

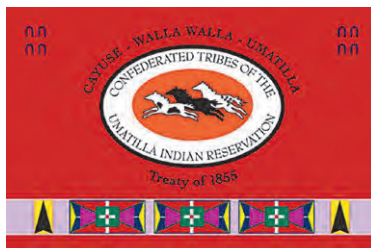


**Confederated Tribes of the
Umatilla Indian Reservation**
2018 ANNUAL REPORT



Confederated Tribes *of the* Umatilla Indian Reservation

Board of Trustees



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Dear members of the General Council and Community,

As the sun set on our year, it is a privilege to be able to look back on all that was accomplished together, as a Tribe, in 2018. The birth of the Nixyaawii Education Center, the completion of the Yellowhawk Tribal Health Center, expansion plans for the Wildhorse Resort & Casino and the continued dedication to the protection of our Treaty Rights all developed because of the diligence of our skilled workforce.

Among the plans that were approved for expansion on the Wildhorse Resort & Casino were upgrades to the Golf Course Club House. That expansion will provide better accommodations and services for our guests at Wildhorse Golf Course. Another renovation project that was completed in 2018 was the remodeling of the Recreation Center at the July Grounds. As Nixyaawii Community School looks forward to moving to Nixyaawii Education Center and its new gym, the Recreation Center gym will remain open for community events.

The visions of our elders have come to fruition in many areas for the Umatilla Indian Reservation. One of those visions has long been the construction of a new education facility, one that provides a place to learn for children and elders alike. This new facility for students, of all ages, will be a home for the continued growth of our most valuable resource, our children. As we move forward through the years, the future of our Tribe brightens with each new development and step we take.

As we continue with such collaborative successes as the Umatilla Basin Project, we continue to pursue other efforts that will exercise our sovereignty. One of those endeavors is the pursuit of the legal status of the rightful east boundary of the Umatilla Indian Reservation.

The welfare of the People of this Tribe and the health, education and protection of Treaty Rights along with the Constitution and By-Laws will remain of utmost importance to the Board of Trustees.

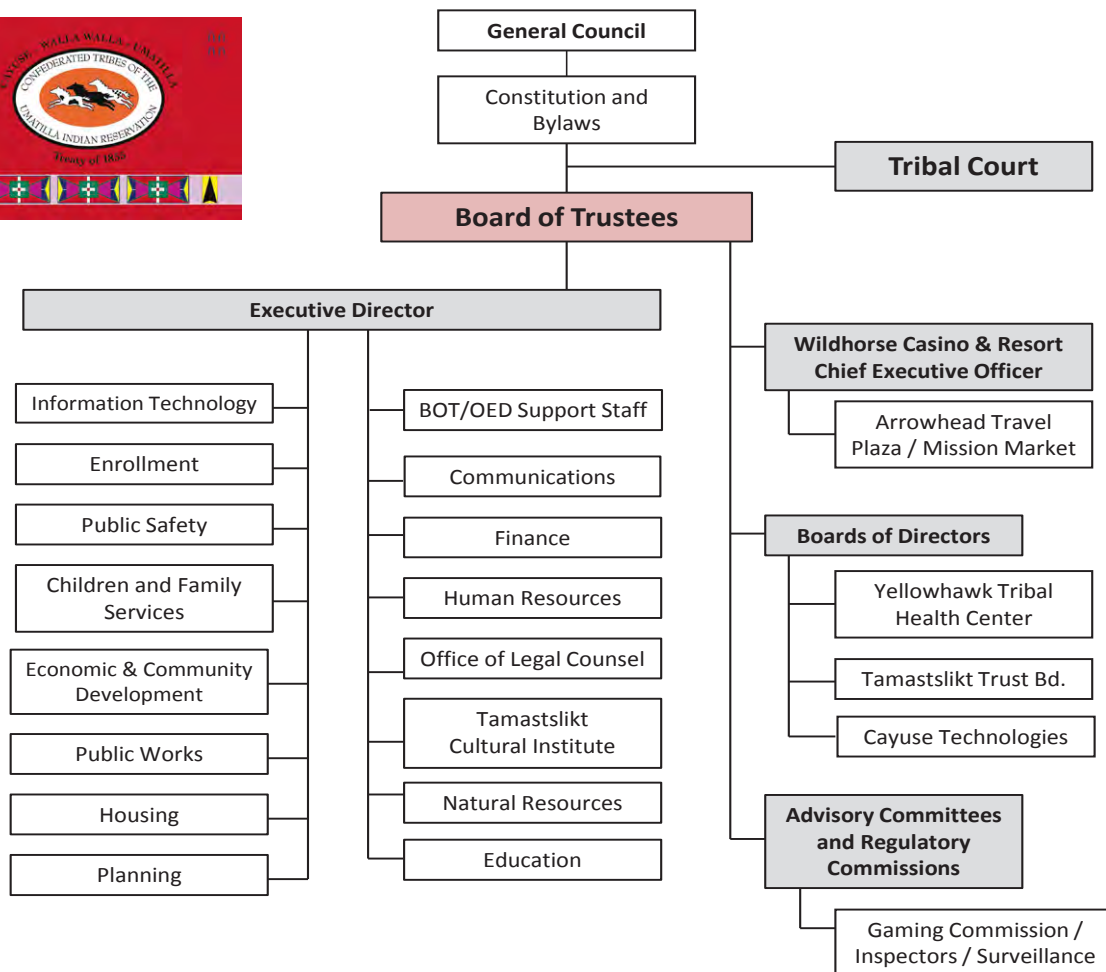
Sincerely,

Gary Burke,
Board of Trustees Chair

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CTUIR Organizational Structure



2018 Workforce Data

	Women	Men	CTUIR Tribal Member	Other Indian	Non-Indian	Total	Last year	Overall Change	Percent of Change
Tribal Government *	215	258	215	57	201	473	458	15	3%
Yellowhawk Clinic	109	37	55	21	70	146	141	5	4%
Total - Tribal Government	324	295	270	78	271	619	599	20	3%
Cayuse Technologies	133	144	17	19	241	277	238	39	16%
Wildhorse Resort <>	432	463	153	76	666	895	887	8	1%
Total - Enterprises	565	607	170	95	907	1172	1125	47	4%
Grand Total	889	902	440	173	1178	1791	1724	67	4%

	Dec-13 CTUIR Tribal Member	Dec-14 CTUIR Tribal Member	Dec-15 CTUIR Tribal Member	Dec-16 CTUIR Tribal Member	Dec-17 CTUIR Tribal Member	Dec-18 CTUIR Tribal Member	Overall Change	Percent of Change
Tribal Government *	204	204	211	211	217	215	-2	-1%
Yellowhawk Clinic	49	44	47	48	49	55	6	11%
Cayuse Technologies	18	14	13	10	13	17	4	24%
Wildhorse Resort	152	163	170	159	152	153	1	1%
Grand Total	423	425	441	428	431	440	9	2%

<> Includes ATP & MM

2018-19 Board of Trustees Priorities

HOUSING:

- Enable CTUIR Tribal Members to do better research on past transactions of property and potential obstacles;
- Increased housing available to community members (Housing and Tribal Planning Office monitor and report data or a new "Recording Office");
- Data gathered and maintained informs future land use planning scenarios;
- Improved and diversified economy that respects the traditional cultural values;
- Cost effective and efficient development, operation and maintenance of tribal facilities and services.

HEALTH:

- Preventative and community health services improve CTUIR member health;
- Community member health measurably improves as demonstrated by benchmarking process and reporting.

EDUCATION:

- Improved infrastructure and capacity to serve community of learners;
- Improved learning environment;
- Increased language fluency of current Tribal language speakers and increase in number of beginning-level language speakers.

ORGANIZATIONAL EXCELLENCE:

- Identify and report CTUIR organizational improvement needs to increase performance and better CTUIR serve community, prioritized improvement needs addressed in 2019 annual work plans;
- Increased effectiveness and management and operations for all aspects of the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) government services, programs, and enterprises as delegated in the Executive Management Policy.
- CTUIR membership receives improved services.

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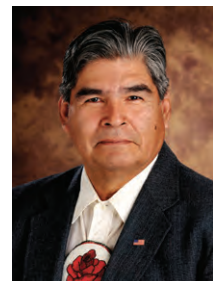
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Secretary

ECONOMIC & COMMUNITY DEVELOPMENT

- Improved and diversified CTUIR economy that respects traditional values;
- Enhanced economic sector supported by modernized infrastructure;
- Increased CTUIR member employment in vocational sectors, increases in job quality within current sector, including part or full-time employment, increases in job responsibility and corresponding salary and benefit.

Department of Children and Family Services

The Department of Children and Family Services (DCFS) supports the personal health and viability of all of our members with a holistic, physical and spiritual approach. We promote respect and consideration of lifestyles, quality of life, and community and cultural values, including the unique needs and rights of all of our members and community.

The Department provides a variety of social service programs that empower tribal members, foster community growth, and encourage self-determination through case management. DCFS currently employs 17 staff members.

Programs within the Department include Child Protective Services (Indian Child Welfare Act, Foster Care, Child Care), Public Law 102 477 Workforce Development/General Assistance, Veterans Services, Senior Activities, Emergency Assistance, Building Our Life Skills Training & Employment Readiness, CAPECO/CTUIR Food Distribution and Youth Leadership Councils.

477 Workforce Development/General Assistance

- Successfully Completed Grant Audit in October 2018.
- Served 115 individuals through Workforce Development.
- 27 Workforce Development clients were placed in on-the-job trainings.
- Decreased number of General Assistance clients by 25 percent.
- Created partnerships to provide training opportunities for clients and community.



Child Protective Services

(Indian Child Welfare Act, Foster Care, Child Care)

- Hosted the 2018 DHS/Tribal Indian Child Welfare Conference.
- Coordinated with Campaign for Trauma-Informed Policy and Practice through Virtual Learning with five Tribes, DCFS, Yellowhawk Tribal Health Center, Tribal Court, Housing, and Education.
- Continued to improve communication and coordination between Courts, Education, DCFS, Police, Truancy, and the Prosecutor's Office regarding juvenile cases.
- Continued to facilitate the Juvenile Crime Prevention Grant in collaboration with Lost & Found Youth Outreach.
- Increased the number of Certified Foster Homes.
- Increased the number of Certified Child Care Providers.

Veterans Services

- Signed an MOU with the Oregon State Department of Veteran Affairs.
- Organized 4th of July Memorial Horse Parade.
- Participated in Walla Walla VAMC annual Welcome Home Ceremony.
- Facilitated Flag Presentations at Yellowhawk Tribal Health Clinic and Sunridge Middle School.

Senior Activities/ Elders Advisory Group

- Reviewed and updated Elders Committee Policy.
- Elected new Officers: Chair - Alan Crawford; Vice Chair - David Wolf; Secretary/Treasurer - Roberta Kipp
- Hosted September Dinner, 600 + Northwest guests.
- Hosted December Dinner, 250+ local Elders.
- Purchased Farmer Market tokens.
- Purchased Wildhorse Cineplex tickets for Wednesday matinees.

CTUIR Youth Leadership Council

- Coordinated elections for 2018-2019.
- Continued Sunday meetings at the Nixyaawii Governance Center.
- Attended and presented at the Affiliated Tribes of Northwest Indians (ATNI) conference in Portland.
- Continued Partnership for Success – Behavioral Health Meetings.
- Northwest Portland Area Indian Health Board – two representative and one community member.



Department of Communications

The office of Communications goal is to assist the Board of Trustees and staff in communicating with Tribal members and the public as well as helping foster public understanding of CTUIR Treaty Rights, culture, programs and activities, and promote CTUIR interests through strategic public relations and proactively disseminating information.

- Proactively use the news media to disseminate information about CTUIR issues, projects and events.
- Provide leadership, and support as necessary, in developing publications, internet web, social media and other media for the CTUIR including CUJ newspaper and KCUW radio.
- Provide leadership and support in outreach, publicity and communication with Tribal members, the public, outside agencies, elected officials and other key decision-makers and dignitaries.
- Provide leadership and support in developing and implementing public relations strategies, including public involvement activities.
- Oversee Public & Legislative Affairs and ensure it operates efficiently and in compliance with tribal policies. Participate in the CTUIR Management Team.

Legislative Affairs:

- Promote CTUIR legislative issues, priorities, and responsibilities with Congressional representatives, US Administration, Oregon Legislature, Washington Legislature and state administrations.
- Promote the right of individual tribal members to vote in federal, state, and local elections.
- Promote the CTUIR's participation in political campaign contributions in order to benefit legislative goals of the CTUIR.
- Provide support to the Office of the Executive Director and BOT on government to government relations with counties and cities within the ceded territories of the CTUIR and in areas where the CTUIR has treaty interests.

Public Affairs:

- Updated information and materials for CTUIR.org website, CTUIR social media sites on Facebook (CTUIR, KCUW, CUJ) and Twitter
- Fielded over two dozen media inquiries and issued 6 press releases
- 12 monthly appearances on KUMA Coffee Hour
- Coordinated public relations / media issues with CRITFC
- Participate as a member of the executive management and management teams
- Led Communications/Legislative Campaign on a number of bills in Oregon, Washington, and Federal legislative bodies



KCUW Radio:

ENGINEERING

- KCUW recently contracted a new engineer dedicated solely to maintain our infrastructure, equipment and mechanical needs. After his initial station visit, we have made several determinations of priorities that need to be addressed and have been offered recommendations to accomplish those endeavors.

STREAMING

- This is a service that is requested most often. With the arrival of our new engineer, we are now exploring new vendors that will best serve our demographic and community within a reasonable annual or quarterly rate.
- Sustainable funding continues to be the central constraint preventing growth as an entity.

CUJ:

- Produced 12 monthly editions
- 613 Advertisements, 10 Letters to the editor, 67 Birthdays, 556 Stories, 1,111 Photos
- Revenue: More than \$70,000 in ad revenue
- Entered into the Native American Journalist Association Awards. Categories Competing in Best Layout, General Excellence, Best Editorials, Best Feature Photo, Best Feature Story, Best Coverage of Native America, Best Coverage of Elders, Best Environmental Coverage, Best Sports Photo, Best Health Coverage, Best News Story, and Best News Photo. Won 20 awards total.
- CUJ continues to work with other CTUIR programs providing photos/information for myriad publications within departments.

Department of Economic & Community Development

The mission of the Department of Economic and Community Development (DECD) is to improve the overall economy and develop infrastructure that provides for community development for the Umatilla Tribes. The Land Program is also housed under DECD. There are 25 employees in the department; 14 are CTUIR tribal members, three other Indians, three CTUIR tribal descendants, five non-Indians and one vacant position.

The department includes the following enterprises and programs to achieve its goals: Tribal Environmental Recovery Facility (TERF)/Solid Waste, Tribal Farm Enterprise, Indian Lake, Coyote Business Park/Wanapa Industrial Site, Land Program, and the Tax Program.

Economic and Community Development

- Secured additional \$60,000 EDA economic development planning grant, extending it through spring 2021.
- Completed construction of road and utility infrastructure for Wanapa Industrial Site.
- Completed planning for three-phase reservation broadband project.

Enterprises

Tribal Farm Enterprise farms tribal land and trust lands. The main crop that is farmed is dryland wheat. In 2018, there were 12,035 acres planted or farmed: 4,007 acres fall wheat/canola, 4,019 acres CRP, 3,800 acres fallow, 160 acres pasture, 49 acres hay. In 2018 the enterprise purchased a Versatile 310 tractor, precision ag equipment for seeding/fertilizing, and a used rye wicker.

The Tribal Environmental Recovery Facility (TERF) is a solid waste collection, disposal, and recycling operation serving residential and commercial customers within the

Umatilla Indian Reservation. In 2018 the transfer station disposed of 3,237 tons of municipal solid waste. TERF recycled 124 tons of cardboard, 87 tons of metal, and 14 tons of other recyclable material (wood/paper/e-waste/batteries). The annual Earth Day Cleanup Event sponsored by TERF, with the help of students from Nixyaawii Community School and other community members, was responsible for removing 3,000 pounds of solid waste from the Mission community. In 2018 TERF was formally established as the exclusive provider of solid waste disposal and recycling services on the reservation.

Indian Lake is a primitive campground that provides camping and fishing to the public. A fish derby, started in 1986, is held every year and is one of the Tribes' longest running events. In 2018, Indian Lake made substantial investments to improve the campground, including a new generator, water system improvements, new vault toilets, and a new picnic shelter (90 percent complete before winter).

Land Program

Based upon the BOT Resolution 97-12 and the updated Resolution 10-016 the purpose of the Land Acquisition Strategy land program

is to reacquire the homelands of the CTUIR. Land program was also charged with the Option to Purchase through the Umatilla Inheritance Code. Through the initial Resolution 98-62 and updated Resolution 08-028, the BOT adopted the Inheritance Code, which has a policy to prevent the transfer of trust lands within the Umatilla Indian Reservation to ineligible heirs.

- Completed 114 appraisal requests.
- Probate had 31 hearings scheduled and 30 requests for Title Transfer Orders.
- 435 leases completed with \$1,554,032 checks processed.
- Land Buy Back Program sent 2,045 offers and 767 accepted for total of \$7,954,133 with 6,664 equivalent acres.

Tax Program

The Tax Program collects taxes from various entities which help to provide essential governmental services.

- Collected \$2,820,065 in Tax Collections. Received \$1,188,045 in Utility Taxes, \$95,348 in Cigarette Taxes, \$790,750 in Lodging Taxes, \$229,747 in Motor Fuel Taxes, \$142,592 in Alcohol Taxes, \$325,457 in Coyote Business Park Taxes, \$24,873 in Rattlesnake Wind Royalties, and \$23,253 in TERF Taxes.



Department of Education

The Department of Education provides educational services to the CTUIR community of learners. We currently have 10 programs that provide educational services to the community: Higher Education, Summer Youth Employment, General Education/Adult Basic Education, Blue Mountain Community College Bridge Program, Cay-Uma-Wa Head Start, Átaw Miyánaš Daycare, Afterschool, Language, and Recreation/Youth Services.

We employ 49 full-time staff and one-part time staff member. Our programs provide services to 782 students/youth ranging from ages 0-18. In addition to providing services to youth we also provide services to young adults and older adults.

The Department goals are to empower children with skills to build self-efficacy and confidence to persevere with carrying on language, culture, traditions and respect for self and others; to stretch children's interest to find values in new topics and connect learning tasks/activities to children's cultural backgrounds and personal aspirations; implement social-emotional learning, reading, writing, and mathematics so that all children are contributing members of our community. Ensure effective, caring, culturally responsive teachers, leaders and staff engage in the traditions, language, and beliefs alongside our children.

We value spirituality, language, respect, traditions, art, health, traditional foods, and learning literacy.

After School

- 53 students are enrolled in the After School Education Program which serves pre-K to fifth grades.
- 22 students participated in the summer Jumpstart programs for 10 weeks to continue student learning for kindergarten readiness. Focused on basic skills of Alpha recognition, math, reading and computer learning programs.



- We have focused on our students learning and understanding of First Foods and songs for the Longhouse. We have set a program goal of learning three songs to sing for our parents.

Day Care

- 36 children were enrolled in Daycare (on average). six infants, nine toddlers, and eight pre-school, and 11 Head Start.
- Four trainings and development opportunities were attended by staff for specific needs of children.
- 20 children attended the Baby Olympics in September; 50 spectators joined them and cheered them on.

Head Start

- 40 students were enrolled in Cay-Uma-Wa Head Start program: 20 in Bear Den and 20 in Wolf Den.
- 19 students graduated from Head Start and moved on to Kindergarten;

21 were eligible to return.

- Four staff enrolled in Blue Mountain Community College Early Childhood Education classes. Goal: AAS/ECE Degree's by spring of 2019 and one enrolled in a Bachelor's of Arts program by summer of 2019.

Higher Education

- 44 high school graduates, on and off-reservation.
- Three Associates Degree graduates.
- Five Bachelor's Degrees and four Master's Degrees.

Adult Basic Education-General Education Diploma (GED)

- Three students completed the requirements for the General Education Diploma.
- 25 students completed pretesting, which prepares students to take the GED tests.
- Four Next Step Parties were hosted in December 2019 at Columbia

Basin College. The program completed its first year of offering classes in language arts, science, and math.

Blue Mountain Community College Bridge Program

- Katherine Minthorn spoke on Indian Relay at BMCC Arts and Culture with 18 in attendance.
- BMCC Powwow on April 12, 2018 with 50 dancers participating and three drums.
- Wenix Red Elk spoke on Traditional Foods for Native American Heritage Month with 20 in attendance and "100 Years" screening for Native American Heritage Month with 30 in attendance.

CTUIR Internship Program

- Hired six tribal member college students that worked at CTUIR Department of Natural Resources, Higher Education, Planning and Yellowhawk Tribal Health Center.

CTUIR Higher Education Scholarship Program

- Supported 95 CTUIR tribal member scholarships and six high school dual credit. There were 12 college graduates that earned Master/Graduate, Bachelor and Associate degrees.
- \$400,000 was spent on scholarships.



Summer Youth Employment Program

- Hired 42 tribal-member and federally recognized youth.
- The program worksites included Cayuse Technologies, CTUIR Tribal government offices (DNR-Water, Economic and Community Development, Education, Finance, Office of Information Technology and Planning), Wildhorse Resort & Casino.

Language Program

- 160 language students at the Pendleton Early Learning Center; all students have 30 minute language class.
- 88 language students at Washington Elementary; first grade students take a Umatilla language class.
- 150 participants in the Language Knowledge Bowl.

Recreation/Youth Services

- Lloyd Commander – nine employees
- 672 students received Title VI services in the Pendleton School District, Pilot Rock School District, and the Athena-Weston School District.
- 175 students participated in the Summer Programs; 55 at Summer School, which was held at Washington Elementary and 120 at Summer Recreation.
- 90.97 percent is the average attendance rates Native Americans in the Pendleton, Pilot Rock and Athena-Weston School Districts. The state of Oregon requires a 90 percent attendance rate.



Department of Enrollment

The Tribal Enrollment Office issues Certifications of Indian Blood (CIB) and processes enrollment applications, relinquishments, Tribal identification cards, and traces family genealogy. In addition, this office maintains records of Tribal members and their addresses for mailings and announcements as well as demographic information of Tribal members and reservation residents for numerous uses by other departments and outside agencies. The Enrollment Office also administers several Tribal member benefits including the quarterly gaming distribution, minors' gaming trust accounts, elders' pension and SSI plans, and CTUIR's burial assistance plan.



Department of Finance



The Tribes have more than 342 separate funding agreements with federal, state, and local agencies as well as the many Tribally generated sources of funds. During the year the Tribes received 19,097 separate payments totaling \$91,203,694. The office processed 28,168 payments totaling \$60,052,209. In addition the payroll office processed 12,740 paychecks for a total payroll of \$16,602,708.

Another major activity of the Finance Office is managing the Tribal Credit Program. During the year, 2,404 new loans were processed. As of the end of the year the program was servicing 1,351 active loans in the amount of \$4,296,945.

Other activities that were accomplished during the year included assuring the Tribal 2019 Budget was completed and approved by the Board of Trustees; ensuring all required insurance policies were in place to protect Tribal assets; reviewing all financial related policies and making recommendations to the Board of Trustees for changes; and monitoring the Tribes' investment portfolios.

2018 Budget:	\$251,798,979
2018 Capital Improvements:	\$3,178,572
Number of loans processed in 2018:	2,404
Active Loans as of Dec. 31, 2018:	1,351

Department of Family Violence Services

Family Violence Services is a confidential program designed to assist victims of domestic violence (intimate partner violence), sexual assault/rape, teen dating violence, elder abuse and stalking.

Socially, we address these issues by providing peer-to-peer assistance in understanding what law enforcement (investigate/arrest), prosecution and courts may do, and walk the victims through the maze. We also assist in helping to recreate victim's identity such as own values, beliefs, boundaries, and esteem; adults, youth and teens. Ensure the community members know the services exist and are free and confidential.

Criminally, we look to enhance safety for victims by amending Tribal Code, providing training locally or nationally for courts, law enforcement, prosecution, mental health, and alcohol and drug staff. We help with obtaining and filing protection orders in Tribal and State courts while walking the victims through it.

For those who commit these acts, we create space to break down reasons for committing those acts. Values, beliefs, and impacts are examined. We look at answering the questions such as "why does he hurt me?" or "doesn't he know how this hurts our kids?" and as many community members have stated, "we love him but not his behavior." For those offenders that are in our groups, we maintain a coordinated-response team and verify compliance. Upon completion of group we track for five years – for accountability and to amend or enhance skills to engage and assist in a return to honor.

We work at holding offenders accountable to the crime they commit by creating a local network to meaningfully partner and collaborate for the benefit of the safety of our community. Since our community members have ties to other communities and tribal nations, we create that same meaningful partnership with collaborative efforts for continued safety of victims and their children and enhance accountability of those who commit the hurt/harm. We partner with county, state, federal entities and other tribal nations within Oregon, Idaho and southeastern Washington State.

Accomplishments

- Nominated by National Congress of American Indians (NCAI) to receive NCAI's 2018 Native American Leadership Award; Desireé Coyote, Program manager; and Brent Leonhard, CTUIR attorney.
- Comparative Analysis of VAWA and Non-VAWA Cases Prepared by Dr. Diane Gout.
- Desireé Coyote received the Living Legacy Honoree for Groundbreaking Women of Color and Tribal leadership and Enduring Impact Upon Women of Color Network, Inc.
- Hosted Enhancing Safety training covering Working Collaboratively to address Violent Crimes in Tribal Community; Enforcement of Protection Orders; UTPD Domestic Violence Law Enforcement Handbook and



Training for 36 participants from Washington, Oregon, Idaho tribes and nonprofit and victim assistance staff.

- Provided direct services to 27 victims of domestic violence with 208 duplicate services such as transportation, walk through court (tribal and state), housing or food assistance, obtain protection order (tribal or state), understand next steps by law enforcement, prosecutor and courts, etc.. Of the 27 victims, 26 were female and one male. Of these victims one was 16-24 years of age, 24 were 25-59 years of age, and two were 60 years of age and older. The victims were 13 CTUIR enrolled members, six other tribe, 7 seven Caucasian and one unknown. The offenders of these 27 victims were four female and 23 males and their ages were two at 16-24 years of age, 23 at 25-59 years of age, three at 60 years of age and older, and one unknown. These offenders were also four CTUIR enrolled members, five other tribe, 13 Caucasian, two Hispanic, two African American and one unknown.
- Provided direct services to five victims of sexual assault with continued support of 32 duplicate services, including peer support, referrals, transportation, hospital and court accompaniment, obtaining state or tribal protections orders, etc. Of these victims, all five were female. One was between 13-15 years of age and four were 25-59 years of age. The victims were all CTUIR enrolled members. The offenders of these victims were six males with one between 25-59 years of age, one 60 years of age or older, and four unknown. The offenders were also two CTUIR enrolled members, one other tribe, one Hispanic and two unknown.

Gaming Commission



The Gaming Commission's purpose is to:

- ensure the honesty and integrity of Class II and Class III gaming conducted within the Umatilla Indian Reservation;
- license all employees and gaming contractors of the gaming operation as required by the Gaming Code; promulgate and enforce regulations that fully carry out the duties and powers delegated to the Commission by the Board of Trustees;
- ensure that the gaming operation remains in compliance with the Gaming Code, the Indian Gaming Regulatory Act and the Compact between the Tribe and the State of Oregon;
- investigate any and all violations of the Gaming Code, the Indian Gaming Regulatory Act and the Compact to protect the honesty and integrity of the gaming operation and to ensure compliance with applicable law; and ensure the safe handling of assets of the gaming operation. Besides the five-member Gaming Commission, there are 27 staff to carry out these responsibilities.

In 2018, the Commission Conducted 99 meetings, including 46 weekly meetings with Casino management staff, Commission staff and WRC accounting staff; acted on 540 gaming license actions, including new license applicants, license renewals, temporary poker licenses, suspensions, denials, non-renewals, revocation hearings, legal issues, vendor licenses, facility license, table games certifications and table games trainer certifications.

Gaming staff worked with Wildhorse Resort & Casino management in partnership with Oregon State Police Tribal Gaming Section on updating and amending the Tribal/State Minimum Internal Control Standards. Staff reviewed the new MICS and incorporated the changes

into our WRC/CTUIR MICS.

Lead Inspector, Surveillance Director, Wildhorse General Manager, and Wildhorse Compliance Manager attended "Oregon Sports Betting", which was hosted by Oregon Lottery in Salem OR. This training was informative and provided an insight on the scope and direction that Oregon Lottery will be taking in the near future.

Inspectors issued 30 Exception Reports and completed two Compliance Audits, with minimal findings noted.

Inspectors participated in 771 machine events, including VLT installs, removals, retires, RAM clears, conversions, upgrades, jackpot verifications over \$10,000, and random gaming software audits.

Surveillance produced 2,355 procedural violations, 82 incident reports, 194 gaming investigations, 611 non-gaming investigations, and issued 153 video discs to law enforcement. Additionally, 2,432 video files were archived as evidence, including 218 evictions, 59 arrests, 36 trespasses, 169 patron falls, 211 medical emergencies, and one fire alarm.

Surveillance Department worked in collaboration with Wildhorse management to make upgrades to internal camera systems in some non-gaming areas to increase employee and public safety. Staff also improved the Gaming Roster Photograph File that is utilized for staff identification and signature verifications and assisted in the organization and logistics of cameras and placement, in preparation for a new soft count machine, which was installed in the Fall 2018.

During this time period, working alongside the Wildhorse management and other casino staff, Gaming

and Surveillance staff reviewed and provided comments for the following: Soft Count Procedures and Process, Wildhorse Table Games Promotional Chips and Design, Gaming Chip Control Procedures, Chip Cleaning Procedures, and Keno In-House Procedures. Staff also provided comments for the CTUIR/Wildhorse Minimum Internal Controls Amendments, Soft Count Procedures and Process for new Soft Count Machine, Wildhorse Table Games Chip Control Procedures, and Promotional Chip Procedures.

Gaming staff assisted in the implementation of an upgrade to OASIS, or the casino on-line accounting system, which required the accounting system to be shutdown, upgraded and brought back into service.

Staff also observed and assisted WRC Bingo management with the upgrade and replacement of system hardware and software.

Surveillance/Gaming staff worked in collaboration with the Security Department and management in the development of procedures and process in preparation of a Casino Information Platform (CIP) installation that will connect entities in a computer program to increase communication and reporting.

Staff worked with Wildhorse MIS Director and casino management in the review, prognosis, and scheduling to update and replace the Cisco Physical Access Manager System (CPAM), which directly controls electronic doors and lock systems.

Department of Housing

The Housing Department was established in 1967 by the Board of Trustees. It serves the reservation community by providing affordable, quality, energy efficient rental properties for Tribal members at all income levels.

The Department leverages Housing and Urban Development (HUD) programs to meet the needs of Tribal members. In addition, the Department provides a reservation-wide housing program, including development, acquisition and rehabilitation based on the value of self-determination. Emphasis is placed on building opportunities for home ownership, investment, and upward mobility.

Housing was awarded for the second consecutive time the USDA Housing Preservation Grant for \$50,000 helping six CTUIR elder homeowners that met the requirements to get contracted work for safety to their home for one of the following: updated bathroom, well or septic issues, leaky roof, electrical inspection and/or ramp. The past few years this grant has helped more than 24 Tribal homeowners.



- Housing tested 117 out of 198 income-based rental units for methamphetamines. This is 59 percent of the total and is important to help protect tribal assets, but more importantly the community.
- Homeownership Program helped with ten loan closings with a 30-year mortgage for some off/on the reservation with some utilizing

Umatilla Saves/Builds Tribal grants totaling about \$126,856.

- Housing was able to keep rental units with a 96 percent occupancy rate giving tribal families resources and reducing the waiting list.
- Housing is working on its next development at Lucky 7 trailer court and on the Bowman Property (adjacent to Nixyaawii Governance Center).

Department of Human Resources

The Department of Human Resources, as a strategic partner with all Tribal departments and enterprises, delivers quality services to the Tribes and its community by guiding and facilitating the employment of highly qualified staff: cultivating, developing, and growing its most vital resources, its Tribal Members, to become highly qualified for positions in the Tribes and its enterprises; providing employee benefits; and maintaining a safe and legally compliant work environment for the Tribes' employees.

Staffing & Recruitment:

Applications received	408 Total
CTUIR Enrolled members	188 or 46%
Other Tribal members	64 or 16%
Non-Indians	214 or 52%

Positions Filled Full Time/Part Time	110 Total
CTUIR Enrolled members	47 or 43%
Other Tribal members	17 or 15%
Non-Indians	46 or 42%

Justification report to OED not to hire/interview CTUIR members	26 Total
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Temporary Applications submitted	305 total
CTUIR Enrolled members	194 or 64%
Other Tribal members	75 or 24%
Non-Indians	36 or 12%

Temporary Employees Hired:	138 total
CTUIR Enrolled members	78 or 57%
Other Tribal members	40 or 29%
Non-Indians	20 or 14%

Alcohol & Drug Testing Conducted	
Pre-Employment Testing	451 Total
Random Testing	32
Post-Accident	7
Reasonable Suspicion/For Cause	15

Background Checks Conducted	751 total
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Exit Interviews Conducted	32 Total
CTUIR Enrolled members	21
Other Tribal members	1
Non-Indians	10

Veterans Preference Applied	10 (2 CTUIR)
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Internal Positions (reclassification, promotion, transfer)	
Internal Postings	19
CTUIR members	9



Pamáwaluukt Empower Program:

Screened 165 applications

- Paid annual salaries in excess of \$1.6 million
- Prepared, facilitated administrative reviews and appeal hearings
- Participate, presentation to the Summer Youth Program
- Conducting A1 CTUIR Employee Status Survey on interest in career mobility, training/education needs, contemplating retirement and services
- Monitored/notified 8 department re; employees exceeding ACA limits; no subsequent violations

Employee Benefits:

- Continued medical coverage through the Federal Employee Health Benefits Program (FEHB); currently there are 419 employees covered. Blue Cross Blue Shield is still the #1 carrier choice for employee/dependents at 80%, followed by Government Employee Health Association at 10%, leaving 8% for all other carriers and 2% employees who did not take action to enroll.
- **Dental/Vision Insurance:** CTUIR/Yellowhawk/Wildhorse transitioned to Delta Dental/Moda coverage in 2017 and continues to utilize this carrier.
- **Life Insurance:** CTUIR/Yellowhawk/Wildhorse using LifeMap for coverage.
- **401k:** Eligibility at 90 days and not one year for self-deferrals effective 1/1/2019. Auto Escalation feature for employees who contribute 6% or less to their account will be automatically escalated 1% each year until their account reaches employer match of 6%. Employees who do not wish to be autoescalated have to request through Newport Group to remain at the same deferral rate at the end of each year. The participant account and self-management and monthly Merrill Lynch site visits continue to be popular.
- Processed 390 Work Performance Review & Employee Development Plans.
- Processed 23 Worker's Comp claims

Wellness Program:

- Red Cross Blood Drives – Community service for employees, 40 volunteers
- Nutrition Break – weekly, 100 participants

- Be your Best Personal Wellness Program started in April; 22 participants, with 40 meetings; Challenges – held in January and May, 100 participants each
- CPR/AED/FA trainings monthly – 123 participants
- Garden to Table Program May through October weekly – 60-80 participants weekly; Garden to Table Cooking Demos June through Sept – 12 participants once monthly
- CTUIR United Way Campaign – November campaign to kick start employee donation opportunities. Raised \$3800 for 2018.

Training Program

- Development of CTUIR Finance Procedural Training in Contracts & Procurement and General Finance Procedures; Developed and facilitated CTUIR Customer Service Training
- Hosted Two Day Supervisory Training including Mentoring, Coaching, Progressive Discipline and Communication
- Maintained training library with more than 135 assets
- Coordinated Union Pacific Railroad

Safety training for staff and community semiannually

- Continued development of KSA (Knowledge, Skills, and Ability) to improve training opportunities and consistency in positions

TERO

- ODOT MOU secured; developing WSDOT MOU157 Compliance Agreements were entered into
- 361 job site inspections were conducted
- 117 TERO workers were dispatched to work
- \$729536 in wages earned by TERO workers

TVR

Tribal Vocational Rehabilitation (TVR) provides integrated employment outcomes to any Disabled Federally Recognized Native American living within the service delivery area of Confederated Tribes of the Umatilla Reservation. This involves a partnership between TVR and participants which includes assistance in retention of incumbent workers, working

with transitional youth and the unemployed overcoming barriers to employment. Services are provided with cooperation, commitment and mutual respect.

- Prospective clients through walk-ins, appointments, outreach interactions: 619
- Grant Proposed to Serve in Individual Plan of Employment (IPE): 20; Actually Served in IPE: 40
- Grant Proposed successful employment outcomes: 4; Successful employment outcomes: 14
- Community outreach events: 20; Finding your Inner Balance Workshops: 6 with 266 participants
- Partnered with 477 Workforce Team, Partnership for Success, Behavioral Health, Wellness, Housing, Wisdom Warriors, Family Strengths, TERO, Human Resources, Elders Program, Tamástslikt, Language and Youth Programs, Blue Mountain Community Collage
- Coordinated with CDDP, Employment First, State Rehabilitation Council, 5 Oregon Tribes, Region Workforce Investment Board and Local Leadership Team

Office of Information Technology

The Office of Information Technology is made of three programs - Information Technology Services, Geographic Information Systems, and Records Management. The primary goal for the department is to facilitate and encourage the beneficial use of information systems by tribal programs.

Information Technology Services

- Provided end-user support for desktop computers, telephones and software support for CTUIR employees;
- Continued management of CTUIR's server infrastructure as well as networking and security systems
- Collaborative work with Communications and Geographic Information Systems to support the external website

Geographic Information Systems

- Provided data to contracts for efforts ranging from fisheries restoration projects and timber harvesting to geological surveys;
- Provided technical support for the following systems in use at CTUIR: ArcGIS, Global Positioning System and Content Data Management System
- Provided consultation for projects and grants within tribal government

Records Management

- Developed forms standards and implemented a training course for tribal employees using Adobe Acrobat to support forms tracking as well as form number assignment;
- Coordinated Microsoft SharePoint classes to develop skills for tribal employees to begin site development
- Updated tribal records preservation plan



LITIGATION HIGHLIGHTS

U.S. v. Washington in the U.S. Supreme Court review of certain Washington tribes' reserved treaty right claims against the State of Washington for maintaining road culverts that block fish passage. The CTUIR submitted a joint amicus (friend of the court) brief with the Columbia River Tribes. The Court upheld the tribes' claims.

Washington v. Cougar Den in the U.S. Supreme Court review of the Yakama Treaty right to right-to-travel prohibits Washington from state taxation of a Yakama member, doing business as Cougar Den, transporting fuel across state lines for retail distribution. The CTUIR participated in an amicus workgroup and supported the right-to-travel position under the Treaty as issue. The Supreme Court upheld the Cougar Den's right to be free of state taxation under the Yakama Treaty right.

Herrera v. Wyoming in the U.S. Supreme Court review of the Crow Treaty right to hunt on open and unoccupied lands of the United States. The CTUIR submitted a joint amicus brief with other "Stevens Treaty Tribes" holding similar treaty provisions.

Carpenter v. Murphy in the U.S. Supreme Court review of whether the 1866 reservation boundaries of the Muscogee (Creek) Nation remain an Indian Reservation and therefore not subject to state criminal jurisdiction. The State of Oklahoma asserts that the Reservation has been diminished, despite no federal act to affirmatively do so. The CTUIR joined an amicus brief to support the status of Reservations as Indian Country that cannot be diminished without an explicit act of Congress.

CTUIR v. Purdue Pharma, et al was filed in the federal District of Oregon, and then consolidated with hundreds of similar claims in the federal District of Ohio. In these cases the



claims against the manufactureres and disturbers distributors of opioid medications allege that they knowingly and purposely misrepresented that their highly addictive medications were non-addictive and safe for long term pain control. Those misrepresentations have caused impacts to tribal services to address the health, social, family, public safety and courts. This matter will be in the courts for several years.

BNSF Railway Co. v. Clark County is a federal District of Western Washington case, reviewing the Railway's claims that their railway expansion do not have to comply with the National Scenic Act, which protects the Columbia River Gorge. They claim that the federal Interstate Commerce Commission Termination Act overrides compliance with the National Scenic Act. The CTUIR, along with Yakama Nation and Warm Springs (Treaty Tribes), are advising the Court that there is a similar case from the Oregon federal District Court, in which the Court ruled that there was no override of the National Scenic Act and that would be inconsistent with the Treaty Tribes' reserved Treaty rights.

Indian Child Welfare Act (ICWA): This office directly represented the CTUIR in 18 cases to protect of tribal member children in the state foster care system. The CTUIR

appealed a case to enforce foster care placement preference with family. In *Brackeen v. Zinke* before the federal Fifth Circuit Court of Appeals, the CTUIR joined with 325 tribes in an amicus brief to support the constitutionality of ICWA.

BOARD PRIORITIES

Board Priorities work in: Health by seeking state court recognition of tribal Tribal court Court orders to refer mentally ill tribal members for access to the needed for crisis services, and improve intergovernmental collaborative efforts; Education by advising in construction contracts and cost effective financing for the education facility; Economic and Community Development review and advise on CTUIR work for federal small and minority business preferences for 8(a) certification for Cayuse Technologies; Communications by reviewing options for Freedom of Press Code.

TRIBAL MEMBER SERVICES

(pass through contract for outside attorneys serving tribal members)

Legal Aid Services of Oregon contract served 100+ legal matters for low-income tribal members;

Will Writing project produced 40+ wills for tribal members. All CTUIR members are eligible for this service.

Planning Office

The CTUIR Planning Office provides a range of services to the community from home development assistance, code enforcement, public transit, and comprehensive planning. The Department has nearly 25 employees in three programs which are Comprehensive Planning, Inspection Services and Kayak Public Transit. Our Department mission is to provide CTUIR with the full range of comprehensive planning, development code administration, construction and safety inspection services, environmental health, and public transportation operations.

Comprehensive Planning provides support to land owners to partition, subdivide, and obtain development permits for the construction of all homes and businesses on the Reservation. Planning also provides research, demographic information, and policy advice to other CTUIR Departments, the Board of Trustees, General Council, Tribal members and residents. We also coordinate with regional jurisdictions and entities such as the counties, cities, National Forests, utility companies, etc., to ensure that all policies are aligned to support the Tribes' sovereignty and interests in the lands we both manage.

Some of our major accomplishments in 2018 include completing the five-year review of the 2010 Comprehensive Plan to make the document more responsive and meaningful to the community driven objectives detailed in the Plan. 2018 also saw the completion of Yellowhawk Tribal Health Center, and the start of construction on the new Tribal Education Facility, both of which require design input, permit review, and construction inspections. Including these two projects, 2018 saw an increase in improvements valued at \$27.3 million dollars, which is tied for the second biggest year in the past 25 years.

Inspection Services include Building Inspectors and Environmental Health and Safety. Building inspections include building, electrical, mechanical, plumbing, plans review, and other special inspections needed on construction projects.

Environmental Health and Safety includes services for septic tank permits and coordinating with Indian Health Service for septic installations, solid waste violation investigations, coordinating tribally adopted OSHA and Food Code requirements, which includes kitchen inspections for all tribal entities and commercial food preparation on the reservation. Accomplishments in Inspection services include more than 200 building inspections and 10 new sanitation permits for homes. There were also nine investigations on solid waste violations, septic failures, and substandard dwellings in 2018.



Kayak Public Transit

Kayak Public Transit provides free public transportation to and from the Reservation, Umatilla, Union, and Morrow counties in Oregon, and Walla Walla County in Washington State. We provide access for employment, medical appointments, shopping, education, or just staying connected to friends and family to 16 towns and communities in those four counties. Major accomplishments in Kayak Public Transit include the completion of the Statewide Transportation Improvement Fund Plan, which makes the Tribes eligible for new state money from the 1/10 of 1 percent payroll tax instituted by Oregon House Bill 2017. These funds are going to be used for service improvement and expansion of services into Boardman and the Port of Morrow, further increasing Tribal access to ceded territories, Nci Wanna, and job opportunities and services.

Kayak also saw ridership increase to 90,000 riders in 2018, as well as the opening of the state of the art Kayak Transit hub between Nixyaawii Governance Center and Yellowhawk Tribal Health Center. The major accomplishment of 2018 was Kayak serving its one millionth rider since it was started in 2001.

Department of Public Safety

The mission of the CTUIR Department of Public Safety is to coordinate quality service to the community by protecting lives and property through prevention, planning, preparedness, education and response. The Department of Public Safety oversees the Office of the Prosecutor, Office of Child Support Enforcement, Family Violence Services, Police, Fire and Emergency Management with a total employee count of 45.

Public Safety Director – Ray Denny

Office of the Tribal Prosecutor –
Kyle Daley

The Prosecutor received 302 UTPD police reports; 63 alcohol related and 38 drug related, 11 Violation of protection/restraining orders, 16 DUI and 20 Driving While Suspended-Misdemeanor.

Domestic Violence – 23 DV reports received, 20 cases were filed, six cases filed under Violence Against Women Act (VAWA) cases.

Criminal and Civil – 86 criminal complaints filed, 46 felony complaints, 19 dog as a public nuisance cases.

Fish & Game - Two hunting violations; Columbia River Inter-Tribal Fish Enforcement (CRITFE) had two fishing violations.

Juvenile Matters - 19 UTPD reports received with five juvenile petitions filed, four truancy petitions filed with court, 28 Minor In Need of Care (MINOC) cases were reviewed and three emergency shelter care hearings held.

Trials – 15 judge trials set with six held. 10 total jury trials set with two held. The remainder changed plea, trial was continued or case was dismissed.

Family Violence Services –
Desiree Coyote

27 victims requested support at domestic violence, sexual assault incidents with 208 follow-up



appointments. 26 of victims were female and one male. The majority of victims were in the 25-59 age group. The victims' offenders were 27 male and four female. Two offenders were between the age of 16-24, and 23 were in the range of 25 -59, three were 60 and older, and one age was unknown. 13 of the offenders were Caucasian, four were CTUIR Tribal members and from another Tribe, two were African American, two Hispanic, and one unknown.

Fire Department

– Rob Burnside

For 2018 the department responded to 129 fires, one hazardous materials, 521 emergency medical calls, 25 public assists, 25 requests for mutual aid, and 44 motor vehicle accidents. The total number of incidents for 2018 was 685. The total number of incidents for 2017 was 769.

Office of Child Support Enforcement – Erin Biencourt

Child support collections were \$401,412 in 2018. Of that, \$98,940 was collected for CTUIR cases. OCSE

had 151 current support cases throughout the year and collected on 117 of those cases or 77 percent of current support cases. The total number of open cases at the end of fiscal year 2018 was 202. Some 22 percent of case closures were due to cases being paid in full. \$74,123 was collected from tribal dividends, a 17 percent increase from fiscal year 2017. 15 non-custodial parent employees currently have signed voluntary payroll deduction forms on file with OCSE.

Police Department –

Timothy Addleman

For 2018, there were 9,000 total incidents, 5,822 calls for service, 3,188 officer-initiated incidents, 319 building checks, 1,011 reports written, 1,897 traffic stops, 550 traffic citations issued, 1,667 traffic warnings issued, 353 misdemeanor arrests, and 151 felony arrests. There are 17 registered sex offenders. Fish & Game officers responded to 207 incidents and conducted 34 wildlife investigations. They also spent 39 days assisting with the Montana bison treaty hunt.

Department of **Public Works**

The Public Works Department oversees 30 staff within the Tribal Facilities, Transportation/Roads, and Utilities Programs. The mission of Public Works is to promote effective and efficient development, operation, and maintenance of tribal infrastructure.

Public works provides operational support to other departments as required, and participates in the CTUIR planning and growth needs as it pertains to infrastructure. This is done in part through participation in various interdisciplinary groups within the CTUIR.

TRIBAL TRANSPORTATION/ROADS

Public Works maintains the inventory, surveys road conditions and performs maintenance on Tribal and BIA roadways included in our inventory.

Our goal is maintaining existing roadways in an efficient and cost effective way through maintaining surfaces, clearing culverts, sign management, and other standard maintenance.

Safety is a top priority for the program. In 2018 we were able to utilize an Oregon Department of Transportation (ODOT) Immediate Opportunity Fund Agreement to proceed with the Highway 331 Turn Lanes into Timine Way. Roads program also opened Whirlwind Road to improve access for emergency response vehicles.

To continue to maintain roadways, staff need proper equipment and training. In 2018 we upgraded some of our aging fleet by purchasing a dump truck, roller and crack sealing machine. We also provided both onsite training opportunities and travel to transportation conferences.

Roads staff respond to weather related events and place traffic control measures when the conditions are unsafe. Program staff responded to flooding, debris on roadways, and plowed snow.

Transportation planning and reporting schedules are set by the funding source. In 2018 the Roads Program completed the annual update to the Tribal Transportation Improvement Program (TTIP) and successfully submitted our annual fiscal report to the Secretary of Transportation.

FACILITIES MAINTENANCE

Facilities Maintenance ensures CTUIR facilities, and outdoor properties are maintained in a professional and efficient manner that promotes the longevity of the Tribes' investment in the property.

To maintain facilities, regular maintenance is performed and measures are taken to improve efficiency. Facilities Maintenance completed the first year of Strategic Energy Management (SEM) Program through the Energy Trust of Oregon with substantial

energy Savings. A total of 669 work orders were completed and semiannual inspections were done in all facilities. The Nixyaawii Governance Center parking lots and sidewalks were resealed and painted.

When maintenance is not cost effective or a facility does not support program functions we make major improvements. In 2018 we installed new flooring in the Housing office and replaced the roof on the south side of the Public Safety building. We also participated in the project teams for the Gymnasium remodel and the new education facility.

A program goal is to provide efficient maintenance of outdoor properties, including Wetlands Park, day-use areas and cemeteries. To support this goal we hired a Groundskeeper Supervisor, set a spraying schedule, and prioritized water conservation. We also assisted with 20 burials in reservation cemeteries.

The program invests in the professional development of staff. We hosted a comprehensive onsite training for custodial staff who completed their ISSA/CMI basic certification. We also hosted a five day "hands on Building Maintenance" class.

WATER & SEWER

The Water and Sewer Utilities is responsible for the management and operation of the existing CTUIR water supply and distribution system, sewer collection system and the storm drainage systems in a safe, efficient and professional manner. The program continues to seek outside funding to replace and upgrade current systems.

To support growth and development the program secured more than \$2.5 million in funds from CTUIR, Environmental Protection Agency (EPA), and Indian Health Service (IHS) needed for the Well 6 transmission line. Preliminary testing was done and project plans were completed in preparation for the project.

Utilities maintains the existing water system and often coordinates with IHS to inspect and evaluate. Over the last year they completed a leak detection study of our water system and a meter replacement project for some of our larger commercial meters. We also made improvements to our meter reading equipment to improve efficiency.

The sanitary sewer lines are maintained through a schedule of regular jetting and inspection. In 2018 we completed an inline sewer repair project in one area of our system to prevent inflow and infiltration.

The quality of our services are important to the community, which is communicated through our annual water quality report and confirmed through regular scheduled testing. To look at opportunities for improvement we conducted a sanitary deficiency survey of our system with an IHS Tribal Utility consultant. Staff maintain operator certifications through continuing education and training.

Tamástslikt Cultural Institute

Tamástslikt Cultural Institute provides a variety of services and experiences to the Tribal community, domestic and international tourists, students, scholars, and the general public. The permanent exhibit presents the history of the United States westward expansion as well as a glimpse of ancient and contemporary culture of the Cayuse, Umatilla, and Walla Walla peoples.

Visitor services include six front-line personnel who handle admissions to the exhibit galleries, interpretive tours, educational and group sales, the Museum Store, Kinship Café & Catering, Inwai membership and meeting room rentals more than 300 days each year.

Museum Collections & Research encompasses more than 20,000 objects, documents, recordings, images, books, periodicals, and unpublished manuscripts housed in the vaults, library, and archive as well as those on display. Four staff in this unit provide up-to-date inventories and conservation of the entire collection; research assistance for scholars; booking and installation of temporary shows; curation, content development and review for local, state, and federal agencies and CTUIR partners; and technical help to cultural nonprofits in Eastern Oregon and Oregon tribes.

Four staff in Facility Systems, Controls and Maintenance spearhead care and repair of the Tamástslikt facility, physical plant, security, safety, grounds, audio-visual media, lighting, energy efficiency projects, and climate controls for the 45,000 square foot institute.

An Administration staff of three manages marketing and public relations, events and public programs, development of resources and partnerships, and supports the fundraising and oversight work of the Tamástslikt Trust Board of Directors.



Visitor Services

- Annual visitation totaled 28,027 with visiting school groups, teachers and chaperones totaling 1,691.
- Total revenue in the lobby, Museum Store, and Kinship Cafe & Catering was up slightly over 2017 at \$526,091. Kinship sales were up 11 percent; admissions and store sales were down 3 percent and 2 percent respectively. Totals were up in Inwai membership, Store shipping and café service charges.

Museum Collections & Research

- Acquired 292 objects including 22 donations representing 245 objects, and added or updated inventory records for 910 collection items within the database.
- In Coyote Theater, with funds from the Miller Foundation, equipment was upgraded and plans were finished to add audio, lighting, and special effects to increase visitation and equipment life and decrease energy consumption.
- Reviewed, edited, assisted with text, images, publications, displays and installations for Oregon Historical Society (OHS) Experience Oregon; National Park Service (NPS) Nez Perce National Historical Park; Umatilla County Historical Society Umatilla Gold; Frenchtown Foundation; NPS Whitman Mission; OTIC on Oregon Trail; Port of Kennewick on fish trap sculpture; and the Oregon Historic Trails Advisory Council.
- Installed four temporary exhibits sponsored by CHI/St. Anthony Hospital and Oregon Community Foundation (OCF) C.M. Bishop Family Fund: seventh annual Artworkz youth show featuring 75 entries and awards sponsored by Les Schwab Tires and Mahoney Insurance; H2O Today on the scientific, cultural, and economic significance of water; adapted Beautiful Games to showcase local athletes as well as Jim Thorpe and Billy Mills; and Seeds of Culture photography featuring indigenous women.
- Performed work under contract with Josephine Center for Arts and Culture on Dams, Fish, Controversy exhibit; Yellowhawk Tribal Health Center to install framed artwork; and Wallowa Nez Perce Homeland Project to develop displays, signage and text.
- Coordinated East Boundary research among CTUIR departments and at federal repositories and Whitman College research team on epidemics and disease. Provided research, content, or aid on scholarly or interpretive work with/for Idaho Power Company;

National Geographic; The Burke Museum; Walla Walla Veterans Administration; Norwegian scholar on Hanford; Washington State University (WSU) scholar on immigration; book on George Fletcher; article on Whitman Mission; NPS Ice Age Floods National Geologic Trail Junior Ranger booklet; Fort Vancouver; Pit Houses and Underground Dwellings; and WSU Plateau People's Web Portal.

- Renewed repository contract with U.S. Army Corps of Engineers for Umatilla town site archeological storage. Continued as repository for Frenchtown Foundation.

Facility Systems, Controls and Maintenance

- Electric usage continued downward trend with a one-year net difference of -49,760 kWh representing \$5,248 in expense savings or 16.3 percent fewer kWh. Gas usage was up five percent.
- Wind energy production is up over 2017 totaling 56,235 kWh in 2018; net increase 25,406 kWh.
- Annual solar energy production down slightly YTY in 2018 to 72 MWh.
- Heating, ventilation and cooling has all new controls and custom codes for the computerized system and are improving efficiencies with additional areas to improve in the coming year. The new computerized controls eliminated the need for separate data logging on a variety of instruments.
- Finalized contract for roof/siding repair. Envelope consultant and architect did onsite assessment; identified problems, provided a variety of solutions, and completed schematic design phase on selected options. All options would decrease energy usage and maximize renewable energy systems.

- The chiller tubes were acid cleaned to increase efficiency and prolong chiller life. The Plate and Frame heat exchanger was de-installed and sent to the manufacturer to disassemble, acid bathe, rebuild and re-gasket. As all physical plant equipment is more than 20 years old, replacement and repair will be ongoing.

Administration

- Conducted 12 public programs and events sponsored by Pendleton Bottling-Pepsi and the CTUIR Vocational Rehabilitation Program for 357 attendees and participated in programs for another 275 attendees in LaGrande, Baker City and Pasco.
- The seven-member Tamástslikt Trust Board of Directors and Capital Campaign Committee met quarterly. They vetted nine future board candidates, completed recommendations to revise the bylaws; and raised \$15,483 at the sixth annual Mammoth Cup for the Tamástslikt Trust Fund with presenting sponsor Wildhorse Resort & Casino, 22 other benefactors and 108 golfers.
- At the request of Horse Nations Indian Relay Council and on behalf of the CTUIR, organized the host Tribes' opening ceremonies for the National Championship relay races in Walla Walla to raise attendees' awareness of our Tribal history and culture in the Walla Walla Valley.
- Staff participated as members/officers on the boards of Oregon Museum Association, Oregon Geographic Names Board, Nixyáawii Community School, Nixyáawii Chamber of Commerce, Oregon Historical Society, Oregon Community Foundation, CTUIR Water Commission, CTUIR Land Acquisition Committee, OHS Quarterly Publication Review Committee, and the Cayuse Holding Company working group.



Department of Natural Resources

The CTUIR's Department of Natural Resources mission is to protect and enhance First Foods, and access to them, for the benefit of the CTUIR membership. The Department includes the Cultural Resources Protection Program, Water Resources, Fisheries, Wildlife, Range/Agriculture & Forestry, Energy & Environmental Sciences, and Administration and totals about 145 employees. The DNR works on the Umatilla Indian Reservation, the 6.4 million Ceded Lands, and the larger aboriginal use area to protect the CTUIR's extensive First Foods rights and interests protected in the Treaty of 1855. Key goals include returning ancestral remains to the earth, protecting cultural resources and sites, protecting and enhancing water and fish habitat quality, managing range, agricultural, and forest lands of the UIR for the benefit of allottees and the Tribe, improving forest health on the UIR, working for harvestable levels of fish, big game, roots, and berries that are safe for CTUIR consumption, and permanently securing CTUIR's water rights in the Umatilla Basin to support the Treaty fishing rights and to meet the needs of the Reservation community.

Cultural Resources Protection Program

- The Cultural Resources Protection program works to protect, preserve, and perpetuate the CTUIR's culturally significant places and resources for the benefit of current and future generations.
- The program received notification of nine accidental discoveries of tribal human remains and completed five reburials of ancestral remains.
- Work continues on returning the other remains. The program is also collaborating with other CTUIR departments to research the correct Eastern boundary of the Reservation to support the long term goal of establishing the correct boundary.

Water Resources Program

- The Water Resources Program works to ensure that both surface and groundwater are available to meet



- the needs of the CTUIR.
- The program assisted Energy and Environmental Sciences with the investigation of potential geothermal energy.
- They also installed an instrument on the Umatilla River at the West Boundary of the Reservation that will allow for water quality data collection to inform water management decisions. A water quality report was completed for year 2017.

Fisheries Program

- The Fisheries Program works to provide harvestable populations of fish for the CTUIR membership.
- This year 2,200 lamprey "eels" returned to Umatilla River, the highest return since they were eliminated from the Umatilla River decades ago. These returns provided fish for ceremonial purposes at the CTUIR's longhouse. For the last 50 years lamprey had to be harvested at other sites outside the Umatilla Basin including Willamette Falls where the CTUIR has fished since time immemorial.
- Even though spring Chinook salmon returns were poor across the Columbia River Basin, the Umatilla River held strong at 3,900 returning adults that provided for an estimated harvest of 900 fish.
- Seven miles of major floodplain restoration work was completed in five ceded area tributaries; the Tucannon, Walla Walla, Grande,

Ronde, NF John Day, and Umatilla rivers. This was a program record for a one-year period.

Wildlife Program

- The Wildlife Program works to provide big game harvest opportunities for the CTUIR. Related to that, the program manages habitats for big game. Harvest opportunities for deer, elk, antelope, mountain goat, bighorn sheep and bison sheep were authorized by the Fish and Wildlife Commission.
- The program contributed to the acquisition of 80 acres of floodplain on the Umatilla River to provide both wildlife and fish habitat, and to assist in the UIR land base restoration. The acquired area will be restored to provide productive wildlife and fish habitat.

Range/Ag & Forestry Program

- The Program works to improve range, agricultural, and forested lands of the UIR for the benefit of the landowners, both the CTUIR and allottees.
- In 2018 the program completed an Invasive Weed Management Plan for the UIR and a study of First Foods Pollinators – including huckleberry and cous.
- Forestry staff completed nearly a 1,000 acres of forest management activities to improve forest health.

Energy and Environmental Sciences

- The Energy and Environmental Sciences Program works extensively at the Hanford site in Washington in a long term effort to clean up contaminants and pollutants. The Program also monitors air quality on the UIR and investigates energy production technologies.
- The program began the first CTUIR planting project at Hanford to improve habitats there.
- The Program's field station solar energy project began producing electricity, and the use of solar technology resulted in an estimated reduction of 11.4 tons of carbon pollution.

First Foods Policy Program

- The program identified potential climate change impacts to First Foods and CTUIR, and importantly, initial adaptation measures CTUIR can take in the future. These measures are on a series of posters for community review and information.
- The program reviewed Oregon, Washington, and Federal legislation in a continuing effort to protect water quality and quantity, and to advocate for CTUIR’s treaty rights.

Administration

- Staff in administration support the needs of other programs, facilitate correspondence with Federal, state, local governments, and non-governmental organizations to protect CTUIR’s rights and interests throughout the Ceded Lands and Aboriginal use areas, conduct outreach and education to educate the general public and co-managers about CTUIR’s rights and First Foods goals, and also contribute to negotiations to settle CTUIR’s water rights in the Umatilla Basin.
- Regarding tribal water rights negotiations, agreement in principle has been completed with two parties, and negotiations continue with others.

Umatilla Tribal Court

The mission of the Umatilla Tribal Court is to serve the community as an independent, separate branch of government. Tribal Court provides the forum for dispute settlement, protects the general welfare of the community and preserves individual rights. Tribal Court administers all duly enacted tribal laws and ensures the basic principles of due process, equal protection and fairness as mandated by tribal and federal law. In short, Tribal Court provides tribal members’ access to justice.

Established by the Board of Trustees, Tribal Court consists of a Chief Judge, Associate Judges, Tribal Court Director, Juvenile and Adult Probation Officers, Community Service Coordinator, Truancy Specialist, Clerk of Court, Criminal Records Specialist, and Family Forms Clerk. Appointed Public Defenders are local contract attorneys licensed to practice in Tribal Court.

Umatilla Tribal Court is a pilot project of the Tribal Access Program, which allows criminal justice information to be entered into federal databases. We have enhanced criminal jurisdiction under the Violence Against Women Act (VAWA) and enhanced sentencing authority under the Tribal Law and Order Act (TLOA). These acts allow us to better protect the community. Tribal Court is an active member of the Oregon Tribal/State Court Forum.



COURT ADMINISTRATION

Criminal cases:	109
Traffic cases:	157
Civil cases including appeals:	42
Juvenile cases (Minor in Need of Care, Juvenile Delinquency, Child Support):	48
Fish and Game violations:	6
Domestic Abuse Protection Orders:	14
CTUIR driver’s licenses issued:	3

ADULT PROBATION and COMMUNITY SERVICE

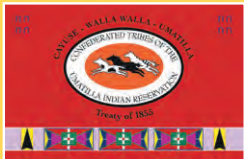
New adult probation cases assigned:	44
Probation cases successfully completed:	9
Probation cases revoked:	4
Probation cases terminated:	14
Active cases assigned:	114
Cases with arrest warrant issued:	39
Co-supervised with Umatilla Community Corrections:	21
Community Service:	
26 defendants for a total of 507 hours	
Electronic Home Confinement:	0
Adults	2
Juveniles	6
Total inmates in Umatilla County Jail:	267

JUVENILE PROBATION AND TRUANCY

Juveniles on probation:	21
Juveniles lodged (held at Detention Center):	7
Juveniles monitored by Truancy: (on Reservation 40, off Reservation 6)	46
Community Accountability	
Board referrals:	0
Home-visits by Truancy:	51
Transports to school by Truancy:	80
Truancy cases referred to Tribal Court:	25



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