

Kickapoo Tribe of Oklahoma

P.O. Box 70
407 N. Hwy 102
MeLoud, Oklahoma 74851

Administration Department
Phone: 405-964-7053; Fax: 405-964-7065
Email: kwilson@kickapootribeofoklahoma.com

October 3, 2016

To All Kickapoo Tribal Members:

There were actions taken at the Special General Council which was held on Saturday, September 24, 2016. This letter is in regards specifically to the motion to remove the Health Director by the General Council.

1. ***Kickapoo Tribe of Oklahoma Constitution and Bylaws, Article XVIII-Personal Merit.*** *The Business Committee, within six (6) months from the effective date of this Constitution and Bylaws shall establish a system for employment and promotion of Tribal employees based on merit. Such system shall include at least (1) employment and promotion of Tribal Government based on merit; (2) provisions for systematic tests and evaluations for appointments and promotions; (3) classification and compensation according to duties and responsibilities; (4) just and equitable incentives and conditions of employment; (5) continuity of employment based on behavior and performance of work; (6) standards for dismissal and disciplinary actions shall be publicized and observed.*
2. ***Kickapoo Tribe of Oklahoma Constitution and Bylaws, Article IV-Powers.*** *The governing power of the Council shall be exercised through:*
 - (a) *Election of Officers – Article VII;*
 - (b) *Recall – Article IX;*
 - (c) *Referendum – Article XII;*
 - (d) *Ordinances – Article XV;*
 - (e) *Amendments to Constitution and Bylaws – Article XXII*
3. ***Kickapoo Tribe of Oklahoma Constitution and Bylaws, Article XIII-Meetings, Section 3-The principal topic of a special Council meeting must be stated in the notice for same and may include the words “and for the transaction of other business that may be presented.” Unless these words are added, no other business can be transacted except those items stated in the notice.***

We regret to inform you, this specific action made by the General Council is unethical and unconstitutional. Therefore, the motion to remove the Health Director is an

(Reply to General Council's motion to remove the Health Director – Page 1)

David Pacheco
NENAIKAPATA
CHAIRMAN

Nathan Gonzalez
MAH MA TO MA
VICE-CHAIRMAN

Patricia Gonzales
MOKITANOCUA
SECRETARY


George Lopez
TAPITAA
TREASURER

Janetta Mahtapene
KIOTHAHEQUAH
COUNCILPERSON


employee issue. Complaints and/or grievances regarding the Kickapoo Tribal Health Center employees will be pursued in accordance to the Kickapoo Tribal Health Center Personnel Policies and Procedures.

Should you have any questions or concerns, please contact this office at (405) 964-7053.

Sincerely,



David Pacheco, Jr., Chairman
Business Committee
Kickapoo Tribe of Oklahoma




Patricia Gonzales, Secretary
Business Committee
Kickapoo Tribe of Oklahoma



Nathan Gonzales, Vice-Chairman
Business Committee
Kickapoo Tribe of Oklahoma



Janetta Mahtapone, Councilperson
Business Committee
Kickapoo Tribe of Oklahoma



George Lopez, Treasurer
Business Committee
Kickapoo Tribe of Oklahoma

Cc: Business Committee Members (5)