

SQUAXIN ISLAND TRIBE

WEST 81 HIGHWAY 108
SHELTON, WASHINGTON 98584
(206) 426-9781

RESOLUTION NO. 87-58
of the
SQUAXIN ISLAND TRIBAL COUNCIL

WHEREAS, the Squaxin Island Tribal Council is the governing Body of the Squaxin Island Tribe of Indians by the authority of the Constitution and By-laws 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, the Squaxin Island Tribal Council has been entrusted to provide for the social, health and economic well-being of the Squaxin Island Tribal Citizens; and

WHEREAS, the Squaxin Island Tribal Council is responsible for the establishment of policies governing how tribal operations will be conducted; and

WHEREAS, the Tribal Council is committed to fair employment practices and Indian preference; and

WHEREAS, the existing personnel policies and procedures are not adequate to fully meet Council intent; and

NOW THEREFORE BE IT RESOLVED, the the attached policies are hereby adopted by the Council for inclusion in the Personnel Policies Procedures Manual;

BE IT FURTHER RESOLVED, that in the case where new policies conflict with existing policies that the new policies shall take precedence in all cases; and, related existing policies will be revised as necessary to meet both the specifics and the intent of these new policies.

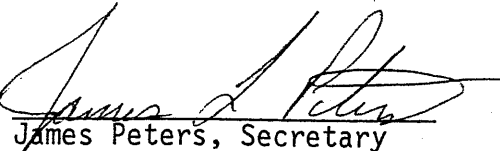
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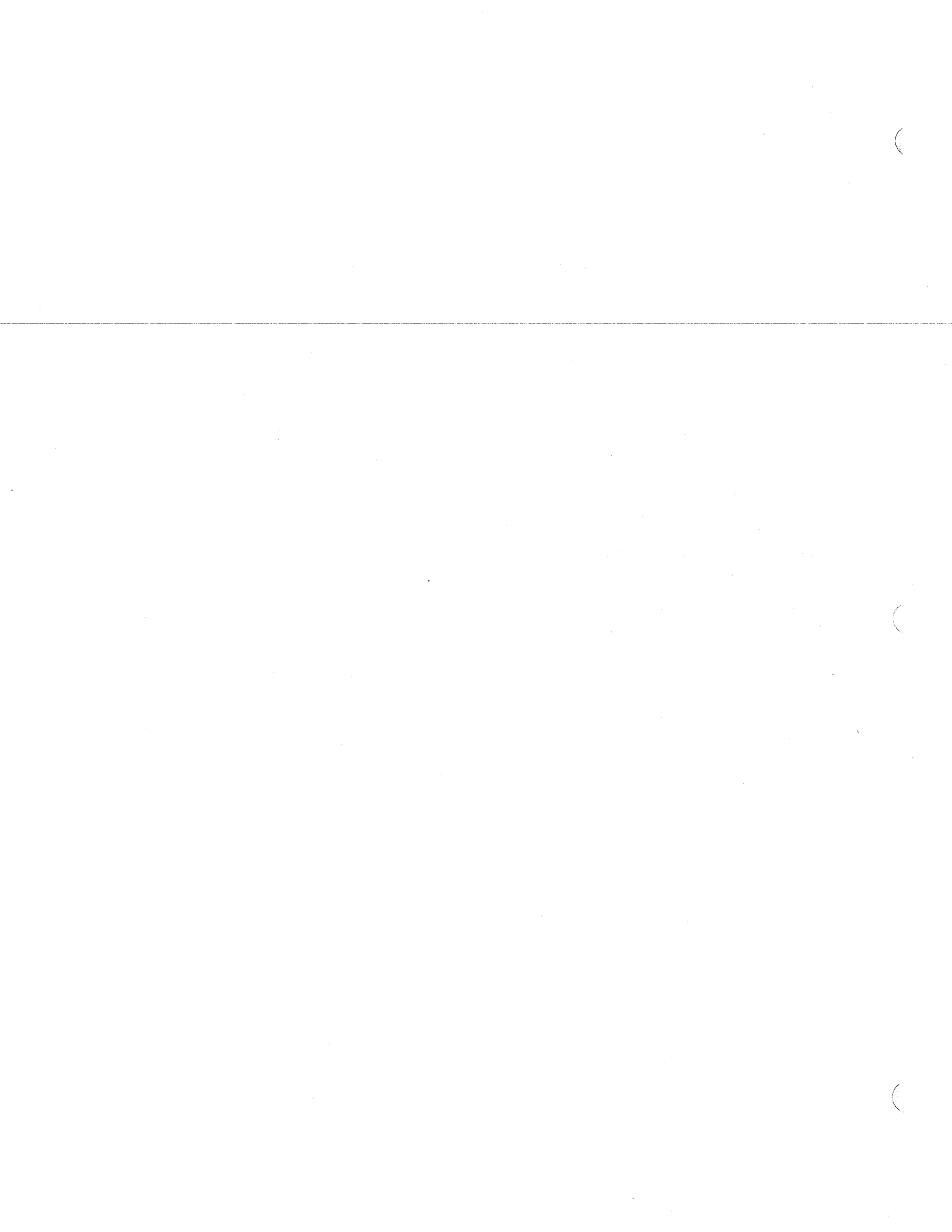
The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at a regular meeting of the Squaxin Island Tribal Council, held on this 22nd day of ~~October~~, 1987, at which time a quorum was present and passed by a vote of 4 for, and 0 against, and 0 abstentions.


David E. Lopeman, Chairman


Evie Allen, Vice Chairperson

Attested by:


James Peters, Secretary



Personnel Policies Revisions

Squaxin Island Tribal Council

8/13/87

The following policy directives were developed by the Tribal Council with input from the staff present at the Council retreat. They were developed to clarify issues of concern to the Council. Please review these carefully and implement them on a consistent basis.

1. TERO does not apply to tribal activities but to hiring and training and contracting activities of non-Tribal businesses. If the current policies for hiring, training, and contracting in the Tribe's manual system are not adequate they should be revised to insure that Indian preference is practiced in these areas.
2. Personnel policies shall be revised to provide some protection for temporary employees through allowing access to grievance procedures.
3. The personnel committee shall consider whether a grievance procedure for job applicants is appropriate, and if so to recommend to the Council a procedure.
4. For most positions minimum qualifications shall include at least a GED and a valid driver's license. It is the policy of the Council not to reduce standards below the levels needed for acceptable job performance; nor, to set qualifications excessively high. The emphasis shall continue to be on hiring qualified Indian applicants.

The exceptions to this policy is for some training positions under WWIETP, and entry level clerical positions. In addition, temporary emergency hires will be based on the selection of the most qualified of available Indian applicants.

5. All applicants interviewed should be notified in writing that they have either been or not been selected.
6. All vacancy announcements will include minimum qualifications, statement that Indian preference is tribal policy, and that if Indian preference is claimed proof must be submitted at the time of application or the applicant will be considered to be non-Indian. Applications should be revised to reflect this.
7. The Tribal Council would like to be notified when job interviews are scheduled.

