Discussed priority placement.

Patti briefly went over General Assistance.

Summer Youth training program ends after six weeks, then if they have the option of becoming on-call or after school employment. Patti reported once the youth has gone through the program and training, a lot of times they go off and find a job on their own.

Went over the advanced training program. From a trainee, they have the option of moving in to an employment status. Jim would like to spotlight successful individuals and make a brochure for the program. Handed out a list of the youth who are currently employed. Will asked if during the summer training, could there be more of a life skills class available for the youth.

Handed out info from June Krise regarding GA, TANF, and WWIETP. Charlene asked about looking in to emergency employment. Such as an additional “pot” of money for emergency cases; Housing already has a process in place for such emergencies. Ray stated that if an emergency comes up, TANF money can assist. There is also the opportunity to do some part time work or seasonal work. There is always work in maintenance, especially coming in to spring. Ray, Don and Jeff discussed the possibility of getting together a seasonal crew to cover grounds part time. There is a lot of “safety nets” in place for tribal members. Ray shared that all directors receive a memo regarding a list of people who are identified “in trouble” financially, and if any department can assist. Council would like a copy of the memo. Seasonal employment might be an option. Spring is a lull in (shell)fishing and harvesting; this would keep them employed during the spring. Jim suggested that perhaps a certain percentage of their check could go to housing.

GED Policy, Patti handed out the requirement for employment. This policy states that unless a diploma of GED is obtained, the employee will remain on trainee status. A provision is made for an employee who has been employed for six years. Will feels this

should be three rather than six years. Charlene feels five years is better. Andy commented that through the hiring policy, it states after six years if the employee receives adequate evaluation, what is “adequate?” Ray stated that the threshold for adequate is a 3 on the evaluation. Andy suggested that in the policy that the word “adequate” should be replaced by “scoring a 3.” Will & Russell didn’t like the term “trainee” and would like to have the wording changed, perhaps “probation.” There are problems with being in probation. Jim would like to have Patti draft a new version, leaving the years blank, prior to Council approval. Ray suggested that council should just come to a decision being we’re here. Discussion of whether or not to “force” an employee to get their education. But, without the GED the employee is not fully qualified for a job with the tribe. Jim stated that everyone has a choice regarding this issue. Tasked with putting together a policy showing people who are showing persistence in employment. It comes down to the years of work, based purely on work performance. Kim Cooper suggested that it takes about an average of two years to get their GED, and she suggested that this provision could be in place for that time period. She is not suggesting changing the policy to that, just stating that it takes an average struggling student two years. Ray stated that in two years of employment, the employee will be properly trained in what they were hired to do. Charlene stated that with the changes stated it can work, three years is sufficient. HR and Ray will redraft and at the next meeting will be presented with a new draft policy for their approval. Andy suggested to reference the evaluation policy, rather than state “adequate.” Ray wanted to make sure that there will be no retro back due to this policy; the employees in place will be eligible at their next evaluation.

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Kim Cooper and Walt Archer were present to update on the Ta Ha Buts Learning Center. Handed out a summary of kids from grades 9-12. Kim went over the chart. Discussion of kids who are home schooled. Kim will do a legal work request with Kevin for his assistance. Council is concerned about kids who are home schooled and not receiving proper education at home. Kim will come back to Council with findings once they have legal’s assistance. Discussed the GED program at WSU and why TLC has not endorsed that program. Walt will be visiting that program to check it out. Concern of safety of the young kids attending WSU.

Senior class profile; there are total 19 students with a possibility of 12 graduates. 6 are in the area, and 6 are out of the area. 7 are not likely to graduate due to their credit. 63% graduating rate. Jim asked if there is anything Council can do to encourage the students who are “on the line.” Kim feels TLC is doing all they can. May 18 is graduation for Chemawa, TLC will be attending for the individual who attended and got her diploma. Council would like to do an incentive gift again. TLC received positive feedback from the incentives last year. Ray wondered if TLC can promote the incentive better. He also stated that he can send out a form letter to the seniors and use the trust account as an incentive; send out a letter to the possible graduates stating what the balance is in their trust account, and if they graduate bring in their diploma, or have to wait until they reach 21. Shared that Mark and Bill both work together well, and have been influential for some of the kids. They have about 55 kids doing basketball. Discussed the teen pregnancy problem, and have worked with the TANF program; Ray suggested that rather

than looking at this as a problem, it may be a personal choice. Provide better parental education for young parents; family planning.

Kim went over the Sylvan program. Actively working on getting a teacher to expand their classes. TLC spends \$6K/month for 18 seats. Very effective program. Discussed a partnership with a Sylvan franchise. Something to think about with the coming economic development. Charlene would like that information for the visioning upcoming with LCC and IEI.

Discussed extensively the Sylvan Program, the assessing of students and the success rate. Sylvan is not only for struggling students, but open for anyone.

Wanted to discuss staffing and funding; TLC is growing and receiving more participation. Her staff is stretched. They are fine where they are now, but when they acquire additional space, they will need to hire more staff, even if part time, to help staff the "teen center." For safety reasons, that area will need to be staffed. Kim has worked with Mark and Bill regarding "first golf" programs for when the golf course is open, Jim stated that is already in the works.

Kim would like to open the MJ Room as a "teen center." She will be submitting a 1% application for furniture and TV. She will have it open part time with her existing staff, but will need to hire additional staff. Her question was of the church group and the AA meetings. Although she knows the importance of those groups, but she would like them to go elsewhere. She would like to have that room for the kids. Jim said that he has spoken with both those groups; and told them that the youth have priority and they understand that. Kim stated that she has recently met with them to renegotiate their contract, and she stated that within four months, she would like to have that room as a teen center. Charlene attended the church to check it out; she wanted to offer the MLRC but worries about the lack of clean up. All of the groups have issues with clean up, but ever since they have been paying a deposit, the clean up has improved. Charlene stated the MLRC can only accommodate the elders Sunday church service. Kim had hoped that the Outpatient Program could host the AA group. Ray stated that may not work. Charlene asked about the Elders Building; Council would have to ask the Elders about the Saturday service. Ray would like to get a 1% application for a new Wii station. Kim suggested that maybe they could partnership with the diabetes program. Jim suggested that some of the teens/youth council should fill out 1% applications for the teen center. TLC is working on fundraising at SalmonFest. She also is going to try to move the haunted house maybe down to the events center, partner with IEI, and do a fundraiser for the Shelton area. One free night for tribal members, and charge the other nights. Will need a financial commitment for IEI, and maybe even create a draw for the Casino. Ray asked about activities on weekends for the kids, what has been done for weekends. Kim stated that they are working on that. They do movie nights and open gym. Asked about making the curriculum team a committee.

Kim provided an update on the Child Development Center, they are at capacity. Interviews for the director will be Thursday.

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Andy Whitener, Pete Kruger and Julie Owens were present to update on Natural Resources. Unmet needs NR Building; enhancement biologist. Pete Kruger; hunting meeting last week with quorum. Clean up is March 20 & 21<sup>st</sup>, cleanup of their hunting areas. He is going to talk to Skok about having them clean up Dayton Peak. Drawing in April for five gift certificates for submitting harvest reports on time. Turkey opens April 31<sup>st</sup>. Council suggested certificates from Sportsman's Warehouse. Trying to come to an agreement with the State on guidelines; Medicine Creek, Point No Point, and Quinault. The State would like to have a meeting regarding this at Muckleshoot. Came close a year ago to sign, but the State is worried of other tribe's issues. Hunting went well this year. Gift certificate incentive to turn in tags. Must have tags in by March 31. If you turn in your tag late, it will cost you \$10 when you pick up your next years tag discussion. Handed out around 180 tags this year. Pete reported that one TM was picked up for hunting out of the area. Kevin is helping him get a lawyer.

Andy discussed the hunting safety class.

Shellfish, Julz schedules the digs working with Eric. They are tasked to have openings once per month. She reported they have about two per month. They have waiver issues; a waiver is when a digger owes NR money they sign a waiver and dig anyways. She is working with the oyster picks on alleviating this problem. Reported that NR has full access for the next five years at North Bay, Chapman Cove & Gillis. Eric has worked with the State and because NR has given up State Park beaches which SIT could dig, but don't. Waiting for Shellfish Settlement; hiring and enhancing beaches.

Andy discussed settlement dollars and how the money will be distributed and how that was decided. SIT will need to come up with a plan on how to spend the money; since SIT has \$15M coming, we should just spend interest and put into a trust account.

Water, continually receiving updates from Jeff and Kevin. Miller Land at Woodard Creek, looking at a settlement. Johns Prairie gravel pit; the County is trying to push forward. Discussed Johns Prairie.

Discussed the NWIFC. Discussed a court case with Skok and Point No Point.

Discussed ways to get volunteers out to help seed the beaches this spring and summer. Endorse this as a big event, get staff out and help. Need some more nets for planting seed. Charlene would like to see this happen, discuss at the March 21 shellfish meeting. Do a drawing for people that show up. Charlene will donate to the incentive.

First Salmon Ceremony; NR would like to have it again on Friday, August 10<sup>th</sup>. Last year being on a Friday worked out well having staff available to help. The youth got involved. Estimating \$8K for this year. Charlene suggested that some tribes bring out the cooks and volunteers for the group to thank publicly. Council agreed on August 10<sup>th</sup>.



Ray stated that last year a crew went out for a load of fish and vacuum packed the fish for departmental events. Ray stated money should be allocated for such events. Andy said that they keep their stock quiet otherwise all departments will start requesting and drain their stock.

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Brian Thompson was present to update on Planning, Housing and Community Development. Went over the departments goals and objectives; provided an org chart. Requested additional funding from the budget commission for an additional janitor. Also an admin. Assistant to help Pam Hillstrom, and will be looking into an additional staff member in maintenance.

Ray spoke of seasonal employment for a grounds crew; there is a need in the community for part time seasonal employment. In their budget this year they have money for two workers this summer for grounds keeping.

Briefed on goals and objectives. Looking to give some help to Jeff and Liz in their programs. He has taken the three grant writers and allocated some of the capital projects.

Went over requested data; land holdings. There are 151 acres of 1443 on the island, 908 (501 in trust) acres in Kamilche, and 19 acres pending.

Asked about enrollment numbers; 105 elders, and the projected number of additional elders in five years are 61. Elders are 55+. Council will need to make plans for the future growth of the elders; economic needs, assistance, healthcare, housing. Ray and June have talked about assisted living.

Went over a graph showing enrollment over the last 10 years, and the projected increase.

Housing data as requested. Showed a housing status summary. 129 total houses. Only have 4 empty units, 2 are under renovation, and the other 2 are waiting clean-up. There are discussions regarding how to check a house for meth prior to the house becoming uninhabitable. The communication between housing and law enforcement is high. Housing staff is trained to test for meth, and in the progress of becoming part of a regular housing inspection. The only problem is the testing does not show when the deed was done; so they are trying to create a baseline to start with. Testing the new houses after each tenant leaves to know if the house is clean once the new tenant moves in. Extensive discussion of testing for meth use. If a house tests positive, the clean up is at the homeowners expense. The thought of adding testing for meth with the inspection in to the housing agreement for new occupants. That way the tenant knows that their house will be tested periodically. The policy as of now states that there will be no illegal substance use in the government housing; therefore this allows housing to go in and test their houses for illegal use. Every house that needs renovation, takes away resources from other areas that attention is needed. Administrative decision. Council wants to make sure that administration is equipped and ready for this action. Make this public, that SIT tests their units.

Housing turn-over. Brian shared as requested a chart that shows relinquishments, abandonment and evictions. Brian shared that the housing staff is very clear on the repercussions of illegal use in the houses.

Brian went over the 184 program, and described how it works.

Shared the responsibilities of the tenants; live in their home, pay their rent, be a good neighbor, take care of home and communicate and be honest with the Office of Housing.

Brian shared his larger concern of housing; the amount of money received from NAHASDA is decreasing, and the number of homes needing rehabilitation is increasing. The NAHASDA is based on enrollment and the number of homes that are managed. Brian will provide the NAHASDA formula at the next meeting. Discussed the housing fair; went well.

Provided a chart of NAHASDA funds, and outlines how it is decreasing.

Provided a copy of the current housing waiting list.

Provided a drawing of the water, waste water and storm water system; clean water has come out of the system and is drinkable. Plant is working very well. Working on operations manual and training on the new plant. Will begin billing Casino and IEI for wastewater services.

Enrollment will be discussed at a later day.

A temp bus driver was hired today.

Updated on the progress of taking down dangerous trees.

## Wednesday, March 14

Mitzie Whitener was present to update on Information Services. Handed out a campus map of a visual of their fiber lines. Updated on the rewiring of the public safety building and the EOC. Described the issues they'll have with wiring the EOC being that building was a garage. Described the satellite phones they'll receive for the EOC. Working on training her staff. John Taylor is not planning on having regular offices in the EOC. The generator that will be put in that building will be large enough to supply the basic functions of the administration building. Also working on storing information offsite, if something happened to the admin building, IS could restore the server. Mike is working on that right now. They are changing how they back up information to clean up the server. The backup will be on the server, on tape and also backed up off site. This is in preparation of disaster.

Discussed the surveillance system; the monitors and recorders will be in their server room until PSJ is ready to take them once they move.

New phone system, still learning it. They now have incoming and outgoing caller ID. The outgoing caller ID is still generic to the admin building. She is still learning if it will ID extension numbers. Call forwarding; there is a form on net share instructing how to forward your desk phone to cell phone. Or calls can be forwarded from one desk phone to another. They also have the option of forwarding your voice mail to your email; it would save as a file and listen to it on email as a .wma file.

Looked in to what it would take to connect off campus buildings; legal, and both treatment centers. Right now, she doesn't feel that it's cost effective. Will stay as is for now, due to cost. Legal needs their phone system upgraded.

In a process of gathering information, gathering data to make it more cohesive between departments. Addresses for example; enrollment, fisheries, finance, hr. etc. Working on having that information centralized, and providing only the information needed. Learning about what information needs to be streamlined. Jenene is setting up databases that are controlled and user friendly. Trying to set up a system for cash receipts; law enforcement, fisheries and finance all who receive cash.

Discussed the set up of becoming more paperless and efficient. Teleconferencing capabilities, having that set up where it works well for Council. Campus wide that technology could be put to use. Discussed computer maintenance and proper training in basic programs and computer usage. Looking at space for having trainings for 3-5 people, and it's a video to follow, with an instructor. Could incorporate the audio visual equipment for this. Working with Brooks on multi media equipment for the gym and community events. Mitzie has heard that a portable system is needed, events, meetings, etc. Discussion of renting each time, or purchasing equipment. Ray wants to look in to buying a large enough screen and purchasing some of the Wii equipment for healthy activities for the kids. Mitzie will work with Brooks on purchasing this equipment; Ray would like to look back in to that request from 1% to possibly allocate more money. Discussed the different options of a screen and the different uses for it. Charlene would

like to connect out of state tribal members via technology, stream them in live to the general body meeting for example.

Discussed the demand from Theresa, website and intranet activity. Community website tried that a few years ago and was very time consuming. Trying to make available the newsletter, weekly mail out, etc. available via email. Jim thought of experimenting a little bit with streaming live with the committee meetings. Jim asked about different events that could be streamed live, such as the dig site, meetings, etc. Charlene asked if Mitzie could come to the MLRC to work with Tom McCullough, she has had young people interested in video producing. Kim is looking in to a teen center, IS is looking in to surplus computers to provide for the teen center which are a little more relaxed.

They would like to hire an additional technician and an editor. They have advertised for an office assistant. Some of her staff is spending too much time with IEI and the childcare center, Mitzie keeps reminding her staff that they need to be charging for their time. Discussed with IEI on funding part of a FTE.

Don asked about a database for land acquisition. This would be helpful with planning and NR. Council and management would have ready access to land records of what the tribe owns. Right now that information is on spreadsheets that Brian has access too right now. Mitzie has talked with Lil and Brian regarding Executive Services; discussed having resolutions on a database for search ability.

Planning is working on a digital filing system; and hopefully creates a model that can be utilized with other departments. Enrollment, family trees, pictures.

Jim asked about a shared database that is available on campus; in example fish numbers. If something can go on to the internet Theresa could add it to the website.

Card reader; creating employee ID's thought of applying for 1% to purchase a new one. Kim has asked for IS assistance on training for internet safety for the community.

Part of that are all the forms used and what can be made electronic. What can be electronic and what needs to remain hardcopy.

Jim stated that we need to strategize by priority. Short and long term goals. Electronic scheduling and shared calendars.

Don asked if her staff is available for all of these projects, knowing how busy they are. Mitzie says that every department needs to have a contact person for IS for basic troubleshooting within the department. If that contact person cannot troubleshoot, then call IS.

She is hoping to have an office assistant who is also a software specialist.

Working on trying to streamlining the clean up on computer drives.

Discussed the Daily Scoop, she has over 200 subscribers. Good response from the community. Theresa has a lot of requests that she can't get to.

Jim asked if IS can serve the community when someone has a computer question/problem. There is a tribal budget, and they are supposed to charge a flat rate of \$40. But that always doesn't get charged. Mitzie is working on that issue. There is a community list that they get to as they get a chance. Since Mitzie has been back in January, she knows of six community members who have brought their computer in for help. Jim would like to see a process on how she deals with that. She talked of having a community day, for a day set aside for community members to bring in their computer for help. Right now, it is dependent on the technician's time. But if the requests are there, maybe it would be worthwhile to hire a part time tech for such things. Ray likes the idea of having a quarterly community day. Ray would like to have Don & Jims voicemail set up on their cell phone.

Mitzie encouraged Council not to hesitate to ask for help.

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Whitney Jones was present for Health & Human Services. Shared some demographic information. Clinic information direct services total active users (defined by IHS as anyone who attended the clinic in the last three years) at 1,005. Broke down users by age and shared those numbers. Ray would like to see a break down of how many users are funded by contract health dollars. Looking at how enrollment has affected, in 2002 there were 728 enrolled members, and in 2006 there was 918. That affects the clinic by money coming out of CHS. Last year for the first year, the clinic billed for services of over \$1M. The numbers have progressively gone up each year. 7,200 patient encounters last year.

Number of CHS eligible's is 824, defined as any tribal member living in Mason or Thurston County. Since they have had to hit priority level 1, which has impacted CHS. The number of PO's have dropped because of that reason.

Pharmacy, the number of prescriptions filled was almost 11,000. Still currently serving Indians only. The pharmacy does not make money, last year spent \$205K last year. And billed other insurance companies about \$211K. The service is huge, and not a money maker.

Discussion of basic healthcare for tribal members. Study of the effects on the short and long term affects of diving. A study like that has been done, and SIT tries to set things up to minimize any health problems. Charlene is looking for another way to offset the health costs for divers. For basic healthcare, the clinic is covering the highest users of CHS dollars.

Discussion of tribal members questions regarding priority one status. If there is something that is medically necessary, it gets paid for.

Whitney will provide any information needed for their notebooks. She tried to make herself available for regular Council meetings; if there is anything else Council needs- let her know.

Discussed the new dentist, he is working out great. Discussed having him on contract four days/week. Right now he is two days a week. Ray would like to see him on contract for four days/week. Council can find money somewhere. But, anything that will need to go out to a lab, non tribal patients would need to cover at their own expense.

Discussed the hygienist Michelle Wiley. Whitney will meet with her regularly.

Wednesday night clinic, open from 5-7 p.m. by appointment only. They are not looking at weekends. Pharmacy is open that time also.

ICW is short staffed. Legal has been providing oversight. Still looking at how to make improvements. Family Wellness Team is still working on case direction. Continuing to improve.

Elders Program, Whitney feels that the elders are not given the opportunities that they should have. The elders are planning a trip to Tennessee for those who didn't go on the cruise.

Charlene would like the Planning handout and Whitney's info for the visioning with IEI and LCC. Include the maps. Information of the debts.

Whitney will provide info on number of members who utilize the food bank.

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Mike Evans and John Taylor were present for Public Safety. Mike handed out a total incident report. Still down a couple of officers. Planning on sending a couple of guys to the academy for training, with hopes of filling some vacancies.

The stray dog count is down. Jim asked about the ordinance regarding owning dangerous animals; there is a difference between the housing code and the law enforcement ordinance. Housing code states no pit bulls are to be owned.

Drugs; past 3-4 months have been dealing with very aggressively. Had several significant cases lately. Jim asked about the comment a while back regarding gating the community and tracking that enters and leaves. Still have access to public safety. Mike does not see any large stumbling blocks with that.

New equipment coming in through a grant. This will help with personnel retention. New building soon. The used cars are going away. Transferring some cars to other departments; NR, IEI & LCC. They are planning on holding an auction for tribal members. More functional building. Having difficulties with obtaining applicants for law enforcement. Also looking into reaching out for more applicants.

Haunted house went well again this last year.

Housing Fair went well; handed out 25 coupons for pfd for kids from boater's world.

Second annual cops vs. girl's basketball game. Trying to get more community members there.

NR Island shellfish remains a priority. Have not seen/heard about problems.

Have more fishing patrol this year. Active patrols, and have been talking to Tully about hunting patrols this year.

Court is going well. New public defender who is working out well. Holding court in council chambers is going well- no complaints yet.

Become more issues around public law 280. Looking for input from Council. Public Law 280 took the federal jurisdiction and gave it to the state/county. The county has concurrent jurisdiction with tribal on reservation land. So far, only minor issues that they are able to overcome. Spoke with Mason County Sherriff Salisbury regarding this, and they both will sit down and come to an agreement.

Discussed incarceration costs. Council wants to make sure that the new County Sherriff is clear of what SIT needs.

Discussed commissioning with Mason County, going well. They are joint training with SIT and Ma. Co., they are sharing a radio frequency. Going well. Casey Salisbury would like to come to Council to meet and discuss. Joint task forces. Cross training. Going in to a good direction.

Council suggested starting documenting instances when SIPD responds and assists WSP and Mason County, in rescues, water patrols, etc. Mike will work on obtaining documentation.

Council asked Mike to come next Thursday and report.

Will asked about a dive boat and dive gear; there is money for a dive boat and they purchased gear for four. He must have the money spent by July, therefore will have a boat by then.

Discussion of relationship with Thurston County. Mike and Casey have talked about creating that relationship. Will keep Council posted.

Boat inspections must be done by April 1.

John Taylor handed out the guidelines that create Emergency Management. Went over the program; created on September 1, 2005. Went over a timeline of creating this program. First tribe in WA state to establish. Went over accomplishments. Went over

what is left to be done; pandemic flu plan will be submitted to Council soon; preparing for October 24<sup>th</sup> full scale exercise. Briefed on future goals.

Safety Program; have a draft resolution which commits Council to safety, still under review.

Jim asked about elders, has he spoken with the elders regarding during a storm, do the elders get checked on. Council discussed issuing a note to post stating they stopped by. Law Enforcement currently will stop by four times, and they have implemented a form stating they stopped. Elders also asked about the elders building be opened up for heat and food. It might be appropriate for Mike and John to come to an elders meeting to share with them what they do in the event of an emergency.

They are purchasing dual electronic boxes for the elders building, each elder will have a code, and it will record who entered. This is on a battery back up. There is a key access also.

Discussed bringing IEI and LCC on with the tribal government with the emergency operations plan. If need be, Council will direct them to participate but doesn't feel that will be necessary. They will be blanketed together with the government in obtaining FEMA funds in the event of a disaster.

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Summer Petty and Mike Ulrich were both present to provide an update from Tribal Gaming. Desi will begin as Director Monday. Boxing went well Saturday, no issues. Will report to the commission next week regarding a boxing commission. Cage fight this coming Saturday, the gaming commission will not be there. They felt that if SIT were to bring on own boxing commission would be a huge expense. Right now DOL gets paid 5% of ticket sales. The fighters were treated well, better than other casinos. The fighters were very happy with the casino.

April 20-23 the hotel is hosting a National Tribal Gaming Conference. The hotel is sold out. Charlene would like Council to attend this training. Charlene asked if TGA would send out an invitation to the Conference.

Grand opening of the hotel went great.

TGA might be moving back into the Casino.

TGA morale is good; people are excited about Desi returning. Council thanked Summer and Mike for filling in.

Licensing questions have come up. They need to be notified by HR as soon as a new employee is hired at the casino.



Glen stated the commission will be discussing a way to present a monetary gift to Summer and Mike for stepping up and taking over in Michaels absence. The commission will come to Ray with a recommendation. This would need to go through Council.

Ray asked Council to consider the occupancy tax of the new hotel wing; 10%.

Swimming pool; spoken initially with B of A, including a portion of the bond for construction of a pool. The bond hinders on the capability of the Casino bouncing back. This is in the future for next summer. Ray directed Brian to look in to the theme of a water park, similar to what is downtown Olympia. Will look in to all options and assess the costs. Need to show movement. Discussed the future of a wellness center. Charlene would like to see a low, medium and high cost estimate on the swimming pool. Charlene would like to allow the general body vote on an idea.

Infrastructure; discussed fees that would incur for tribal members building a house on the Taylor property.

Ray discussed the ICDBG Grants.

Ray reported on funding for a park; he received word that they received an approved proposal. SIT will work with construction people who will teach TANF people how to construct a park, and will do so for the community.

Ray had proposed to Council that when SIT goes through the RFP process for hiring a general contractor, we provide them with a list of tribal contractor. Ray would like to write in the policy that if a tribal sub contractor is within 10% of the lowest bid, they would have first opportunity to match that bid. This would provide more opportunity for tribal contractors. Practice the tribal preference policy for contractors hiring for sub contractors.

The meeting was adjourned, Wednesday at 4:30 p.m.