



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

VACANCY ANNOUNCEMENT

TITLE: Commissioner – Seat D
Law & Justice

OPEN: November 17, 2023

EXEMPT: No

SALARY: \$75 per meeting

SHIFT: Varies

LOCATION: Tribal Administration

DURATION: Council Appointment

CLOSES: November 27, 2023

JOB CODE:

DIVISION: Policy

DEPARTMENT: Law & Justice

SUPERVISOR: Chairman

VACANCIES: 1

JOB SUMMARY: The Lummi Law and Justice Commission has been established to develop and monitor the implementation of the operational policies for the Lummi Law & Justice, and Judicial Divisions. The Law and Justice Commission exists to insure and provide for primary law enforcement and judicial services for the safety and protection of the Lummi people consistent with community needs and standards. The law and justice and judicial services provided by the Lummi Indian Nation are available to all Native Americans and other persons, residing, visiting, or in transit across any or all portions of the Lummi Reservation, consistent with Lummi Nation laws, ordinances, and policies. Operational and development policies created for the Lummi Nation law and justice system must be consistent with its service population.

The Lummi Law and Justice Commission shall be the advocate to preserve the federal government's trust obligation to provide law enforcement and judicial services for our people as provided in the Treaty of Point Elliot of 1855. This will be accomplished by developing, monitoring, and enforcing policies in coordination with the appropriate LIBC policies. The LIBC operational and development policies insure that professional law enforcement and judicial services are available to all tribal members and enable development of Lummi Nation's law enforcement and justice systems consistent with the Lummi Nation's needs.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. Aid in the development of policies not inconsistent with the Law & Justice Commission By laws or the Lummi Constitution, while creating policies that best promote the purposes of the Lummi Law and Justice Commission contained hereof.
2. Coordinate and integrate the delivery of law enforcement and justice services to meet the needs of the tribal community and individual members.
3. Maintain a community communication system to ensure tribal membership ownership of law enforcement and judicial services.
4. Encourage a climate of respect and acceptance in which traditional beliefs are honored as a healing and harmonizing force within our lives, a vital support for purposeful living, and an integral component of the law enforcement and judicial process.
5. Promote staff excellence in job performance at all levels.

6. Review and develop appropriate recommendations for the revision of tribal Codes including holding public hearings, and submittal for review and approval by the Lummi Indian Business Council.
7. Review and develop appropriate responses to any proposed changes in Tribal code and operating policies/procedures for submittal to the LIBC for review and approval.
8. The Law and Justice commission, in its deliberation of duties, shall strive to obtain the highest possible quality of Law and Justice and Judicial Services for Lummi members and future generations.

MEMBERSHIP ELIGIBILITY:

- *Any citizen of the Lummi Nation whose name appears on the official tribal membership roll and is a registered voter in the Lummi Tribal Elections, shall be a general member of the Lummi
- *Law and Justice Commission. Members must abide by the purposes of the Commission as stated in Article I hereof and by the By Laws, Articles, and membership rules either existing or as may be adopted by the Commissioners.
- Possess knowledge of the Lummi judicial system and law enforcement department.

POWERS AND DUTIES:

POLICY DEVELOPMENT The Commission shall make recommendations to the LIBC for establishing policy for the Law and Justice and Judicial Divisions. Plan will be submitted the first Monday of October for LIBC approval outlining the attainable goals of the Commission and the methods to reach those goals for the upcoming year, five years and twenty years.

POLICY GOVERNANCE: The Law and Justice Commission shall govern the policies of the Law and Justice and Judicial Divisions of the LIBC and future services approved by the LIBC. The Commission shall utilize the Commissions Coordinator and work in cooperation with the Chief of Police and the Chief Judge as needed to provide staff assistance. Reports of Commission progress will be submitted quarterly to the LIBC.

PERSONNEL: Participate with the Human Resources in recruiting, screening, interview and recommend to the Council the selection for the Chief of Police and Chief Judge.

Evaluate the performance for the Chief of Police and Chief Judge, in accordance with the Personnel Policy.

Participate with Human Resources in recruiting, screening, interviewing and recommend to the Council the selection of the Chief of Police and Chief Judge.

Evaluate the performance of the Chief of Police and the Chief Judge, in accordance with Lummi Personnel Policy.

The Chief of Police and the Chief Judge are accountable to the Commission to any out the policies adopted by the LIBC.

Recommend to the LIBC the dismissal of the Chief of Police or the Chief Judge, when objectives are not being met.

May recommend the retention of the Chief Judge or Chief of Police when the LIBC feels the need to dismiss them.

Ensure the maintenance of recruitment and retention policies established to encourage the education and training of Lummi members for positions within the Law and Justice and Judicial Divisions.

Support access to traditional dispute resolution methods and practices, while protecting the beliefs and cultural practices of the Lummi People. The Commission will act as the Grievance Committee, in accordance with the Personnel Policy, for problems that originate in the Law and Justice or Judicial Divisions.

Provide to the extent needed, procedures and policy addendum to the Lummi Personnel Policies for the approval of the LIBC

FINANCIAL: Review and monitor Law and Order and Judicial Divisions budget expenditures to ensure compliance with LIBC approved goals.

Monitor the execution of the approved Law and Order and Judicial Budgets.

Review and monitor the approval of grants applications on Law and Order and Judicial related topics.

Review the Law and Order and Judicial Divisions and Law and Justice Commission budgets and in accordance with the LIBC Budget Ordinance prepare for the LIBC Budget Committee.

Aid in the development of LIBC Budgets through the appointment of a budget representative to the LIBC Budget Committee

PROGRAMS: Work in cooperation with the Chief of Police and Chief Judge to plan how the policies, goals and objective of the Commission shall be implemented.

Monitor and evaluate the implantation of Law and Order and Judicial Polices, goals, objectives and future approved plans.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Position requires Criminal Background Check.
- Must meet the qualifications of a general member of and be in good faith with the Law and Justice Commission.
- Must have been living within the boundaries of Whatcom Country, Washington for at least one year immediately preceding any appointment.
- May only serve as a Commissioner on one additional Commission. A total of two commissioner seats may be held on commissions.
- Shall not hold office on the Lummi Indian Business Council.
- Shall not be in the Executive Director of any LIBC Division.
- Shall not be an employee of any Division of which the Commission oversees.
- Must be in good standing with the LIBC in all areas financially and legally
- Shall not be a convicted felon. Felony waivers maybe granted by the LIBC upon the recommendation of the Commission.
- Shall be role models and are preferred to be alcohol, tobacco, and drug free.
- Must be clean & sober or in recovery.
- Recognize the role and importance of cultural in all aspects of the Lummi Nation.

TO APPLY:

For more information contact the HR front desk (360) 312-2023. Submit letter of interest, resume, and proof of enrollment to the LIBC Human Resources office no later than 4:30 p. m. on the closing date listed above. This can be dropped off at Human Resources, 2665 Kwina Road, Bellingham, WA 98226, Faxed to: 360-380-6991 or scanned and e-mailed to libchr@lummi-nsn.gov