

CONFEDERATED TRIBES OF THE  
UMATILLA INDIAN RESERVATION  
2020 Annual Report



# Confederated Tribes *of the* Umatilla Indian Reservation

Board of Trustees



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Dear General Council and Community Members,

The Confederated Tribes of the Umatilla Indian Reservation Board of Trustees is honored to represent you and be servants of the People. We all know what a challenging year 2020 was, but in spite of all of the barriers that arose because of the COVID-19 pandemic, your Tribal government was able to persevere and continue on the path of progress and growth. I am pleased to share this report to demonstrate all the hard work CTUIR's employees completed in 2020.

CTUIR contains 16 departments and they all work hard to keep the operations of this government functional and progressive. In total, these departments plus Tribal Court employ nearly 500 employees who are all working to provide quality services for our children, elders, veterans, families, and the community as a whole. I could not be more proud of the work our devoted employees have done under such unique and difficult circumstances. All of our employees deserve gratitude for the important work that they were able to perform during the pandemic.

The 2020 annual operating budget of \$320 million made investments into education, workforce development, economic development, climate initiatives and natural resource protection and enhancements. This report gives you insights into a few of the key outcomes and accomplishments of the departments that serve you.

As the governing body for the Umatilla Indian Reservation, the Board sets goals to make key improvements in organizational excellence, education, and treaty rights protection. The progress in these areas is ongoing but this report will provide a window into the strides that have been made in this past year. We will continue to follow the path of progress. As a People we have always carried ourselves in a manner that respects those who have passed, those still among us, and those to come. So, we must strive for excellence in all that we do. The goal of this Board is to adhere to the priorities set out in the Comprehensive Plan, achieve goals we have set as a team and continue to serve the General Council and see that the needs of our People are met.

The Board of Trustees and Tribal Government staff take their responsibilities very seriously. We make every effort to be responsive to the needs of the General Council and the community through the services we provide. On behalf of the Board of Trustees, thank you for putting your trust in us to make policy as your elected leaders and to help create a better future for our children, our children's children, and generations beyond that. It is an honor to serve you.

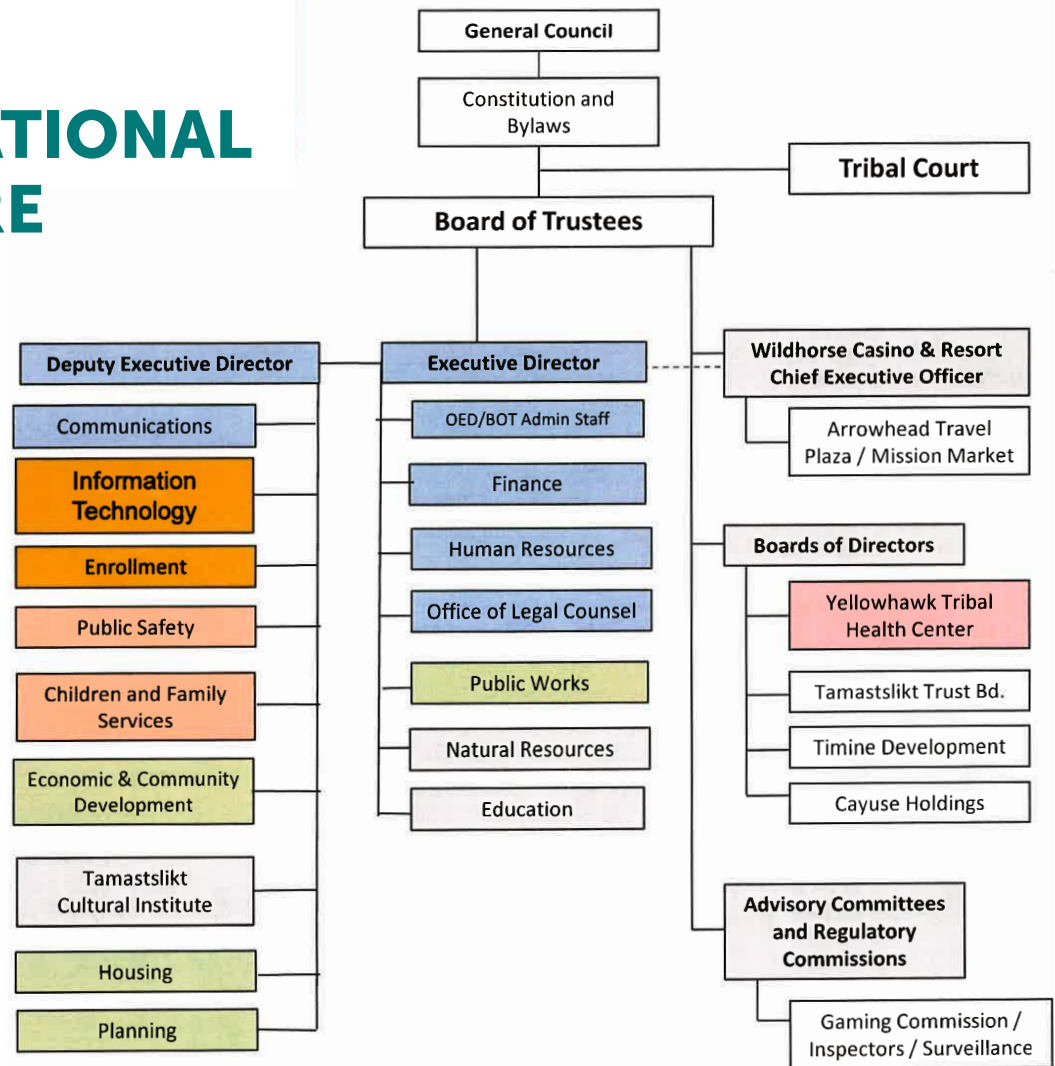
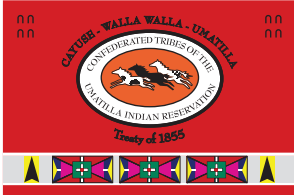
Sincerely,

N. Kathryn Brigham, Chair  
Board of Trustees

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# CTUIR ORGANIZATIONAL STRUCTURE



## 2020 END OF YEAR WORKFORCE DATA

	Women	Men	CTUIR Tribal Member	Other Indian	Non-Indian	Total	Last Year	Overall Change	Percent of Change
Tribal Government	225	257	227	60	195	482	481	1	0%
Yellowhawk Clinic	100	43	52	20	71	143	145	-2	-1%
<b>Total-Tribal Government</b>	<b>325</b>	<b>300</b>	<b>279</b>	<b>80</b>	<b>266</b>	<b>625</b>	<b>626</b>	<b>-1</b>	<b>0%</b>
Cayuse Technologies	138	204	11	16	315	342	331	11	3%
Wildhorse Resort <>	456	488	162	79	703	944	977	-33	-3%
<b>Total - Enterprises</b>	<b>594</b>	<b>692</b>	<b>173</b>	<b>95</b>	<b>1018</b>	<b>1286</b>	<b>1308</b>	<b>-22</b>	<b>-2%</b>
<b>Grand Total</b>	<b>919</b>	<b>992</b>	<b>452</b>	<b>175</b>	<b>1284</b>	<b>1911</b>	<b>1934</b>	<b>-23</b>	<b>-1%</b>
	Dec-15 CTUIR Tribal Member	Dec-16 CTUIR Tribal Member	Dec-17 CTUIR Tribal Member	Dec-18 CTUIR Tribal Member	Dec-19 CTUIR Tribal Member	Dec-20 CTUIR Tribal Member	Overall Change	Percent of Change	
Tribal Government	211	211	217	215	221	227	6	3%	
Yellowhawk Clinic	47	48	49	55	51	52	1	2%	
Cayuse Technologies	13	10	13	17	10	11	1	9%	
Wildhorse Resort	170	159	152	153	165	162	-3	-2%	
<b>Grand Total</b>	<b>441</b>	<b>428</b>	<b>431</b>	<b>440</b>	<b>447</b>	<b>452</b>	<b>5</b>	<b>1%</b>	

<> - Includes ATP, MM & BC



## 2019-20 BOARD OF TRUSTEES



**KATHRYN BRIGHAM**  
Chair



**JEREMY WOLF**  
Vice Chair



**SANDRA SAMPSON**  
Treasurer



**SALLY KOSEY**  
Secretary



**CORINNE SAMS**  
Member at Large



**ARMAND MINTHORN**  
Member at Large



**JILL-MARIE GAVIN**  
Member at Large

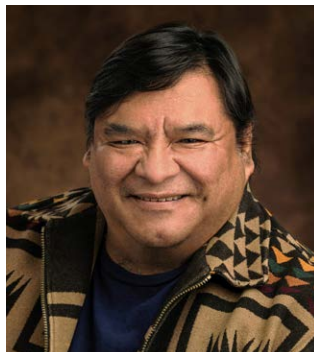


**BOOTS POND**  
Member at Large

## 2019-20 GENERAL COUNCIL



**LINDSEY X. WATCHMAN**  
Chair



**MICHAEL R. JOHNSON**  
Vice Chair



**SHAWNA SHILLAL-GAVIN**  
Secretary



**E. THOMAS MORNING OWL**  
Interpreter



## MISSION STATEMENT:

To encourage and support the health, viability, and self-sufficiency of our members through the use of holistic approaches to promote overall well-being.

## VISION:

To support, guide, and invest in our Tribal community and promote achievement of physical, social, and spiritual well-being to empower current and future generations.

## CORE VALUES:

- Encourage and support continuous learning and collaboration for optimum service delivery
- Respect and consideration for diverse lifestyles including quality of life and community and cultural values
- Awareness of the unique needs and rights of Tribal members and the community
- Protect the social welfare and unique cohesive relationships of Tribal members and families

# Department of **CHILDREN AND FAMILY SERVICES**

- DCFS Director has served on the Incident Command Team for Disaster Relief and during the COVID 19 Pandemic
- DCFS has provided 19 Food Distributions throughout the year to Tribal Members and the Community.
- DCFS has provided Off Reservation Services throughout the year for CTUIR Tribal Members during the COVID 19 Pandemic.
- DCFS has secured Oregon Health Authority Grant Funds (\$500,000) to assist Tribal Members and families in Umatilla County during COVID 19 Pandemic.
- DCFS has secured funding for Child Care for COVID 19 Pandemic for essential employee (\$139,000).
- DCFS has secured ODVA Grant (\$25,000) funding for Veterans Office Assistant and has received another grant funding (\$25,000) for wrap-around services for Veterans in rural and underserved communities.
- DCFS Workforce Development has collaborated with the Warming Station, DNR, and Finance for continued training during the COVID 19 Pandemic.
- DCFS BOLSTER has continued to operate with Public Works and Housing during the COVID 19 Pandemic and provided elders with wood, and assisted with sand bagging along with assisting individuals with training needs.
- DCFS serves on the ICWA Advisory Committee of the Nine Oregon Tribes and CTUIR Office of Legal Council is our Federal Representatives Contact. Oregon State Legislature passed ORICWA during the special session in 2020. Its policy is to: "protect the health and safety of Indian children and the stability and security of Indian tribes and families by promoting practices designed to prevent the removal of Indian children from their families and, if removal is necessary and lawful, to prioritize the placement of an Indian child with the Indian child's extended family and tribal community;" "recognize the inherent jurisdiction of Indian tribes to make decisions regarding the custody of Indian children;" "recognize the importance of ensuring that Indian children and Indian families receive appropriate services to obviate the need to remove an Indian child from the Indian child's home and, if removal is necessary and lawful, to effect the child's safe return home."
- DCFS Child Welfare and Child Protection provided Visitation Policies during the COVID 19 Pandemic and continued Tribal Court MINOC hearings with screening provided as needed.
- DCFS secured USDA Grant Funding for the Food Distribution Program on Indian Reservations (FDPIR) at Coyote South in collaboration with DECD and Yellowhawk Tribal Health Center.
- DCFS in collaboration with Yellowhawk was approved for operational budget for the CMUYTP'AMA Warming Station and received recognition award by United States Senator Jeff Merkley.
- CTUIR Youth Leadership participated in a virtual ATNI Climate Change Conference as panelist.
- MOU with Native Wellness with CTUIR DCFS and Nixyaawii Community School – "Being Trauma Informed" Youth participants to become Warrior Trainers in Wellness
- Nicht-Yow-Way Elders approved purchase of a new bus for transportation needs. Continued the collaboration with Yellowhawk Senior Program to provide homebound elders food, PPE, and other wrap-around services.



# Department of COMMUNICATIONS

The Communications Department is a vital part of the tribe's operational structure. Our departmental goal is to distribute information while promoting a thorough communal understanding of our Treaty, culture and government as a progressive & sovereign nation.

Communications assists the Board of Trustees and staff in communicating with Tribal members and the public while upholding CTUIR interests through strategic public relations and proactive information dissemination.

The Communications Department also interfaces with other Departments on a range of issues related to advocacy and support for CTUIR rights and interests, including working on federal and state legislation that presents favorable economic development opportunities, improve education and administration of justice, and to identify funding opportunities, as well as to non-tribal public officials regarding CTUIR Treaty Rights.

## The COMMUNICATION DEPARTMENT'S overall mission is to:

- 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.

## The PUBLIC AFFAIRS mission is to:

- Update information, materials and platform stability for CTUIR.org website.
- Update information and materials for CTUIR social media sites on Facebook (CTUIR, KCUW, and CUJ), Instagram, YouTube and Twitter.
- Launch and maintain emergency response website, [www.ctuir-response.info](http://www.ctuir-response.info).



- Field dozens of media inquiries and issue daily press releases.
- 12 monthly appearances on KUMA Coffee Hour.
- Represent CTUIR at Nixyaawii and Pendleton Chamber of Commerce events.
- Coordinate public relations / media issues with CRITFC.
- Participate as a member of the executive management and management teams.

## The LEGISLATIVE AFFAIRS mission is to:

- 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.
- Facilitate CTUIR 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.

## CONFEDERATED UMATILLA JOURNAL

- Produced 12 Monthly Publications.
- Advertising revenue: \$79,000 (ad revenue was down for 2020 – likely due to pandemic related cuts).
- Launched CUJ website with daily tribal and regional news stories, statewide COVID-19 statistics. Worked with OIT to explore potential advertising revenue opportunities utilizing website analytics.
- Won 17 awards from the Native American Journalists Association.

## KCUW RADIO

- KCUW Staff (1FT & 1PT all CTUIR) contributed 130 hours.
- KCUW volunteers (3 CTUIR, 3 Non Tribal, 2 Other Tribe) contributed 109 hours.
- Total of 239 hours of live & local in-house programming and production.
- Launched podcast station.
- Utilized KCUW's CARES Act funds issued by the Corporation for Public Broadcasting to make operational improvements by way of equipment upgrades.
- Won an award for General Excellence from the Native American Journalists Association.





# Department of **ECONOMIC & COMMUNITY DEVELOPMENT**

- Filed the 2.5 GHz License applications with the Federal Communications Commission (FCC). License was issued on October 2020 to CTUIR.
- Was awarded \$750,000 grant from Business Oregon for the Broadband Project. Completed fiber optic backbone construction on December 29, 2020 at a total cost \$844,000 and approximately 7 miles of fiber.
- Rebranded Coyote Business Park with a new logo, website, and billboards. On boarded three new CTUIR tribal member employees.
- Preparedness Building under construction at Coyote Business Park South Lot 5 and is near completion.
- Completed Highway 331 Turn Lane.
- Yellowhawk Pharmacy Drive-Thru complete.
- Construction of the Lucky 7 Housing project is underway.
- TERF purchased 2020 Peterbilt 348 rear load garbage truck to service 2 and 3 year dumpsters as well as residential roll carts. Purchased 2020 Kubota KX080 excavator for transfer station operations. 4,318 tons of solid waste disposed of, 174 of that being from flood clean-up, and 745 from the July Grounds demolition. 189 tons of materials were diverted from the waste stream and recycled.
- Tribal Farm Enterprise purchased a 2020 Ford F350, Draper Header, Conex storage container, and a 1998 Western Star with crane. Harvested 3,760 acres of dryland wheat. CRP acres include 4,649 acres, 3,781 acres in fallow, and 3,781 in crop for 12,211 Total acres.
- Successfully held the 34th Annual Fish Derby on August 22, 2020. Rescheduled due to the pandemic. Procured a conex box for long-term storage at the lake. Camping revenues from 2019 (\$12,551) to 2020 (\$17,220) up due to the pandemic. Campers stayed close to home. Campground was closed for part of the season due to the pandemic and the extreme fire danger.
- 17 applications were being worked on and when completed over 4100+/- acres will be converted from fee to trust.
- Land purchased 5,066 acres including \$4,800 acres of fee property, 148 probate acres, and 118 acres trust property for \$4,824,340.
- Collected \$2,406,800 in Total Taxes for 2020. \$1,290,355 in Utility Taxes, \$553,646 in Lodging Taxes. \$308,815 in taxes from Coyote Business Park. All other taxes \$253,984.





# Department of EDUCATION

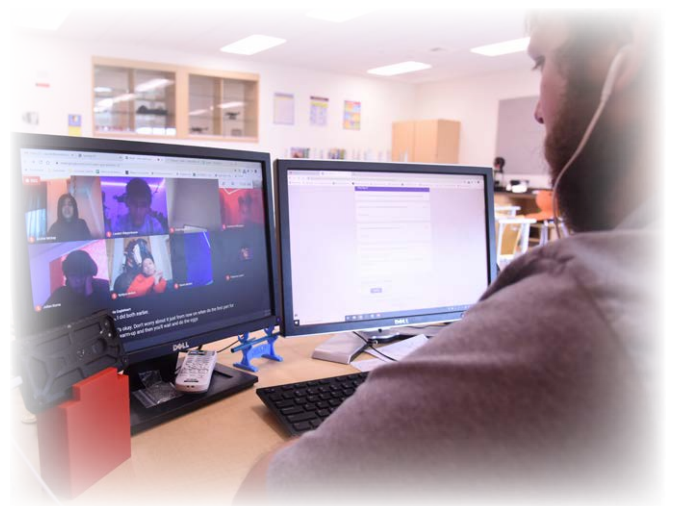
- Afterschool moved and reorganized the old gym facility to provide services to K-12 students.
- Afterschool Emergency Childcare for ages 5-6 provided for June through August for 12 students.
- Afterschool K-12 Internet Access Program, services for students who had no internet connection at home. 34 students in program September 2020 to December 2020.
- Ataw Miyanaš Learning Center provided Emergency Childcare for 18-22 students from June to December 2020.
- Cayumawa Head Start implemented tablet/smartboard technology in classrooms to enhance classroom instruction, support lesson planning, and effectively provide distance learning during COVID-19 pandemic to 67 students.



- Cayumawa Head Start developed a partnership with Inter-Mountain Education Service District (IMESD) to provide services on Cayumawa Head Start campus for our special needs students making it easier for them to receive services and more often. 10 student can be served.
- Higher Education Program administered \$400,000 in CTUIR scholarship funding.
- 96 tribal members received scholarships to attend college or university.
- 28 tribal member graduates (2 earned Adult Vocational Training certification, 4 earned an Associate degree, 17 earned a Bachelors degree and 5 earned a Masters degree).
- Higher Education Program administered the CTUIR CARES ACT Computer Reimbursement program reimbursed 48 tribal member college students at \$58,678.
- Internship Program: Five tribal member college students were a part of the Internship program and were employed at the following worksites Education Department, Confederated Umatilla Journal and Yellowhawk Tribal Health Center.
- Blue Mountain Community College Bridge Program summer program for Native high school students: 20 participated (11 CTUIR). BMCC Native Student Numbers Spring 37 NA students (23 CTUIR tribal members) and Fall 33 NA students (18 CTUIR tribal members).



- Adult Basic Education-General Education Diploma (GED), 3 students completed the requirements for the General Education Diploma.
- Language Program switched to virtual language classes. Three were taught with 20 students.
- Language Program National Endowment for the Humanities grant project - 11 elders were interviewed.
- Language Program certified 5 students for the Oregon Department of Education biliteracy seal.



- Overall the language program has been meeting the goals of the language program. The program has been able to have virtual classes with the pandemic restrictions. The elder interviews are available for the community. There is collaboration with the Department of Education.
- Youth Services was able to provide support services for 641 students via email, telephone, and teleconference.
- Youth Services were able to provide wrap around service for 18 students/families and special needs services for 12 students and their families.
- The Education Department was able to provide 300 backpacks with school supplies to help students with distance learning.
- The Education Department was able to provide 379 Chromebooks to tribal member students within a 75 mile radius to help them with distance learning.
- Food Service Program has provided meals for Nixyáawii Community School, Cayumawa Head Start, Ataw Miyanaš Learning Center and the Afterschool Program. 11,4622 meals provided.



## Department of **ENROLLMENT**

The Tribal Enrollment Office provides a number of services for Tribal members, including processing enrollment applications and relinquishment requests, and issuing verifications of enrollment, Certifications of Indian Blood (CIB), Tribal identification cards, and also traces family genealogy. 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 Tribal departments and outside agencies. The Enrollment

Office also administers several Tribal member benefits including the quarterly gaming distributions, minors' trust accounts, elders' pension and SSI plans, and CTUIR's burial assistance plan. 2020 also found us working with the US Census Bureau and several affiliated entities to ensure a complete count of our reservation. 2020 also brought new challenges to us, with 3 additional payments going out for COVID and CARES assistance plus our first ever Enterprise Distribution with profits deriving from Arrowhead Plaza and Mission Market.



## Department of **FINANCE**

The Tribes have more than 383 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 17,624 separate payments totaling \$110,075,818.73. The office processed 42,612 payments totaling \$ 80,336,497.11. Note: we processed about 14,000 more payments than the prior year mostly due to the new Enterprise distribution and three separate COVID-19 assistance distributions in 2020. In addition the payroll office processed 12,638 paychecks for a total payroll of \$ 19,167,947.45.

Another major activity of the Finance Office is managing the Tribal Credit Program. During the year, 1299 new loans were processed. As of the end of the year the program was servicing 1296 active loans in the amount of \$4,292,122.85.

Other activities that were accomplished during the year included assuring the Tribal 2021 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.

2020 BUDGET:

**\$319,984,271**

2020 CAPITAL IMPROVEMENTS:

**\$1,726,923**

NUMBER OF LOANS  
PROCESSED IN 2020:

**1,299**

ACTIVE LOANS AS OF DEC. 31, 2018:

**1,296**

LOAN AMOUNT TOTAL  
AS OF DEC. 31, 2018:

**\$4,292,122.85**







## PURPOSE:

- 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
- Ensure the safe handling of assets of the gaming operation

# GAMING COMMISSION

- Aside from the five-member Gaming Commission, Gaming Surveillance staff is comprised of 24 employees.
- Commission conducted 87 meetings, including 37 weekly meetings with Casino Management staff, Commission staff and WRC Accounting staff.
- Commission Staff conducted 240 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 and Surveillance Staff worked with Wildhorse Resort and Casino (WRC) Management to amend the CTUIR/WRC Minimum Internal Control Standards (MICS).
- Gaming Inspector, Lead Inspector and Surveillance Director met with WRC and CTUIR Management to discuss closure of Wildhorse Resort & Casino due to COVID-19 Pandemic. The first closure would last approximately 48 hours, and soon after WRC was to be closed for 70 days. Gaming and Surveillance Staff remained on-site to provide asset protection and observe all cleaning and sanitizing of the facility.
- Gaming and Surveillance worked with WRC Management, in partnership with Yellowhawk and the CTUIR Incident Command Team (ICT), for contact tracing of WRC employees who tested positive for COVID-19. This tracing validated all areas the employee accessed, whom they came in contact with, PPE verification and time duration with all contacts from walking in the door to leaving property at end of shift. Gaming Staff reviewed and provided comments to WRC the WRC Re-Open Plan. This 34-page document focused on casino health and guidelines. The Commission approved this WRC Re-Open Plan, which was then approved by the CTUIR

Incident Command Team (ICT), allowing WRC to reopen their facility. Prior to opening the doors, WRC was inspected by a team comprised of the BOT, ICT, Yellowhawk, Gaming Commission, OSP Tribal Gaming Section, Umatilla Fire Department and CTUIR Environmental Health and Safety.

- Inspectors issued 15 Exception reports and completed two Compliance Spot-Audits with casino management, which covered the first two quarters of 2020.
- Inspectors participated in 681 machine events, including installs, removals, retires, RAM clears, conversions, upgrades, jackpot verifications over \$10,000 and random gaming software audits.
- Surveillance produced: 1369 procedural violations, 58 incident reports, 149 gaming investigations and issued 56 video discs to law enforcement. Additionally, 722 video files were archived as evidence including 35 evictions, 83 arrests, 31 trespasses, 98 patron falls, 77 medical emergencies, and one fire alarm.
- Gaming Inspector and Lead Inspector participated in a conference call with NIGC NW Region Compliance Officer in the completion of a NIGC Re-Opening Assessment, which was a questionnaire covering the gaming facilities plan in place to ensure all policies and procedures are addressing needs for the pandemic
- Gaming Supervisory Staff met with WRC Management and presented deviations of Internal Controls and Gaming code on the following areas:
  - A.) Patrons and employees utilizing gloves and facemasks within the gaming facility.
  - B.) Authorization to cash VLT tickets, VLT unclaimed jackpot and keno tickets that may have expired during closure.
- Portland Office of the National Indian Gaming Commission (NIGC) conducted a site visit to conduct a key employee



## GAMING COMMISSION Continued

and primary management employee licensing review, as well as review the Umatilla Gaming Commission's class II gaming internal audit process. During the site visit, an NIGC Notification of Results (NOR) Status Report with a date range of July 9, 2019, through December 5, 2019, was reviewed. The report showed the Commission submitted 65 NORs to the NIGC Portland Regional office by the Umatilla Gaming Commission. All were submitted within the 60-day timeframe required under NIGC regulation part 556.6. This indicates a highly commendable 100% NOR submission compliance rate for the review period.

- Gaming Inspectors and Surveillance Director worked with WRC Controller on a proposition of WRC External Auditor conducting a Class II audit remotely. Gaming Inspector and Surveillance Director provided their concurrence, with conditions made to the request for security and sensitivity.



Demolition taking out old for new in Lucky 7 trailer court.

## Department of HOUSING

- The Housing Department worked with IT and UTPD in installing eight ultra-high definition cameras to help increase security in the Mission area.
- By the end of the year the Housing development team started demolition for new development of Lucky 7 trailer court.
- The USDA Housing Preservation Grant (HPG) was awarded to CTUIR Housing for the third consecutive time for the \$50,000 grant to help CTUIR Elders with emergency need homeowners.
- Assisted with the Virtual Call Center trying to connect with distant and afar CTUIR Tribal members about what is needed for their family during Covid 19 times.



Above: USDA Housing Preservation Grant: Newly installed bathroom for elder.

Left: Ultra-high definition camera: with multi-sensors, rotates 360-degrees, makes internal database and works in all types of weather day or night.



# 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

**Total Applications Received 403**  
 CTUIR Enrolled members 149 or 36%  
 Other Tribal members 49 or 12%  
 Non-Indians 205 or 52%

**Total Positions Filled Full Time/Part Time 104**  
 CTUIR Enrolled members 43 or 41%  
 Other Tribal members 10 or 10%  
 Non-Indians 51 or 49%

**Justification report to OED not to hire/ interview CTUIR members 16**

**Total Temporary Applications submitted 162**  
 CTUIR Enrolled members 108 or 64%  
 Other Tribal members 22 or 24%  
 Non-Indians 32 or 12%

**Total Temporary Employees Hired: 81**  
 CTUIR enrolled members 54 or 57%  
 Other Tribal members 14 or 29%  
 Non-Indians 13 or 14%

**Total Alcohol & Drug Testing Conducted**  
 Pre-Employment Testing 197  
 Random Testing 14  
 Post-Accident 13  
 Reasonable Suspicion/For Cause Measure 91 0  
 13

**Total Background Checks Conducted 192**

**Total Exit Interviews Conducted 33**  
 CTUIR Enrolled members 12  
 Other Tribal members 2  
 Non-Indians 19

**Total Veterans Preference Applied 3**  
 (2 CTUIR)

**Total Internal Positions**  
 (reclassification, promotion, transfer)  
 Internal Postings 7  
 CTUIR members 6



## Pamáwaluukt Empower Program

- Screened 130 applications
- Hired 42 CTUIR Tribal members
- Paid annual salaries in excess of \$1.8 million
- Monitored new hires during probationary period
- Offered counseling, consultation on revising cover letters/resumes
- Assisted with interviews, mock interviews, interview tips
- Assistance offered for Zoom and teleconference calls for interviews
- Continued Discover training modules each month with two A1 trainees, coordinate with department directors
- Conducted A1 CTUIR Employee Status Survey on interest in career mobility, training/education needs, contemplating retirement and services
- Youth outreach to local High Schools

## Employee Benefits

- New Hire Benefits offered to each new employee via SharePoint for COVID-19 safety/distancing efforts since November.
- Medical coverage through the Federal Employee Health Benefits Program (FEHB); currently there are 485 employees covered.
- Dental/Vision Insurance: CTUIR/ Yellowhawk/Wildhorse using Delta Dental/Moda coverage.
- Life Insurance: CTUIR/Yellowhawk/ Wildhorse using LifeMap for coverage.
- 401k: Newport Group Profit Sharing Plan, active participants are at 2117.
- Processed 12 Worker's Comp claims

## Wellness Program

- Red Cross Blood Drives – cancelled during COVID
- Quit Tobacco – One on one support, 2 participants
- Nutrition Break – weekly in Jan, Feb, cancelled during COVID
- Apple Basket – alternative to vending machine snack, 100 apples/weekly, cancelled during COVID
- Fitness room at NGC – average 250 , closed for COVID
- Be your Best Personal Wellness Program online and phone meetings only, 5 participants
- Challenges – New Year and Nov-Dec online Holiday Challenge, 75 participants each
- CPR/AED/FA - Three trainings in Jan, Feb, then cancelled during COVID
- Garden to Table Program June through October weekly delivered outside to 20 participants
- Flu Vaccine two clinics at NGC, 50 participants October Breast Cancer Awareness month
- Developed and implemented Building Entry Screening Procedures used at NGC, Tribal Court, Education Building, TERF, Tamástlikt

## Training Program

- New Hire Orientation offered each pay period and via SharePoint for COVID-19 safety/distancing efforts since June.
- Fall Computer Software Training totaling 36 hours in Microsoft Word, Excel, PowerPoint, Outlook, Access, and Teams training/roll-out.
- Continued Planning for curriculum development, specific to support no gathering COVID-19 Safety distancing

# HUMAN RESOURCES Continued

- directives, which includes Training module/HRIS
- Collaborated on individual team training such as focused customer service and team building
- Recertified Tribal Human Resources Professional Certification
- Maintained training library with more than 135 assets
- Continued to coordinate with staff CPR/AED and First Aid training; referred to Red Cross online certifications in March.
- Coordinated Union Pacific Railroad Safety training for staff and community
- Continued development of KSA (Knowledge, Skills, and Ability) to improve training opportunities and consistency in positions
- Developed and facilitated skills testing for CTUIR positions
- OLC/HR collaboration for virtual Non-Harassment training for 146 Supervisor, Managers, and Directors.

## TERO:

- Nine Contractor Certifications
- 14 Completed Tribal projects
- 54 Completed ODOT Projects
- 482 job site inspections were conducted
- 236 TERO workers were dispatched to work
- \$1,598,631.34 in wages earned by TERO workers



## Tribal Vocational Rehabilitation (TVR)

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: 520
- Grant Proposed to Serve in Individual

Plan of Employment (IPE): 20

- Actually Served in IPE: 17
- Successful employment outcomes: 9
- Grant Proposed successful employment outcomes: 4
- Community outreach events: 3
- Finding your Inner Balance Workshops: 4
- Partnered with 477 Workforce Team, Partnership for Success, Behavioral Health, Wellness, Housing, Family Strengths, TERO, Human Resources, Tamastslikt, Language and Youth Programs, Blue Mountain Community College
- Coordinated with CDDP, Employment First, State Rehabilitation Council, five 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; including support for the remote workforce including the setup of video conferencing software
- Expanded wireless network to serve the community at higher speeds to support the needs brought on by the COVID-19 pandemic
- Continued management of CTUIR's server infrastructure as well as networking and security systems
- Improved security of the NGC Campus and July Grounds areas with new camera installations
- 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
- Completed rollout of updated CTUIR.org website
- Supported CTUIR departmental work with the use of drone flights and imagery
- Provided consultation for projects and grants within tribal government

## Records Management

- Developed forms standards and implemented a training course for tribal employees using Adobe
- Coordinated Microsoft SharePoint classes to develop skills for tribal employees to begin site development
- Updated tribal records preservation plan



## MAJOR ACCOMPLISHMENTS

**Neighbors Against Bison Slaughter v. United States**, is currently before the U.S. 9th Circuit Court of Appeals. The CTUIR participated as an amicus (advising the court) party to protect its rights to hunt bison under the Treaty Right of 1855. In 2019 the Plaintiffs (Neighbors Against Bison Slaughter), filed for a temporary order to direct the U.S. Forest Service and National Park Service to close Bison hunting near Yellowstone National Park and stop the Bison Management Plan. The underlying federal courts declined to issue that order largely due to the impact that such a closure would have on the treaty tribes, but did grant an order granting "remand without vacatur" as requested by the United States and supported by the CTUIR. That order prevents disruption to the treaty bison hunt while the federal agencies prepare a new environmental impact statement for Yellowstone Bison management. The Plaintiffs appealed that order to the U.S. Court of Appeals for the Ninth Circuit.

**Burlington Northern Santa Fe v. Clark County**, and **Union Pacific Railroad v. Runyon**, are two cases currently before the U.S. Ninth Circuit Court of Appeals. The CTUIR's participation in those cases is to oppose railroad arguments that the Interstate Commerce Commission Termination Act preempts (overrides) the National Scenic Act and would place railroad interests before reserved Treaty rights, and strip away critical Scenic Act protections in the meant to safeguard the Columbia River Gorge and tribal interests. In each case the railroads challenged county level permitting decisions issued under the Scenic Act.

**Herrera v. Wyoming**. The CTUIR participated in this case as an amicus along with other treaty tribes. The U.S. Supreme Court's 2020 decision upheld the tribal position that statehood admission to the U.S. did not abrogate tribal treaty rights, nor did establishment of a National Forest render those lands as inconsistent with the exercise of off-reservation treaty hunting rights.

**Standing Rock vs. Dakota Access Pipe Line (DAPL)**. The CTUIR participated to oppose DAPL as a violation of the Army Corps of Engineers federal obligations to properly consult tribes in conducting Environmental Impact Statements (EIS) and fully protect against impacts to tribal treaty rights and resources.

The federal court for the District of Columbia found that the pipeline is an unlawful encroachment on federal land because there is not an appropriate EIS. Currently the Army Corps continues to operate DAPL while conducting a new EIS, due to an order by the Court of Appeals for the District of Columbia.

**US v. Cooley**. The CTUIR joined the National Indigenous Women's Resource Center amicus brief in January 2021 before the U.S. Supreme Court to support tribal law enforcement jurisdiction to make investigatory stops of non-Indians on Reservation to detain and search for possible violations of state or federal law. The Court held that a tribal officer has authority to briefly stop, detain, and conduct a limited investigation of potential criminal activity of non-Indians on reservations, reversing the 9th Circuit.

**McGirt v. Oklahoma** and **Carpenter v. Murphy**. The CTUIR joined an amicus brief to oppose improper state jurisdiction, and uphold protections for the status of Reservations as Indian Country, and that Indian Reservations cannot be diminished in absence of an explicit act of Congress. In McGirt, the U.S. Supreme Court rejected state claims that Congress diminished reservation boundaries given the absence of federal intent to do so. As a result, the crime alleged occurred within the Reservation, and under federal law is Indian Country. States lack authority to prosecute crimes by Indians in Indian Country, and those matters can only be prosecuted under tribal or federal jurisdiction.

**Gamble v. United States**. The CTUIR supported an amicus brief urging the court to uphold inherent tribal sovereign status as separate from federal sovereign and does not violate the double jeopardy clause. In 2019, the U.S. Supreme Court upheld the separate sovereign status of tribes, which ensures tribal nations and federal government can prosecute cases independently without effectively preventing the other from prosecuting if either chooses to proceed with a case independently.

## OTHER WORK 2019-2020

**Indian Child Welfare Act protections** for tribes 2019 and 2020. The CTUIR lead comprehensive reform of Oregon's handling of Indian Child Welfare Act through a series of state bills and judicial guidance (bench book) that include placement preferences,

tribal relations and services, and efforts for reunification.

**Oregon Recognition and Full Faith and Credit for Tribal Court Orders**. Teamed with Senate Bill 182 Oregon's Full Faith and Credit to fix Oregon's problems in their recognition and entry of tribal court protection orders into Oregon's criminal database system as well as, in general, give full faith and credit to many tribal court orders.



**Mitigating impacts from the 2020 Umatilla River Flood**. (a) Assisted with development of FEMA Hazard Mitigation Grant Program application, which if approved will result in acquisition of several floodplain properties adjacent to the Umatilla River, restoring tribal ownership and supporting the CTUIR River Vision; (b) drafted amendment to CTUIR Water Code to improve provisions related to Emergency Stream Zone Alterations, which will increase CTUIR notice of and role in confirming the need for and approving such alterations to the River.

**COVID 19 CARES ACT federal agency approval of the Tribal Fishery Relief Spend Plan** for Treaty Tribes (as negotiated among 24 treaty tribes and Washington) resulting in two rounds of increasing relief and pro-rata distribution to all tribal members at least 18 years old, is based on the lack of ceremonial and subsistence fish left throughout the community.

**VAWA 2021 Reauthorization** to increase inherent tribal authority over certain additional non-Indian crimes related to domestic, dating and sexual violence in Indian Country.

**Participation on Biden's Native American Policy Advisory Group** to advocate for enhancements of inherent tribal jurisdiction over non-Indians on criminal justice related matters.

# PLANNING OFFICE

The CTUIR Planning Office provides a range of services to the community including Comprehensive Planning, Land Protection & Planning, Inspection Services, and Public Transportation. The Department has approximately 30 employees in three programs which are Comprehensive Planning, Inspection Services and Kayak Public Transit.

The Mission of the Tribal Planning Office 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

Comprehensive Planning includes overseeing and administering in the CTUIR Comprehensive Plan. The Comprehensive Plan is a 20 year plan that sets goals and priorities of the community. The benchmarks are collected every five years to assess how well we are achieving those goals, and identify limitations at meeting our goals. These assist the Board of Trustees to set priorities that are needed to achieve these community goals. Comprehensive Planning Program is overseen by J.D. Tovey AICP, CTUIR Planning Director and Patty Perry, AICP, CTUIR Senior Planner.

Other aspects of compressive planning include reviewing and ensuring other functional plans in the organization are support the goals of the Comprehensive Plan and more importantly, they are not in conflict with each other nor with the Comprehensive Plan.

Some of the major plans we have helped review and craft in 2020-2021 include:

The Capital Improvements Plan which prioritizes and coordinates our capital projects. Major changes include setting a more frequent time table for project prioritization and ensuring that new capital projects are specifically addressing water usage.

## Hazard Mitigation and Emergency Operations

The Umatilla River Flood and COVID pandemic made 2020 a difficult year that tested our organizational structure, but the strong and well organized Hazard Mitigation Plan and Emergency Plans ensured that the CTUIR is always thinking about and preparing for the worst case scenarios. Specific actions taken include processing after-the-fact paperwork with FEMA and organizing grant process for acquisition of homes and properties that were negatively affected by the floods.

Comprehensive 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 counties, cities, utility companies, and state and federal agencies, to ensure that all policies are aligned to support the Tribes' sovereignty and interests in the lands we manage.

## Land Use Protection & Planning

Land Use Protection & Planning handles day-to-day Code Enforcement, Permitting and Planning activities. Some of the services we provide include: support to land owners to partition, subdivide, and obtain Development Permits for allowed land uses, the construction of all structures, homes



and businesses on the Reservation, including regulating flood plain development. Removal Fill Permits to regulate surface mining activities, Forest Practices Permits to regulate the UIR forest lands as well as Land Development Code enforcement.

Some of the major accomplishments for 2020 include a code amendment to allow for small scale solar to facilitate solar power generation in industrial zones and drafting code language to create Neighborhood Residential Zone and a neighborhood Services Zone to be applied in the new Nixyaawii neighborhood. Land Use Protection & Planning is coordinated by Holly Anderson, CTUIR Associate Planner and Lora Elliot, CTUIR Assistant Planner.

## Transportation Planning

In 2020 we added Transportation Planning as a new specialty in the Planning Office with the promotion of Dani Schulte from Assistant Planner to Transportation Planner in February of 2020. Transportation Planning primarily provides support for the Roads Program in Public Works, as well as planning work for transportation and transit infrastructure with our neighboring jurisdictions such as roads, trails, etc.

Major Accomplishments in 2020 include being awarded two major grants including a Transportation Growth Management Grant from ODOT and DLCD to complete an update of our 2001 Long Range Transportation Systems Plan and a \$1M Safe Routes to School Grant that will provide a trail development between the intersection of Highway 331 and Mission Highway with the Nixyaawii Governance Center.



## Inspection Services

Inspection Services include Building Inspectors and Environmental Health & Safety. We currently have five-part time, on-call inspectors who provide building inspections, electrical, mechanical, plumbing, plan reviews, and other special inspections needed on construction projects. Approximately 130 inspections were completed in 2020, many on the new Bowling Alley addition at the Wildhorse Resort & Casino.

Environmental Health & Safety includes services for all septic tank permits and coordination with Indian Health Service for



# PLANNING OFFICE Continued

septic installations on trust lands, 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. 2020 was a busy year for Samantha Matlock, our new Environmental Health & Safety Officer. She, along with our Office Assistant, Andrea Hall, helped review, test and coordinate repairs on 95 Domestic Wells for Total Coliform and E-coli bacteria and 40 septic tanks after the 2020 Umatilla River Flood. This work is not completed and continuing monitoring and assessment will be completed in the years to come. She also was instrumental in setting up the five new kitchens in the Wildhorse Bowling Alley expansion project, and helped coordinate a commitment of funds from Indian Health Services towards the water and sewer system for the new Nixyaawii neighborhood.

## 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 17 towns and communities in those four counties.

Like many programs, the year 2020 was a difficult year for Transit which saw a reduction of 66% of our ridership. Luckily because of the emergency nature, this will not have an impact on our future funding, and we look forward to getting back to full operations and reestablishing our ridership.

In 2020 we received COVID related funds in enhance cleaning activities and make modifications to the buses to provide separation between the drivers and passengers. Other grant funded



projects include improved lighting, security cameras and concrete resealing at the Transit Center.

Kayak Public Transit is an award winning transit agency lead by Susan Johnson, Program Manager. The team includes 17+ employees such as Operations, Fleet & Safety, mechanics, dispatchers, and of course our always friendly drivers.

## 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.

### Police Department

For 2020, there were 7,813 total incidents, 5,077 calls for service, 2,736 officer-initiated incidents, 334 building checks, 844 reports written, 1,015 traffic stops, 445 traffic citations issued, 570 traffic warnings issued, 260 misdemeanor arrests, and 185 felony arrests. There are 15 registered sex offenders. Fish & Game officers responded to 487 incidents and conducted 66 wildlife investigations. They spent 0 days (Covid-19) assisting with the Montana bison treaty hunt.

### Family Violence Services

20 victims requested support at domestic violence, sexual assault incidents with 208 follow-up appointments. 19 of the victims were female and one male. The majority of victims were in the 25-59 age group. The victims' offenders were 18 male and two female. Three offenders were between the age of 16-24, and eight were in the range of 25-59, two were 60 and older, and one age was unknown. Three of the offenders were Caucasian, eight were CTUIR Tribal members and from another Tribe, two Hispanic, and one was unknown.

### Office of Child Support Enforcement

Child support collections were \$357,200 in 2020. Of that, \$87,740 was collected for CTUIR cases. OCSE had 210 current support cases throughout the year and collected on 136 of those cases or 88 percent of current support cases. The total number of open cases at the end of fiscal year 2020 was 210. Some 22 percent of case closures were due to cases being paid in full. Dividends accounted for 19% of all collections.

### Fire Department

For 2020 the department responded to 84 fires, two hazardous materials, 459 emergency medical calls, 50 public assists, 21 requests for mutual aid, and 57 motor vehicle accidents. The total number of incidents for 2020 was 678.

### Office of the Tribal Prosecutor

The Prosecutor received 224 UTPD police reports; 59 alcohol related and 36 drug related, 25 DUII and 7 Driving While Suspended Misdemeanor. Domestic Violence – 32 DV reports received, 22 cases were filed, six cases filed under Violence Against Women Act (VAWA) cases. Criminal and Civil – 85 criminal complaints filed, 46 felony complaints, three dog as a public nuisance cases. Fish & Game - one hunting violation; Columbia River Inter-Tribal Fish Enforcement (CRITFE) had one fishing violation. Juvenile Matters - six UTPD reports received with three juvenile petitions filed, four truancy petitions filed with court, 43 Minor In Need of Care (MINOC) cases were reviewed and seven emergency shelter care hearings were held. Trials – 0 judge trials set with six held due to Covid - 19.



## Department of **PUBLIC WORKS**

The Public Works Department oversees 30 staff within the Tribal Facilities, Transportation/Roads, and Utilities Programs. Public Works' mission 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.

2020 became the year to remember and the year to respond and protect the community from both flood and COVID-19. The normal department annual activity turned into the exceptional annual activity. Connecting to the needs of Tribal employees and community members was of utmost importance in order to provide the service expected of us. All employees responded and performed at exceptional levels. Creativity and tenacity were the key components as the Public Works Group, from the custodial staff to management came together with unsurpassed energy levels and were of only a few departments who were needed to report to work every day during the COVID activities. The Custodial staff engaged in some of the most critical components of COVID disinfection of the facilities with no contracted cases among them.

**TRIBAL TRANSPORTATION/ROADS** maintains the inventory, surveys road conditions and performs maintenance on Tribal and BIA roadways and storm drains included in our inventory.

- Safety is a top priority for the program. In 2020 we were able to utilize ODOT Immediate Opportunity Fund Agreement to complete the Hwy 331 Turn Lanes into Timine Way.
- Roads staff responded to weather related events, and place traffic control measures when the conditions are much more dangerous than normal. Program staff responded to flooding, debris on roadways, and plowed snow. 2020 also became the year of flooding that was deemed a Federal Disaster with flooding and debris



causing many areas in need of road repair, working in the rain and cold, making and placing sand bags near Tribal member's dwellings.

**FACILITIES MAINTENANCE** ensures CTUIR facilities, and outdoor properties are maintained in a professional and efficient manner that promotes the longevity of the Tribe's investment in the property.

The Facilities Department became very active this year with participation in sand bagging activities during the FEMA flood event and also responding to COVID-19 disinfection and protection barrier needs in all the Tribal facilities.

The task of purchasing and supplying COVID-19 PPE for all operating departments became a great focal point of the Administrative staff's busy schedule to ensure the facilities were well stocked for those coming to work and to support any other Incident Command Team needs every day during the COVID crisis.

**THE WATER AND SEWER UTILITIES** is responsible for the management and operation of the existing CTUIR water supply and distribution system and sewer collection system in a safe, efficient and professional manner. The program continues to seek outside funding to replace and upgrade current systems.

-In order to support growth and development the program secured over \$2.8 million in funds from CTUIR, EPA, and I.H.S. needed for the well 6 transmission line. Preliminary testing was done, and project plans were completed in preparation for the project to start in 2021.

-Utilities group saw an extensive staffing change while in the middle of the Well 6 preparation activities, water meter replacement needs and initial planning of future Tribal sewer treatment discussions. Staff continued to provide required water system sampling with constant passing results.



# TAMÁSTSLIKT CULTURAL INSTITUTE

Since 1998, Tamástslikt Cultural Institute has provided services and experiences to the Tribal community, domestic and international tourists, students, scholars, and the general public. The Tribes' permanent exhibit galleries present the history of the United States' westward expansion amidst the ancient and contemporary culture of the Cayuse, Umatilla, and Walla Walla peoples.

## Visitor Services

In 2020, Tamástslikt was open for 5 weeks prior to closure due to COVID-19 in mid-March. The exhibits opened twice in the fall before closing for the remainder of the year.

The Museum Store and Kinship Café reopened in September with reduced hours, occupancy, take-out only and all safety precautions operational. They were open 19 of 52 weeks.

Earned income for all revenue centers was just under \$200,000 with roughly \$150,000 of those sales in the 4th quarter.

\$59,093 in COVID Relief Funds for Cultural Support was awarded for A/V equipment, interviews, a drone shoot, point-of-sale upgrades and labor for projects.

## Museum Collection and Research

- Provided content, reviewed, designed, edited, installed displays, and managed collection material for 35 interpretive projects and organizations including the National Park Service, Oregon Historical Society, Whitman College, Wildhorse Clubhouse, Willamette University, City of Hermiston, Western Museums Association, Oregon Museums Association, Oregon Geographic Names Board, Port of Portland, Oregon State Capitol Welcome Center, High Desert Museum, and the U.S. Army Corps of Engineers.
- Participated in research projects related to the naming of the Miocene era big wild cat, the Reservation East Boundary, Willamette Falls Trust, Fort Vancouver Traditional Use Study, Sheriff Til Taylor and Whitman statues, and the Washington State Statuary Hall proposal.
- Installed the 8th annual Artworkz exhibit with 92 entries and performed a virtual awards ceremony due to COVID-19 closure (<https://www.youtube.com/watch?v=fEr1vU8Zpxg&t=147s>).
- Awarded \$121,913 by the Institute for Museum and Library Services (IMLS) for COVID-19 support to Tribes for digital content development including equipment, COVID supplies and task wages.
- Awarded \$1,233 Library Services & Tech grant for staff training in graphic design & data entry. Awarded \$3,228 for 2021 connectivity enhancement.



## Facility Systems, Controls and Maintenance

Under IMLS grant funding, Wifi connectivity was installed in Exhibit wing to allow for enhanced interpretation and visitor experiences as well as for future exhibit upgrades.

The project to repair and replace the majority of the roof and redwood siding was launched and carried out despite COVID setbacks, with phase I completion estimated for 2nd quarter, 2021.

Facilities staff implemented all COVID compliance: planning, staffing, researching airborne protections; developing and installing glass sneeze guards on all front line counters, temperature screening devices at each entrance, free employee and guest PPE, extra sanitation supplies and cleaning regimens; stickers and signage for safety precautions including parking lot.

Electric and Natural Gas usage down compared to 2019, due to closure and increased efficiency.

Wind Turbine production: 79,210 kWh

Solar Production: 129 MWh

## Administration

From home-based computers, staff attended digital platform meetings, consultations, and presentations; sewed masks for staff when they were in short supply; made moccasins and beaded replica objects for display; performed research and inventory data entry; constructed exhibit mount frames; and participated in training webinars. Front line staff read relevant historical material to increase their interpretive knowledge. The Systems & Controls Manager and Exhibits Coordinator provided full-time on-site management coverage throughout the pandemic for security & safety of the facility and all associated tribal assets.

Staff participated as members/officers on the boards of Oregon Museum Association, Oregon Geographic Names, Nixyáawii Community School, Nixyáawii Chamber of Commerce, Oregon Historical Society, Oregon Community Foundation, CTUIR Water Commission, Nixyaawii Community Financial Services, OHS Quarterly Publication Review Committee, and the COVID reopening working group.

# Department of **NATURAL RESOURCES**

The Department of Natural Resources Administration coordinated Departmental response to Umatilla Basin February and May flooding with Incident Command, including regulatory actions and resource protection, such as oversight and coordination with the Union Pacific Railroad on their flood response, and also assisted in water quality sampling for Reservation residents whose water systems were impacted by flood flows.

Multiple DNR program completed resource inventories to inform water, rangeland, and forest resource management of the recently acquired Wheelhouse property in the McKay Creek drainage. The DNR will use the information to inform future management of the lands to improve stream, forest, and rangeland health, and for production of First Foods.

The DNR participated in the organizational Covid response planning, including development of temporary COVID policies for the organization and COVID field protocols for staff safety.

DNR continues to work closely with the Tribal Water Rights Negotiation Team and Board of Trustees to negotiate a settlement of the CTUIR's Umatilla Basin Water Rights. The CTUIR seeks to have its water rights quantified, recognized, and protected, to provide instream flows for fish and the consumptive use needs of the Umatilla Indian Reservation, including domestic (homes), municipal, industrial, and commercial uses. The water needed to satisfy these Tribal rights would come from the Umatilla River, McKay Reservoir and from groundwater. The use and management of these Tribal water rights would be governed by Tribal law. This Settlement Agreement, once approved by the Board and our partners in the Umatilla Basin, would lead to a settlement bill being introduced into Congress in 2022, signed into law by the President of the United States by 2025, and eventually funded and implemented by about 2032. The CTUIR has been in negotiations for nearly 10 years. Community outreach and education on the settlement goals and progress will increase in 2021/22 as settlement terms are further developed.

## **Cultural Resources Protection Program**

The program negotiated a Tribal Access Agreement for gathering plant resources (Women's Foods) on private lands near Nolin, Oregon covering nearly 40,000 acres.



The program conducted nine oral history interview with 10 tribal members, transcribed 25 oral history interviews, and wrote four traditional use reports. A Traditional Use Report that demonstrated the CTUIR historical and current use of Willamette Falls, our Treaty Rights and interests, and released it publicly to educate co-managers and the general public.

For outreach and education on Treaty Rights and First Foods, the program provided 12 First Foods presentations and 13 other cultural resources presentations to about 710 adults, 65 youth, and two schools.

The program completed archeological surveys of over 10,300 acres of lands, recording 41 new sites and 10 isolated finds, and writing 111 archaeological reports.

## **Water Resources Program**

The Water Resources Program is collaborating with Oregon, the Nez Perce Tribe, and Wallowa Lake Irrigation District to rehabilitate Wallowa Lake Dam and provide instream flows for fish. A Memorandum-of-Agreement includes goals to increase flows in the Wallowa and Grande Ronde rivers by 25-30 cubic-feet per second during the late summer and early fall, and eventually lead to fish passage restoration at Wallowa Dam, enabling the restoration of sockeye salmon to Wallowa Lake.

In the Walla Walla Basin, the Water Resources Program is working with irrigators on the Little Walla Walla River, including measuring flows, as part of an eventual irrigation efficiency project

to restore flows in the mainstem Walla Walla River. As a result of work of with the City of Walla Walla, the City will be releasing an additional six cubic feet per second of water in 2021 on Upper Mill Creek to improve flows for fish.

## **Fisheries Program**

The program completed five miles of floodplain restoration work was in five ceded area tributaries, including the Tucannon, Walla Walla, Grande Ronde, North Fork John Day, and Umatilla rivers. The Bird Track Springs floodplain restoration project by CTUIR in the upper Grande Ronde River was selected by the Oregon Watershed Enhancement Board as one of Oregon's showcase projects and was selected by NOAA Fisheries for presentation to the US Congress in early 2021. The project is expected to improve spawning and rearing habitat for a variety of native fish.

The CTUIR DNR Fisheries program began construction of the Walla Walla Hatchery in January 2020. While slowed by flooding and COVID limitations, the project has proceeded and is scheduled to be completed by June 2021. Full production at the CTUIR-operated facility will include 500,000 spring Chinook for annual release into the Walla Walla Basin.

Master Plans for the reintroduction and supplementation of lamprey and freshwater mussels in ceded river basins were completed and approved. Efforts are continuing to utilize Walla Walla Community College Water Lab to propagate juveniles for out-planting and rebuilding of populations for future tribal harvest.





# NATURAL RESOURCES Continued



## Wildlife

The Wildlife Program coordinated with Oregon Department of Fish and Wildlife and the Starkey Experimental Forest on the transport and release of 102 elk from Starkey Research Forest of the Wallowa Whitman National Forest to the Isquulkpe Watershed.

The Program coordinated the planting of 2,600 celery plants at Wanaket Wildlife Area to support future harvest of this First Food at Wanaket.

The Wildlife Program was awarded a United States Fish and Wildlife Service Tribal Wildlife Grant to work collaboratively with ODFW to help restore Lookout and Burnt River bighorn sheep populations (\$183,000 over three years). The Wildlife program is also a cooperator on grant funded by Wild Sheep Foundation for disease research and management in Idaho, Oregon, and Washington bighorn sheep herds.

The Wildlife Program participated in Pinniped Fisheries Task Force for the Willamette and Columbia Rivers to provide control of sea lions, a marine mammal that feeds on salmon, including endangered stocks.

## Range, Ag & Forestry

### EMIGRANT SPRINGS AREA FOREST MANAGEMENT

The Program finished commercial thinning in the Emigrant Springs sale area, and completed immediate rehabilitation needs such as grass seeding and road erosion control. The

project provides healthier forest stands on 700 acres, and is expected to provide better habitat and forage production for deer and elk, cultural food plants, and reduce the risk of pine beetle mortality and reduce the risks of intense, catastrophic fires.

### HUCKLEBERRY STUDY

The program installed one of three weather monitoring stations designed to measure environmental and weather factors associated with huckleberry growth and development. The intent is to determine what environmental conditions (precipitation, soil moisture, soil temperature, relative humidity, snow depth, growing degree days) drive development and fruit production of huckleberry. Results shall inform natural resource managers about the environmental drivers of huckleberry presence and density, fruit production, plant frequency/abundance and changing climate impacts. This work will compliment previously identified species important for pollinating huckleberry flowers so they produce fruit.

### FIRST FOOD SURVEYS

The Range, Ag & Forestry Program is collaborating with the CTUIR Geographic Information Systems (GIS) Program to develop data collection systems for cultural plants. The project will increase efficiency of data collection, storage, and analysis, so we can provide information to Tribal members practicing traditional food and medicine collection.



## Energy and Environmental Sciences

The Energy and Environmental Science Program applied for and received BPA STEM Grant for summer of 2021. Students that are interested in First Foods and Science should watch the CTUIR website for job and learning opportunities.

An Energy Strategy Team was formed and developed a request-for-proposals to develop a CTUIR Strategic Energy Plan. The energy plan will help the CTUIR identify energy efficiency opportunities for the community and government and opportunities for alternative energy development such as wind, solar, or geothermal energy sources.

## First Foods Policy Program

The program reviewed and analyzed Oregon, Washington, and Federal legislation to support protection, restoration, and enhancement of First Foods, their habitats, and CTUIR treaty rights.

The program supported and engaged in First Foods Excursions and First Foods outreach and education coordination with the Cultural Resource Protection Program and Yellowhawk Tribal Health Center.

The program is developing a CTUIR Climate Adaptation Plan and a First Foods Policy, while modifying community outreach strategies to address COVID safety measures. The Program hosted a number of Climate Adaptation Planning webinars to allow community members to attend online.

The program is integrating the First Foods mission within the Hanford Natural Resource Damage Assessment process.

# UMATILLA TRIBAL COURT

The mission of the Umatilla Tribal Court is to serve the community as an independent, separate branch of government. Tribal Court is 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 Oregon Tribal/State Court Forum.

## COURT ADMINISTRATION

- Criminal cases: 103
- Traffic cases: 108
- Civil cases including appeals: 47
- Juvenile cases (Minor in Need of Care, Juvenile Delinquency, Child Support): 80
- Fish and Game Violations: 5
- Domestic Abuse Protection Orders: 8
- CTUIR Driver's Licenses issued: 1



## ADULT PROBATION and COMMUNITY SERVICE

- New adult probation cases assigned: 8
- Probation cases successfully completed: 6
- Probation cases revoked: 3
- Probation cases terminated: 10
- Active cases Assigned: 80
- Cases with arrest warrant issued: 20
- Co-Supervised with Umatilla Community Corrections: 13
- Community Service: 18 individuals completed 483 hours

## JUVENILE PROBATION AND TRUANCY

- Juveniles on probation: 8
- Juveniles lodged (held at Detention Center): 0
- Juveniles monitored by Truancy: 15 (on Reservation 12, off Reservation 3)
- Community Accountability Board referrals: 0
- Home-visits by Truancy: 13
- Transports to school by Truancy: 20
- Truancy cases referred to Tribal Court: 4

# NIXYAAWII FINANCIAL SERVICES

Nixyáawii Community Financial Services (NCFS) is a developing Native Community Development Financial Institution that provides loans, homeownership assistance, business development services, youth and adult financial education to members of the Umatilla Confederated Tribes, Reservation residents, and Tribal employees.

NCFS is working to improve the financial well-being of individuals and families through safe and affordable loans and credit and helping to build personal assets and wealth. Coaching, training, and asset-building services are available for new and existing small businesses to ensure sustainability and growth.

The NCFS started off the year with the First Financial Reality Fair conducted at the Nixyáawii Community School and Education Center on January 31st, 2020, with 100+ high school students participating with roughly 12 volunteers from various financial services and staff.

The U.S. Department of Treasury Internal Revenue Service approved the NCFS as a certified 501(c)(3) non-profit corporation on February 11th, 2020.

The Board of Trustees provided final and unanimous approval of the CDFI Business Plan on February 24th, 2020, by way of Resolution 20-015.

With the COVID outbreak shortly thereafter in March, the NCFS had to pivot to conduct board and staff business remotely with staff scattered among various entity offices.

The NCFS Executive Director was assigned to chair the Reopening the Tribes Committee.

The NCFS was asked to assume management of the Tribes' then Credit Program given staff vacancies. New Loan Officers and Loan Processor roles were filled with Tribal members in October 2020. It was challenging to process new applications simultaneously with new staff training.

New grant funding was awarded from the Northwest Area Foundation, Spirit Mountain Community Fund, Oregon Community Foundation, Oweesta/NDN Collective, and a small business partnership with the Oregon Native American Chamber and the Affiliated Tribes of Northwest Indians Economic Development Corporation.

The seven-member NCFS board of directors were able to meet seven times throughout 2020 with four of the latter board meetings held remotely.

Office lease approved by the NCFS board with tenant improvements going on into 2021.

The Homeownership Services Manager was assigned to the Housing Development Team working on the new Nixyáawii Subdivision.

The NCFS requested and was approved for an allocation of CARES funding for direct grants to 32 small business clients of the Business Development Services. Checks were approved and delivered by Christmas, 2020.







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