

# Vice chairwoman reports on 2012 budget items



**LANA CAUSLEY, DIRECTOR,  
UNIT II**

As reported, we have reviewed and discussed many of the budgets for 2012. We have yet to finalize them, as the board has not supported all presented. We have been in the reviewing stage of wage and job description grids, which will increase pay for some positions, while decreasing in areas as well. We have yet to decide how to plan for the increase needed as well as NOT decrease any employee. We are attempting to bring wages where

they should be for ALL employees. This has been done in stages throughout 2011 and an amount needed will have to be included in our 2012 budget. We have also budgeted a 3 percent increase (cost of living) for all employees.

Human Resources has also been taking suggestions and preparing policy changes to our employees policies. Some simply do not work, while others, simply don't make sense. I've been diligent at keeping this process moving and believe we have many changes to make.

Director Hollowell and I continue to be in support of securing the constitutional amendment and pursue a CEO for our tribe; the discussion is difficult because not all agree that we even need one. We are in a place where the authority and accountability lies with the whole board and that only adds to the confusion and direction. I simply do not want the authority at the board level, it does not work and many hours are spent "micro-managing." The top executive staff should be held responsible and if things

aren't getting done, there lies the accountability and it can be held as such. The way we are going is a free-for-all. Legislation, strategic planning, reform and policy should be the major items our board should pursue for our government and businesses. We will continue to place this on our agenda until we come to a resolve. We also have many more items that are being added.

I'd like to remind everyone that we still hold by weekly quarterly reviews for the membership. This was implemented about two years ago and started out very well. Members were invited to hear directly with the board reports from each department within our tribe. I encourage members to attend so they may see how each department is doing as well as ask questions that you may have. The schedule is posted on the website or call 1-800-793-0660 for the dates.

We held a unit meeting in Newberry this past month and I'd like to thank those who attended. The meeting was not well advertised but was in my last report

and posted at the tribal center. In the future we will also post it on our website and send elders a notice.

Below is a summer program available to college students; this kind of information can always be obtained by contacting our Education Department. I receive many calls about summer programs available to tribal members. Those who live outside the service area are in need as well. If you have questions about national programs our Education Department is here to service and provide resource information so even if you don't live here, we can still assist.

DOE's Tribal Energy Program is seeking current college upper-classmen and graduate students for summer 2012 internships. Students must be U.S. citizens and Native Americans (defined as a member of a federal recognized tribe, Alaska Village, or Alaska Corporation) with specific interest in renewable energy.

To apply, see the website listed below <http://apps1.eere.energy.gov/tribalenergy/internships.cfm>.

I will be attending the National Congress of American Indians conference this coming week. Founded in 1944, the National Congress of American Indians is the oldest, largest and most representative American Indian and Alaska Native organization in the country. NCAI advocates on behalf of tribal governments, promoting strong tribal-federal government-to-government policies, and promoting a better understanding among the general public regarding American Indian and Alaska Native governments, people and rights. Our tribe will be sponsoring resolutions and I will be prepared to present those items on our behalf. I will be in working session all week on the final documents as others tribes may have input, so a full report of my participation and outcome will be in my next report.

As always, if you would like to meet or contact me please call or email. (906) 484-2954 or [lcausley@saulttribe.com](mailto:lcausley@saulttribe.com).

Baamaapii,  
Lana Causley,  
Vice Chairwoman