

Human Resource Department will be audited



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DIRECTOR, UNIT III**

At the Oct. 27 meeting in St. Ignace, Director Hoffman and I brought forward a resolution to do a performance audit of the Human Resource Department. The vote ended in a tie with the chair voting no. We put the resolution on again at the Nov. 3 meeting in the Sault and it passed.

There is much concern as to why we wanted to audit the Human Resource Department when we have issues tribal wide. We feel that Human Resources are the hub of the employment world of the tribe. All applicants must go through HR and all employees interact with the HR Department also. Some want to portray we are targeting team members, I say if you are afraid of an audit, then you must have something to hide. We should be auditing every department peri-

odically.

The board members interested will be establishing the parameters of the audit. Next, an outside person or company will be hired to conduct the audit. As long as politics don't come into play, the board should implement the recommendations.

Recently, we found out if you are a tribal member and qualify for the position, that does not mean you will be interviewed for that position. I have never heard of that since I worked in the HR Department from 2002 to now. A member came to the meeting to ask why he/she was not granted an interview. Apparently out of about 10 qualified applicants, only a handful were interviewed. This was for a \$17- an-hour job, which are far and few between for our members. If I were hiring for an executive level job, I would rather interview a dozen people first, then bring back the handful for a second interview. At least everyone would receive an opportunity to sell themselves. We were told there isn't a policy saying a person must get an interview, but we do have a preference policy and nothing stating they won't get an interview if qualified.

I asked when a job posting closes that the department manager or supervisor screens the applications with the Human Resource Department. Many times applicants are screened out of the interview process because

they don't have exactly what the posting requires. This does not mean people cannot perform the job. I have seen two casino department heads and one vault cashier screened out for a Midjim manager. These people have supervised around 30 people and are not qualified to supervise six?

We also need a working promotion policy. Our proven team members should be able to advance in the organization. There should be training and succession planning which would all improve morale.

The Nov. 3 board meeting time was changed from 6 p.m. to 5 p.m. An email was sent out within the five days' notice and I objected. All our regular meetings always start at 6 p.m. Members have the opportunity to address the board from 4-6 p.m. So with the meeting time change, members only had from 5-6 p.m. With the change, team members or anyone else who worked until 5 p.m. could not address the board.

As I write this article, we have yet to pass our 2016 budgets. It seems that we can only meet on Tuesdays to discuss anything. We are lacking in commitment to meet more frequently to get things taken care of. We rarely can meet with our divisions for semi-annual reviews. I am a take care of business type of person and this kind of scheduling and lack of forward movement is driving me crazy.

We have to constantly change

meetings for travel. We do have a vice chair to fill in. Business must go on with one or five of us missing. We don't close the casinos because the CEO is out of town. There is not one person that the tribe can't live without. Let's move forward by splitting up and covering as much ground as possible.

On Oct. 28 and 29, the tribal action plan (TAP) group met with our technical advisors to start writing this plan. I was only able to attend on the 28th and would like to thank the staff who committed to attending and participating.

Also on the 28th, I was able to attend the adoption of a tribal child into the Feleppa family. Congratulations, Feleppas! AJ is a very lucky little girl.

If there is anyone who maybe would be interested in becoming a foster parent, there is a great need for our Native children to have loving homes. Please contact Shirley Brown or the ACFs Division for more information.

The St. Ignace Head Start program will be having their annual powwow at the Shores Event Center on Wednesday, Nov. 25, at 11:30 a.m.

The St. Ignace elders are planning a Christmas cookie sale for December at the McCann School. Please contact Brenda Garries or another committee member for details or watch Facebook.

The well replacement has taken place at the Grimes prop-

erty next to Wequayoc Cemetery. We would like to be able to use this for feasts, spiritual gatherings or teachings in the near future. The house needs to be completely furnished. If anyone is interested in donating utensils, cookware/ bake ware, plates, cups, counter-top appliances, etc. please contact me or the chairman's office.

The youth sponsorship program is still accepting applications to help with student activity fees, sports fees, senior pictures, drivers ed, etc. Please contact the Big Bear at (906) 635-RINK for an application.

The LIHEAP heating assistance program opened on Nov. 1. Please contact Angie Gilmore at the St. Ignace Health Center, 643-8689.

The annual elders holiday dinner will take place in the Sault on Tuesday, Dec. 8, at 11:30 a.m. For sign up and transportation arrangements please contact the Elder Services Division at (906) 635-4971.

The St. Ignace Christmas carnival will be held on Sunday, Dec. 6, at the Shores Event Center from 1-4 p.m. Santa will be there along with food and games.

I hope everyone has a safe and wonderful Thanksgiving holiday.

If you need to contact me, please call (906) 430-0536 or email me at bsorenson@sault-tribe.net or bridgett91@yahoo.com. I do schedule appointments for office visits.