



# SQUAXIN ISLAND TRIBE

## RESOLUTION NO. 01-50

of the

### SQUAXIN ISLAND TRIBAL COUNCIL

**WHEREAS**, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe, its members, its lands, its enterprises and its agencies by the authority of the Constitution and Bylaws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965; **and**

**WHEREAS**, under the Constitution, Bylaws and inherent sovereignty of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security, education and general welfare of the tribal members, and with protecting and managing the lands and treaty resources and rights of the Tribe; **and**

**WHEREAS**, the Squaxin Island Tribal Council has been entrusted with the creation of ordinances and resolutions in order to fulfill their duty of protecting the health, security, education, and general welfare of tribal members, and of protecting and managing the lands and treaty resources of the Tribe; **and**

**WHEREAS**, the Northwest Indian Treatment Center wishes to promote the employment of Indian persons enrolled in a federally recognized tribe while at the same time maintaining a work force which is qualified and competent to provide services in both the residential and outpatient chemical dependency programs, **and**

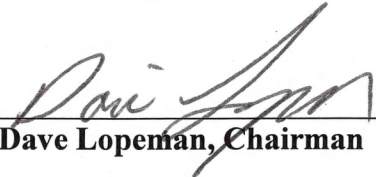
**WHEREAS**, the Squaxin Island Tribe places first preference on Tribal members, the NWITC places the preference usually given to Tribal members on persons enrolled in any federally recognized tribe; **and**

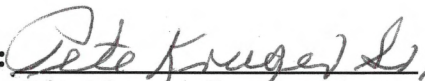
**WHEREAS**, the Squaxin Island Tribal Council desires to have a recruitment and selection policy in place for the NWITC in order to better protect the employees and the tribe.


**NOW THEREFORE BE IT RESOLVED**, that the Squaxin Island Tribal Council hereby adopts the attached Recruitment and Selection policy for the Northwest Indian Treatment Center.

**CERTIFICATION**

The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at the regular meeting of the Squaxin Island Tribal Council, held on this 12<sup>th</sup> day of July, 2001, at which time a quorum was present and was passed by a vote of 5 for and 0 against with 0 abstentions.

  
\_\_\_\_\_  
Dave Lopeman, Chairman

Attested by:   
\_\_\_\_\_  
Pete Kruger, Sr., Secretary

  
\_\_\_\_\_  
Andy Whitener, Vice Chairman



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**WHEREAS**, under the Constitution, Bylaws and inherent sovereignty of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security, education and general welfare of the tribal members, and with protecting and managing the lands and treaty resources and rights of the Tribe; **and**

**WHEREAS**, the Squaxin Island Tribal Council has been entrusted with the creation of ordinances and resolutions in order to fulfill their duty of protecting the health, security, education, and general welfare of tribal members, and of protecting and managing the lands and treaty resources of the Tribe; **and**

**WHEREAS**, the Northwest Indian Treatment Center wishes to promote the employment of Indian persons enrolled in a federally recognized tribe while at the same time maintaining a work force which is qualified and competent to provide services in both the residential and outpatient chemical dependency programs, **and**

**WHEREAS**, the Squaxin Island Tribe places first preference on Tribal members, the NWITC places the preference usually given to Tribal members on persons enrolled in any federally recognized tribe; **and**

**WHEREAS**, the Squaxin Island Tribal Council desires to have a recruitment and selection policy in place for the NWITC in order to better protect the employees and the tribe.

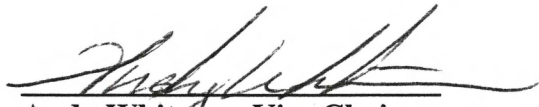
**NOW THEREFORE BE IT RESOLVED**, that the Squaxin Island Tribal Council hereby adopts the attached Recruitment and Selection policy for the Northwest Indian Treatment Center.

**CERTIFICATION**

The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at the regular meeting of the Squaxin Island Tribal Council, held on this 12<sup>th</sup> day of July, 2001, at which time a quorum was present and was passed by a vote of 5 for and 0 against with 0 abstentions.

  
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Dave Lopeman, Chairman

Attested by:   
\_\_\_\_\_  
Pete Kruger, Sr., Secretary

  
\_\_\_\_\_  
Andy Whitener, Vice Chairman

draft

**NWITC  
Recruitment and Selection Policy**

NWITC wishes to promote the employment of Indian person enrolled in a federally recognized tribe while at the same time maintaining a work force, which is qualified and competent to provide services in both the residential and outpatient chemical dependency programs. Whereas hiring for the Squaxin Island Tribe places first preference on tribal members, the NWITC places the preference, usually given to tribal members, on persons enrolled in any federally recognized tribe.

**Posting:** New position vacancies are sent to the human resources departments of tribes in western Washington, advertised in newspapers and mailed to each tribal member of the Squaxin Island Tribe. On-call positions are sent to the human resource departments of tribes of western Washington and to Squaxin Island Tribal members quarterly. On-call positions include chemical dependency counselors, cooks, housekeepers and treatment attendants.

**Screening:** The director will review applications to determine if any enrolled Indians meet or exceed the minimum qualifications for the positions. If an Indian applicant meets the minimum education and experience levels for the position, interviews will be scheduled. Applicants must complete a satisfactory interview and meet other requirements (i.e. drug testing, references, length of sobriety, etc.)

If no qualified Indian applicants<sup>15</sup> are found, a pool of three or more candidates may be formed. If less than three qualified non-Indian preference applicants are found, the Human Resource Director and the NWITC director may jointly decide whether or not to re-advertise the position.

**Scoring:** A rating questionnaire will be established for each position to be filled, prior to conducting the interviews. The questionnaire will address experience, skills, knowledge, ability and other requirements for the position. Some questions may also require a test to be completed by the applicant. The total score for the questionnaire will be 100 points and will consist of at least five questions. Applicants must score at least ~~65~~<sup>50</sup> points to be eligible for the positions.

**On-Call Pool:** Some positions may have a pool of on-call employees: cooks, housekeepers, treatment attendants, counselors. On-call employees most often work for regular part time or full time employees who are away or when there is additional work to be completed. Except as it relates to counselor positions, persons in the on-call pool may be hired as a regular part time or full time employee as positions open. Applicants from the on-call pool are hired based on performance. Part time and full time counselor positions must be announced as described above.

*Approved by  
TC  
7/12/01  
w/above  
changes*