

Tim A Miller/R6/FWS/DOI
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Jeff King/R6/FWS/DOI@FWS
cc

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Subject
Things to bring up with Tom and Dale

Jeff,

The following is a short list of things that might be good to discuss, with Tom and Dale:

1. Professionalism: Issues over Ty either walking his horse or punching it at a public range ride (I received several comments at the trailers from locals talking about how far he walked with his horse etc). This does not paint a good picture for either the USFWS or the tribal people he represents. Not to mention if the wildlife health office were to catch wind of it.

2. Biological Program: Little direction and very little leadership. Seems like everyone is going a different direction with little understanding of what or why they are doing it. It appears that they want to make all kinds of changes without discussion with the management team. Such as the grazing rotation switch from roughly 6 weeks between moves to 3 weeks between moves (I am not saying this is necessarily bad) with no insight or discussion with the management team. In fact I actually heard about it by the maintenance staff. Weed spraying: I know we have heard that this year is so much better than last year, however with as many trained applicators as we have we should be further ahead of the curve. Up until yesterday 5/26, no houndstounges had been treated, with it already bolting and flowering. Confusion over doing waterfowl surveys or not and their value (we are the USFWS). Ty kicking gates open on pastures without talking to anyone about it (such as the best gate to go through).

3. Administration: Issues over the keys: Dalon even after being talked to about security and not making copies of keys, he still made copies of interior and exterior (and maybe others) and issued them out. Also Dalon, Mike and Ty constantly asking me for a property list and questioning where it is in the files (even after I have made copies from RPI, SAMMS etc, I'm sick of making copies over and over again), and this was included in the AFA (Attachment A). No one is keeping track of the tribes time spent on assets such as the VC, toilets, fences etc to enter into SAMMS. I have brought this up several times but it must be on deaf ears. We have so many workers here they can at least tell us how long they work on assets. The last item has been addressed however the stickers are still on them, because they have been instructed that this is the tribes way of tracking items purchased with NBR funding. This in my opinion and others this looks horrible and as soon as someone familiar with the AFA sees this, they will throw a flag and probably should. We have good ways of tracking property, they need to use these ways. Some of these items are specifically brought up in the AFA.

4. Professional appearance: When introducing Mike to and landowners or others coming into the VC, many times he is wearing a football shirt. Now I don't really care what people wear, however as the manager for the CSKT at a high public use Refuge we need to look professional. Also announcing in a staff meeting that an employees husband was awarded a construction contract, typically in Fed gov work that throws up a lot of red flags. Another thing that has come up was Mike promising a volunteer heavy equipment certs, when we have no one to do the certifications, let alone certify our employees. Then wanting to contract everything such

as riding bison: I am not sure but I think this is a slap in the face to the Tribe.

5. For Dale: Issues over Denver Holt. He led a tour at NNP (school group) without notifying us as we agreed at our meeting. Then the person on the tour specifically stated that he was not paid. Also Denver's web site selling tours saying they will be capturing and banding owls as part of an ongoing research projects is concerning. It is hard to build trust when he breaks it all the time.

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