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**Karuk Community Health Clinic**  
64236 Second Avenue  
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Phone: (530) 493-5257  
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**Karuk Dental Clinic**  
64236 Second Avenue  
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**Administrative Office**  
Phone: (530) 493-1600 • Fax: (530) 493-5322  
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## KARUK TRIBE

Tribal Employment Rights Ordinance (TERO) Commission Member Needed

**Deadline: 5pm Thursday, March 27, 2025**

The Karuk Tribe is seeking **Applications for Consideration** from Tribal Members to fill the term of one vacant seat on the TERO Commission. A representative from the **Orleans district is desired**, however, any Tribal Members who are interested should submit an **Application for Consideration**.

**One (1) TERO Commission Term ends April 2029**

The TERO Commission is created by Tribal ordinance. The current TERO Ordinance can be viewed or downloaded from [www.karuk.us](http://www.karuk.us) on the TERO tab.

The TERO Commission meets at least once each month in Happy Camp. Members are expected to travel as necessary to attend meetings, training and conferences. Commissioners are compensated with \$200 stipends for their time at meetings. Mileage will be paid if the meeting location requires travel.

**The Commission shall have the following powers and duties:**

### **Section 2.2 Powers and Duties of Commission**

The Commission shall have the following powers and duties:

- (a) Develop a fiscal year budget for the operations of the Commission and the enforcement of this Act by the Commission.
- (b) Hire staff, obligate funds appropriated by the Council, and secure and obligate funding from Federal, State or other sources to carry out its duties and functions under this Act upon receiving approval of such action from the Council. The Commission is further authorized and directed to adopt and request Council approval of such regulations as are necessary to enable it to carry out its duties and functions. The Commission shall report directly to the Tribal Council.
- (c) Issue rules, regulations, interpretation of laws, and guidelines for Indian preference necessary to implement this Ordinance. Such rules and regulations shall become effective upon written approval of the Council. The Commission shall take all reasonable steps to insure that the general tribal community, businesses, contractors, employers or other entities dealing with

employment on tribal lands or within the jurisdiction of the Tribe, be on notice of all Indian Preference and employment related laws.

- (d) Maintain an Indian Skills Bank as a means of providing qualified Indian employees to employers, contractors and subcontractors. The Commission shall also actively recruit and certify Indian firms as eligible for Indian preference in contracting and subcontracting.
- (e) Certify Karuk Indian Firms, from on or off tribal lands, for purposes of Indian preference, minority small business contract eligibility, exemption from state taxation and wage performance bond requirements, and other purposes.
- (f) Register off-Tribal Lands contractors and subcontractors and employers, approve Indian Preference Plans, and issue work permits.
- (g) Investigate complaints regarding any violation of the provisions of this Ordinance. The Commission may also investigate possible violations on its own initiative.
- (h) Hold hearings on and determine any matter under its authority, including but not limited to hearings necessary to the issuance, modification, and revocation of any permit, license, or assessment authorized hereunder, as well as any adjudicatory hearing regarding violations of the provisions of this Ordinance. The Commission shall develop procedures to govern its hearings, and is authorized to issue compliance orders and to impose civil penalties in the form of fines and sanction.
- (i) Negotiate, and upon Council approval, enter into cooperative agreements with agencies of the state and federal government in order to implement the intent of this Ordinance, and to eliminate unlawful discrimination against Indians, and to provide for review of other employment related issues between the Tribe, State and Federal Government.
- (j) Establish rules, regulations, and policies governing all activities of the Commission and the TERO Office consistent with this Act and tribal law, and submit recommendations for revisions to this Act to the Tribal Council for action.
- (k) In consultation with the appropriate legislative committee, hold public hearings on tribal employment rights issues initiate and assist in public education efforts, and encourage Indian employment and economy.
- (l) Hold hearings to adjudicate complaints and appeals from the actions of the Director using the procedure set forth in this Act, and issue subpoenas to non-Tribal parties.

Applications for Consideration will be accepted by the Human Resource Manager, until

**Deadline: 5pm Thursday, March 27, 2025**

Please direct questions to the Human Resources Director, Annelle Lerner at (530) 493- 1600 ext. 2041, or [humanresources@karuk.us](mailto:humanresources@karuk.us). Mail to: Human Resources, P.O. Box 1016, Happy Camp, CA 96039 Fax to: (855) 437- 7888, ATTN: Human Resources Email to: [humanresources@karuk.us](mailto:humanresources@karuk.us).

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**Application for Consideration to Serve on Tribal Committee/Board**

*This form is available to be used as an optional format for submitting background information about yourself and why you are interested in serving on the appropriate Committee/Board. You do not have to complete all of the questions; they are only intended as a way to get to know you better. Feel free to attach additional pages or a resume if you would like. Yootva!*

<b>Name:</b>		<b>Roll Number (if applicable):</b>	
<b>Address:</b>			
<b>Phone:</b>			
<b>Email:</b>			
<b>Committee/Board you are applying for:</b>			

1) Please tell us more about yourself and describe why you are interested in participating on this committee or board.

2) What experience and educational background do you have that would contribute to your ability to serve on this committee/board? For example, community activities, employment, past service, etc.

3) Please describe your knowledge of the purpose for this committee/board.

4) What is your vision for this committee/board and what kinds of things would you like to see this group accomplish/achieve for the Karuk Tribe?

5) What is your strongest asset that you will contribute to this committee/board?

6) Are you available to travel locally and out of state up to twice a year and attend both daytime and evening meetings?

7) What training would you be most interested in obtaining to help you become a stronger committee or board member?

8) If there were one thing you could change about the Tribe or its operations, what would that be?

9) Would you like to add anything else?