Food Pantry
now open every
Friday from
10:00 am – 11:00 am
Senior’s Only
11:00 – 1:00 pm
General Public
Please use back left side door
(You must meet the Low Income guidelines)
Bring your own bags.

www.penobscotnation.org
JOB ANNOUNCEMENT
The Penobscot Nation is seeking Application for the following position:

On-call/Fill-in Clerical Worker

Open: May 17, 2019
Close: Until filled

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JOB STATUS: On-call/fill-in Clerical Worker
Pay Range: $11.00 per hour
Classification: On-call/Fill-in
Department: Any

LOCATION: Penobscot Nation
12 Wabanaki Way
Indian Island, ME 04468

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QUALIFICATIONS REQUIRED: High School Diploma or GED required. Must be able to communicate with the public in a professional manner. Computer literacy especially with Microsoft Office required. Enthusiasm, self-direction and strong interpersonal and organizational skills required. 3-12 months experience preferred. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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NOTE ABOUT ON-CALL/FILL-INS: These positions are utilized on an as-needed basis only, per the Personnel Policies and Procedures. On-call/fill-in workers do not maintain regular, continuous or guaranteed work. All on-call/fill-in workers will only maintain availability for work at a maximum of 6 months, or 1000 hours, whichever is first.

Per policies and procedures, candidate must successfully go through the pre-employment drug screen and background check before beginning work for the Penobscot Nation,

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HOW TO APPLY:
- Applications are available at the Human Resources office or apply online at www.penobscotnation.org/departments/human-resources/employment-applications
- Submit completed applications and resume along with certifications to Human.Resources@penobscotnation.org or submit physical copies to the Penobscot Nation Human Resources Department – 27 Wabanaki Way, Indian Island, ME 04468
  - For further information, call 817-7312 or email at human.resources@penobscotnation.org
JOB DESCRIPTION

Position Title: On-call Clerical Worker

Department: Tribal Departments

Reports To: Director of Department

Rate of Pay/Category: $11.00

Status/Term: Non-Exempt

JOB SUMMARY:

Responsible for the clerical support and office administration of the Department.

ESSENTIAL DUTIES/RESPONSIBILITIES:

- Answers and directs incoming calls to appropriate departments and employees.
- Distributes and processes all incoming and outgoing mail.
- Schedules pick up for FedEx and UPS.
- Orders supplies for departments and submits purchase orders for payment.
- Maintains paper and office supplies.
- Scans in departmental paperwork in system.
- Calls for repair service and supplies for photocopy machine.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (education required/preferred, skills required/preferred, years of experience required/preferred)

High School Diploma or GED required. Must be able to communicate with the public in a professional manner. Computer literacy especially with Microsoft Office required. Enthusiasm, self-direction and strong interpersonal and organizational skills required. 3-12 months experience preferred. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

LICENSES/CERTIFICATES/REGISTRATIONS: (driver’s license, professional licensing/certification)

N/A
**PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS:** (physical requirements of position, job environment/conditions)

N/A

Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request.
PENOBSCOT NATION
TRIBAL ADMINISTRATION
HUMAN RESOURCES

JOB ANNOUNCEMENT
The Penobscot Nation is seeking
Application for the following position:

On-call/Fill-in Youth Program Aid Worker

Open: May 15, 2019
Close: Until Filled or suitable candidate is found

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JOB STATUS:
On-call Youth Program Worker
Pay Range: $11.00 per hour
Classification: On-call/Fill-in
Department: Social Services

LOCATION:
Penobscot Nation
12 Wabanaki Way
Indian Island, ME 04468

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QUALIFICATIONS REQUIRED: Previous experience working with youth preferred. First Aid preferred. Experience or the ability to coordinate and carry out youth activities preferred. Background check, criminal record check, and fingerprinting required. General knowledge or willing to gain knowledge in areas, such as Youth development, suicide prevention, substance abuse and the impact on families, child abuse/neglect, domestic violence/family violence, prevention programming and any other Youth related issues. Must be 16 years of age or older. Must have successful Tb test result. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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NOTE ABOUT ON-CALL/FILL-INS: These positions are utilized on an as-needed basis only, per the Personnel Policies and Procedures. On-call/fill-in workers do not maintain regular, continuous or guaranteed work. All on-call/fill-in workers will only maintain availability for work at a maximum of 6 months, or 1000 hours, whichever is first.

Per policies and procedures, candidate must successfully go through the pre-employment drug screen and background check before beginning work for the Penobscot Nation.

*****************************************************************************

HOW TO APPLY:
- Applications are available at the Human Resources office or apply online at www.penobscotnation.org departments/human-resources/employment- applications
- Submit completed applications and resume along with certifications to Human.Resources@penobscotnation.org or submit physical copies to the Penobscot Nation Human Resources Department – 27 Wabanaki Way, Indian Island, ME 0446
  - For further information, call 817-7312 or email at human.resources@penobscotnation.org
JOB DESCRIPTION

JOB SUMMARY:
The Youth Program Aid is responsible for assisting the Youth Program Lead in the development and implementation of programs that address the emotional, social, cognitive and behavioral development of youth. Programs can include: sports, cultural activities, nature activities, prevention skills, and educational activities. The Youth Program Aid will provide activities in a clean safe environment and promote a healthy lifestyle, serving as a positive role model. The Youth Program Aid will also be assisting the Lead in maintaining attendance records, reporting any issues to the Program Lead and carrying out programs. All youth program employees are mandated reporters.

ESSENTIAL DUTIES/RESPONSIBILITIES

• Assist in the development, scheduling and implementation of age appropriate youth activities effectively and safely on a daily basis.

• Be actively involved and engaged in activities.

• Be able to work with special needs youth and follow behavioral guide created for youth.

• Assist in coordinating and planning field trips.

• Complete incident/accident report and notify Lead to report to parent.

• Be able to communicate appropriately and effectively with youth, parents and community.

• Monitor the use of equipment, facilities and report any safety issues that need to be addressed to Youth Program Lead.

• To collaborate when appropriate and necessary with other tribal departments as well as other tribes.

• To assist in carrying out youth/community needs assessments and program satisfaction surveys.

• Performs other related tasks, as requested.
**JOB ANNOUNCEMENT:**
The Penobscot Nation is seeking applications for the following position:

**TEACHER PICC**
(2 positions available)

**OPENING DATE:** 5/16/2019  
**CLOSING DATE:** Until Filled

**LOCATION:**
Penobscot Nation
PIN Day Care Center
Indian Island, ME 04468

**CLASSIFICATION:** Part-time, Regular, Hourly

**QUALIFICATIONS REQUIRED:** This person must be at least eighteen (18) years old with a minimum of a High School Diploma or GED and at least three years of experience in a formal childcare setting. 2 years of post-secondary education in a childcare related field preferred. He/She must also have a sincere interest in working with children in this age group and the ability to work flexible hours. This person must also successfully undergo a character investigation, including a criminal background check and fingerprinting as required by P.L. 101-630. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

**BRIEF DESCRIPTION OF DUTIES:**
SEE ATTACHED JOB DESCRIPTION

**HOW TO APPLY:**
-Applications are also available at www.penobscotnation.org/departments/human-resources, via email request at Human.Resources@penobscotnation.org, or call 207-817-7312 to request application package to be sent to you.

-Submit Completed Applications to human.resources@penobscotnation.org
   Or submit to the Human Resources office at 12 Wabanaki Way, Indian Island, ME
   Applications submitted after the deadline will not be considered

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org
JOB DESCRIPTION

POSITION TITLE: Teacher PICC

IMMEDIATE SUPERVISOR: Family Support Specialist

RATE OF PAY: $13.72 - $17.89

CATAGORY: A-5

STATUS/TERM: Part-time, Regular, Hourly

RESPONSIBILITIES: To develop and implement curriculum-based activities for all children who attend the child care program at the Penobscot Nation.

Duties include:

1. Teach the children socially appropriate behavior.
2. Supervise children’s activities and assist in preparation of meals and snacks.
3. Maintain attendance reports, meal counts and production reports.
4. Must actively participate in becoming accredited by the National Association for the Education of Young Children.
5. Communicate with the supervisor and parents about the children’s behavior and progress.
6. Participate in all in-service training opportunities provided, as well as all individual and professional development.
7. Maintain the cleanliness of the center, furniture, mats and toys at all times.
8. Perform other duties as assigned.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (education required/preferred, skills required/preferred, years of experience required/preferred)

This person must be at least eighteen (18) years old with a minimum of a High School Diploma or GED and at least three years of experience in a formal childcare setting. 2 years of post-secondary education in a childcare related field preferred. He/She must also have a sincere interest in working with children in this age group and the ability to work flexible hours. This person must also successfully undergo a character investigation, including a criminal background check and fingerprinting as required by P.L. 101-630. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.
**LICENSES/CERTIFICATES/REGISTRATIONS:** (driver's license, professional licensing/certification)

**PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS:** (physical requirements of position, job environment/conditions)

*Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures*

*External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request*
JOB ANNOUNCEMENT:  
The Penobscot Nation is seeking applicants for the following position:

OPENING DATE:  May 29, 2019

CLOSING DATE:  Until filled

FORESTRY FIELD WORKER

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JOB STATUS:  LOCATION:
FORESTRY FIELD WORKER          Penobscot Nation
Career Field: Program Staff A      NATURAL RESOURCES
Pay Range: $9.53-$20.33 per hr.    27 Wabanaki Way
Term: 2-3 months                   Indian Island, ME  04468
Classification: Full Time, Seasonal,
                Non-Standard work week
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BRIEF DESCRIPTION OF DUTIES:
SEE ATTACHED JOB DESCRIPTION

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QUALIFICATIONS REQUIRED:  High School diploma or equivalent required. Ability to identify the major tree species in Maine required. General knowledge of the Penobscot land holdings required. Interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Experience with GPS units preferred. Ability to use map and compass in addition to power tools (such as a brush saw) required. Occasional travel in-State overnight required. Current State of Maine Driver’s License required. Minimum of three (3) years of related experience in the forestry field is preferred. Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.
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-Applications are available at the Human Resources Office located at 27 Wabanaki Way, Indian Island, ME  04468. Applications are available via email request at Human.Resources@penobscotnation.org, or on line at www.penobscotnation.org or call 207-817-7312 to request applications be sent to you.
-Submit completed application on or before closing date to:
  Attn: Penobscot Nation Human Resources
  mailing: 12 Wabanaki Way, Indian Island, ME  04468
  physical location: 27 Wabanaki Way, Indian Island, ME  04468

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org
JOE DESCRIPTION

**Job Title:** Forestry Field Worker

**Department:** Natural Resources

**Reports To:** Forest Manager, Department of Natural Resources

**FLSA Status:** Non- Exempt, Seasonal

**JOB SUMMARY:**

The Forestry Field Worker is responsible for assisting forestry staff in field operations, including but not limited to: boundary line maintenance, pre-sale cruising and forest development work including operating a brush saw. The Forestry Field Worker assists other Forestry staff with the proper management of the Penobscot Nation forestlands. (*This is a full-time, seasonal position that will terminate on or before December 15. This position normally works four (4) 10-hour days, Monday through Thursday.*)

- Assists in brushing out, brazing and painting boundary lines.
- Assists with pre-sale cruising including tallying, tree identification and basic tree measurements such as diameter and height.
- Assists with pre and post treatment of pre-commercial thinned stands as well as thinning block layout.
- Operates a brush saw to perform pre-commercial thinning as well as road way clearing.
- Prepares and completes a weekly activity report.
- Maintains a daily vehicle log.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

**KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS**

High School diploma or equivalent required. Ability to identify the major tree species in Maine required. General knowledge of the Penobscot land holdings required. Interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Experience with GPS units preferred. Ability to use map and compass in addition to power tools (such as a brush saw) required. Occasional travel in-State overnight required. Current State of Maine Driver’s License required.

Minimum of three (3) years of related experience in the forestry field is preferred. Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

**PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS**
While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, climb, pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must occasionally lift and/or move up to 100 pounds; consistent physical effort requiring good physical condition is required. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Work is performed in both an indoor and outdoor setting; exposure to adverse weather conditions may occur. Flexibility in work schedule is required.

*Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures*

*External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request*
JOB ANNOUNCEMENT:  
The Penobscot Nation is seeking applications for the following position:  

OPENING DATE:  May 3, 2019  
CLOSING DATE:  Until filled  

POLICE OFFICER I  

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QUALIFICATIONS REQUIRED:  
• High School Diploma or equivalent required. Associate’s Degree or Bachelor’s Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.  
• A valid, insurable Driver’s License is required.  
• Applicants must complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). APPLICANTS MUST HAVE COMPLETED PHASES I and II.  
• Must be able to demonstrate excellent interpersonal, verbal and written, communications skills.  
• Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at https://www.law.cornell.edu/cfr/text/25/63.18.  
• Must successfully meet specific standards outlined in the conditional letter of employment within established timeframes.  
• Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.  
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HOW TO APPLY:
- Applications are available at the Human Resources Office located at 27 Wabanaki Way, Suite 204, Indian Island, ME 04468. Applications are available via email request at Human.Resources@penobscotnation.org, or call 207-817-7312 to request applications be sent to you. Application package includes: Tribal Application for employment, Public Safety Application for employment, and SF86.
- Submit completed application package along with certifications to:
  Attn: Penobscot Nation Human Resources
  mailing: 12 Wabanaki Way, Indian Island, ME 04468
  physical location: 27 Wabanaki Way, Suite 204, Indian Island, ME 04468

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org

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POSITION DESCRIPTION

Position Title: Police Officer I
Department: Public Safety
Reports To: Police Sergeant
Category: Full-time
ROP: $16.25-$19.38 per hour (additional 16% will be added to base pay in lieu of overtime, shift differential, week-ends and holidays worked upon Graduation of MCJA)

JOB SUMMARY:

The Police Officer plays a primary role in the prevention of crime, and the protection of lives and property in the Penobscot Nation through performing a variety of police functions such as enforcing traffic laws, as well as promptly responding to distress calls via the dispatch office. Daily duties involve supporting the efficient operation of the Police department through following assigned activities, outlined departmental procedures, and implementing applicable departmental work priorities and goals. The Police Officer ensures that order is maintained, through the efficient performance of all duties in conformance with the rules, regulations, policies, procedures and orders contained in all manuals issued by the Department, taking appropriate action for the prevention of crime.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Understands and adhered to the Standard Operation Procedures (SOP) of the Department including but not limited to the following:

- Proceed to post or assignment as directed by superior officer.
- Monitors and inspects post or sector for conditions requiring police attention.
- Reports immediately to the supervisor any unusual crime, occurrence or condition.
- Reports conditions not requiring immediate attention to the Communications Center
- Establishes and maintains ongoing familiarity with the day to day routine of people residing, doing business or frequenting post or sector.
- Maintains awareness of the development of conditions tending to cause crime, takes preventative actions to correct such conditions and informs superior(s) as soon as situation permits.
- Keep dispatch operations informed of police services rendered.
- Reports any mutual aid requests from law enforcement agency to the supervisor
- Submits police officer's activity report to the supervisor as directed.
• Submit all police reports for services rendered for assigned shift before leaving shift; enter all data into computer system before leaving shift.
• Adheres to internal directive regarding the processing of all legal paperwork.
• Cooperates with Tribal Departments and agencies to accomplish mission of Department.
• Projects professional appearance in dress and demeanor while on duty.
• Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
• Conforms to acceptable attendance/punctuality standards as expressed in the SOP’s and Personnel Policies and Procedures.
• Performs other related tasks as requested.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS:

• High School Diploma or equivalent **required**. Associate’s Degree or Bachelor’s Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
• A valid, insurable Driver’s License is **required**.
• Applicants **must** complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). Applicants **must** have completed Phases I and II.
• **Must** be able to demonstrate excellent interpersonnal, verbal and written, communications skills.
• Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at [https://www.law.cornell.edu/cfr/text/25/63.18](https://www.law.cornell.edu/cfr/text/25/63.18).
• **Must** successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
• Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

**CLASSIFICATION:** Police/Dispatchers Career Field

Approved by Personnel Committee: December 4, 2017
Approved by Tribal Council: December 11, 2017
Law Enforcement Pre-Service Training Program

In 1989, the 114th Maine Legislature passed laws mandating the Board of Trustees of the Maine Criminal Justice Academy to establish standards for pre-service training. The purpose of this mandate was to ensure that no person could “serve as a law enforcement officer with the power to make arrests or the authority to carry a firearm until certified as satisfying pre-service training requirements.” This resulted in the first Law Enforcement Officer Pre-Service Training Program.

In 2009 the Board of Trustees of the Maine Criminal Justice Academy proposed changes to the current Law Enforcement Pre-Service Training Program. Updates to the existing program were implemented, and the format and number of hours required to graduate was increased. Students will also have to complete a supervisory component.

In addition to the changes in the curriculum, the Maine Criminal Justice Academy has also prepared a certification process to become a part-time law enforcement officer. The elements of the certification process include weapons certification, a knowledge test, and supervision by your employing agency. These requirements are more fully explained as follows:

Phase I: Students must meet the age and education requirements to apply for this course (see application). Students must complete the 40-Hour On-line Law Enforcement Pre-Service Training Program. Students must complete the MCJA application for the MCJA LEPS Phase I and send it along with the $250 fee, cash or check made payable to Treasurer, State of Maine to the Maine Criminal Justice Academy at 15 Oak Grove Road, Vassalboro, Maine 04989. Students will be given a Log-In and Password to complete the training.

This training must be completed before attending Phase II and there is no time limit to complete the Phase I of the training, however at the completion of the Phase I training the student will need to contact MCJA and take a final exam in Vassalboro. From the Phase I completion date, the student will have two years to start Phase II.

Phase II: Students must complete the 80-Hour Interactive, Scenario Based Classroom Program. Prior to the start of Phase II, students must complete the MCJA application for the MCJA LEPS Phase II. All students must meet the prerequisites listed below and send to the Academy all the required paperwork described below.

- **Age:** Students must be 21 years old, or 20 years old with at least 60 credits from an accredited college, or age 19, currently enrolled in an accredited post secondary education program, with at least 40 credit hours. *Note Copies of transcripts or current grade reports are required with the application for those under 21.*
- **Background Sponsorship:** Students must have a MCJA Background Investigation form signed and notorized by a Police Chief, Sheriff or Law Enforcement Administrator from a full-time Maine law enforcement agency that indicates no disqualifying conduct or conviction. See MCJA Background form. Disqualifying conduct or convictions will exclude applicants from eligibility, unless given a waiver from the MCJA Board.
- **ALERT Test:** Students must have a minimum passing score. The test is given at the MCJA campus the first and third Wednesday of each month at 8:00 a.m. It is also available off-site in the southern area of the state. Call MCJA at: 877-8000, or 877-8020 to schedule an appointment. A fee and photo ID are required. The ALERT test is a reading comprehension and writing skills test based upon the level required to master the MCJA Basic School Curriculum. There is no time frame to pass the ALERT exam prior to the start date of the Phase II program.
- **Physical Fitness Test:** Students must pass a Board approved fitness test at the 40th percentile based on age and gender norms. A fee is required. The following three (3) test items constitute the physical fitness test (PFT) requirements for acceptance into the Law Enforcement Pre-Service Phase II Program (same as entry into
the BLETP): One Minute Maximum Push-Up test; One Minute Sit-Up test; and 1.5 mile run. The student will be required to pass the PFT exam within 1 year prior to the start date of the Phase II program.

- **Written Test:** Students will be required to pass a written test over the Phase I online training curriculum before being accepted into the Phase II program. You will need to call 207-877-8000 to schedule your final exam which will take place at MCJA.

- **Medical Test:** Students must have a medical physical by an authorized medical person. This medical person must fill out the approved MCJA Medical form. The student will be required to pass the medical physical exam within 1 year prior to the start date of the Phase II program.

**Phase III:** After being hired by a Law Enforcement Agency as a Law Enforcement Officer, a provisional certificate will be issued upon receipt of a MCJA Notice of Employment and a MCJA Firearms Proficiency Form signed by a Certified MCJA Firearms Instructor. The employing agency must provide 80-hours of documented supervision before certification as a Law Enforcement Officer is granted by the Criminal Justice Academy. The Chief Law Enforcement Officer will have to sign a notarized MCJA Form stating the officer has completed the 80 hours of supervision to his or her satisfaction. The part-time law enforcement officer will have one year to complete the 80 hours of supervision. An officer may receive an extension by the MCJA Board in extenuating circumstances.

For more information on how to sign up for the pre-service training courses please visit:

JOB ANNOUNCEMENT:
The Penobscot Nation is seeking applications for the following position:

RESERVE POLICE OFFICER

OPENING DATE: May 3, 2019
CLOSING DATE: Until filled

BRIEF DESCRIPTION OF DUTIES:
SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED:
- High School Diploma or equivalent **required**. Associate’s Degree or Bachelor’s Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
- A valid, insurable Driver’s License is **required**.
- Applicants **must** complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). **APPLICANTS MUST HAVE COMPLETED PHASES I and II**.
- **Must** be able to demonstrate excellent interpersonal, verbal and written, communications skills.
- Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at https://www.law.cornell.edu/cfr/text/25/63.18.
- **Must** successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
- Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.
HOW TO APPLY:
- Applications are available at the Human Resources Office located at 27 Wabanaki Way, Indian Island, ME 04468. Applications are available via email request at Human.Resources@penobscotnation.org, or call 207-817-7312 to request applications be sent to you. Application package includes: Tribal Application for employment, Public Safety Application for employment, and SF86.
- Submit completed application package along with certifications to:
  Attn: Penobscot Nation Human Resources
  mailing: 12 Wabanaki Way, Indian Island, ME 04468
  physical location: 27 Wabanaki Way, Suite 204, Indian Island, ME 04468

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org

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POSITION DESCRIPTION

Position Title: Police Officer I
Department: Public Safety
Reports To: Police Sergeant
Category: Full-time
ROP: $16.25-$19.38 per hour (additional 16% will be added to base pay in lieu of overtime, shift differential, week-ends and holidays worked upon Graduation of MCJA)

JOB SUMMARY:

The Police Officer plays a primary role in the prevention of crime, and the protection of lives and property in the Penobscot Nation through performing a variety of police functions such as enforcing traffic laws, as well as promptly responding to distress calls via the dispatch office. Daily duties involve supporting the efficient operation of the Police department through following assigned activities, outlined departmental procedures, and implementing applicable departmental work priorities and goals. The Police Officer ensures that order is maintained, through the efficient performance of all duties in conformance with the rules, regulations, policies, procedures and orders contained in all manuals issued by the Department, taking appropriate action for the prevention of crime.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Understands and adhered to the Standard Operation Procedures (SOP) of the Department including but not limited to the following:

- Proceed to post or assignment as directed by superior officer.
- Monitors and inspects post or sector for conditions requiring police attention.
- Reports immediately to the supervisor any unusual crime, occurrence or condition.
- Reports conditions not requiring immediate attention to the Communications Center.
- Establishes and maintains ongoing familiarity with the day to day routine of people residing, doing business or frequenting post or sector.
- Maintains awareness of the development of conditions tending to cause crime, takes preventative actions to correct such conditions and informs superior(s) as soon as situation permits.
- Keep dispatch operations informed of police services rendered.
- Reports any mutual aid requests from law enforcement agency to the supervisor.
- Submits police officer's activity report to the supervisor as directed.
• Submit all police reports for services rendered for assigned shift before leaving shift; enter all data into computer system before leaving shift.
• Adheres to internal directive regarding the processing of all legal paperwork.
• Cooperates with Tribal Departments and agencies to accomplish mission of Department.
• Projects professional appearance in dress and demeanor while on duty.
• Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
• Conforms to acceptable attendance/punctuality standards as expressed in the SOP’s and Personnel Policies and Procedures.
• Performs other related tasks as requested.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS:

• High School Diploma or equivalent required. Associate’s Degree or Bachelor’s Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
• A valid, insurable Driver’s License is required.
• Applicants must complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). Applicants must have completed Phases I and II.
• Must be able to demonstrate excellent interpersonal, verbal and written, communications skills.
• Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at https://www.law.cornell.edu/cfr/text/25/63.18.
• Must successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
• Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

CLASSIFICATION: Police/Dispatchers Career Field

Approved by Personnel Committee: December 4, 2017
Approved by Tribal Council: December 11, 2017
Law Enforcement Pre-Service Training Program

In 1989, the 114th Maine Legislature passed laws mandating the Board of Trustees of the Maine Criminal Justice Academy to establish standards for pre-service training. The purpose of this mandate was to ensure that no person could “serve as a law enforcement officer with the power to make arrests or the authority to carry a firearm until certified as satisfying pre-service training requirements.” This resulted in the first Law Enforcement Officer Pre-Service Training Program.

In 2009 the Board of Trustees of the Maine Criminal Justice Academy proposed changes to the current Law Enforcement Pre-Service Training Program. Updates to the existing program were implemented, and the format and number of hours required to graduate was increased. Students will also have to complete a supervisory component.

In addition to the changes in the curriculum, the Maine Criminal Justice Academy has also prepared a certification process to become a part-time law enforcement officer. The elements of the certification process include weapons certification, a knowledge test, and supervision by your employing agency. These requirements are more fully explained as follows:

**Phase I:** Students must meet the age and education requirements to apply for this course (see application). Students must complete the 40-Hour On-line Law Enforcement Pre-Service Training Program. Students must complete the MCJA application for the MCJA LEPS Phase I and send it along with the $250 fee, cash or check made payable to Treasurer, State of Maine to the Maine Criminal Justice Academy at 15 Oak Grove Road, Vassalboro, Maine 04989. Students will be given a Log-In and Password to complete the training.

This training must be completed before attending Phase II and there is no time limit to complete the Phase I of the training, however at the completion of the Phase I training the student will need to contact MCJA and take a final exam in Vassalboro. From the Phase I completion date, the student will have two years to start Phase II.

**Phase II:** Students must complete the 80-Hour Interactive, Scenario Based Classroom Program. Prior to the start of Phase II, students must complete the MCJA application for the MCJA LEPS Phase II. All students must meet the prerequisites listed below and send to the Academy all the required paperwork described below.

- **Age:** Students must be 21 years old, or 20 years old with at least 60 credits from an accredited college, or age 19, currently enrolled in an accredited post secondary education program, with at least 40 credit hours. *Note Copies of transcripts or current grade reports are required with the application for those under 21.*

- **Background Sponsorship:** Students must have a MCJA Background Investigation form signed and notorized by a Police Chief, Sheriff or Law Enforcement Administrator from a full-time Maine law enforcement agency that indicates no disqualifying conduct or conviction. See MCJA Background form. Disqualifying conduct or convictions will exclude applicants from eligibility, unless given a waiver from the MCJA Board.

- **ALER Test:** Students must have a minimum passing score. The test is given at the MCJA campus the first and third Wednesday of each month at 8:00 a.m. It is also available off-site in the southern area of the state. Call MCJA at: 877-8000, or 877-8020 to schedule an appointment. A fee and photo ID are required. The ALERT test is a reading comprehension and writing skills test based upon the level required to master the MCJA Basic School Curriculum. There is no time frame to pass the ALERT exam prior to the start date of the Phase II program.

- **Physical Fitness Test:** Students must pass a Board approved fitness test at the 40th percentile based on age and gender norms. A fee is required. The following three (3) test items constitute the physical fitness test (PFT) requirements for acceptance into the Law Enforcement Pre-Service Phase II Program (same as entry into
the BLETP): One Minute Maximum Push-Up test; One Minute Sit-Up test; and 1.5 mile run. The student will be required to pass the PFT exam within 1 year prior to the start date of the Phase II program.

- **Written Test:** Students will be required to pass a written test over the Phase I on-line training curriculum before being accepted into the Phase II program. You will need to call 207-877-8000 to schedule your final exam which will take place at MCJA.

- **Medical Test:** Students must have a medical physical by an authorized medical person. This medical person must fill out the approved MCJA Medical form. The student will be required to pass the medical physical exam within 1 year prior to the start date of the Phase II program.

**Phase III:** After being hired by a Law Enforcement Agency as a Law Enforcement Officer, a provisional certificate will be issued upon receipt of a MCJA Notice of Employment and a MCJA Firearms Proficiency Form signed by a Certified MCJA Firearms Instructor. The employing agency must provide 80-hours of documented supervision before certification as a Law Enforcement Officer is granted by the Criminal Justice Academy. The Chief Law Enforcement Officer will have to sign a notarized MCJA Form stating the officer has completed the 80 hours of supervision to his or her satisfaction. The part-time law enforcement officer will have one year to complete the 80 hours of supervision. An officer may receive an extension by the MCJA Board in extenuating circumstances.

For more information on how to sign up for the pre-service training courses please visit:

*** MEMO ***

TO: Chief, Vice-Chief and Council
    Finance, Angie Brown
    All Departments
    Flyer

FROM: Census Committee

RE: NEW MEMBER LISTING

DATE: April 25, 2019

EFFECTIVE DATE OF MEMBERSHIP
APRIL 01, 2019

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<td>Owen Robert Perry</td>
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Cheryl A. Kelly, Chairperson
Penobscot Nation Census Committee

*Corrected due to typo.
**PENOBSCOT NATION YOUTH PROGRAM**

The Penobscot Nation Youth Program is excited for 2019 Summer Vacation to begin! Our program is open to ages 6-18, Monday - Friday 7:30am - 5:00pm.

Having up to date contact information or known allergies is very important for us to have. Your children's safety is our main concern. You can pick up new registration forms at the Sockalexis Arena or we can email a copy to you! Brittny.Fields@penobscotnation.org

Monday through Friday we will have a free healthy and nutritious breakfast, lunch and snack available to all youth 18 and under!

Ages 13-18 will have the option of a staff supervised "Teen Center" with board games, painting and beading supplies, an air hockey table and a 65" TV with 2 gaming systems!

Most our activities this summer will be outdoor recreation including swimming, canoeing, outdoor sports, nature walks, fishing and ect...! Please be prepared and pack a bag! We recommend a change of clothes, bathing suit and towel as well as sneakers or sandals. If your kiddo does not have required items for an activity they will not be able to participate.

**Daily Summer Schedule**

- **7:30-8:00am** - Free time
- **8:00-9:00am** - BREAKFAST / Book Club / Toys / puzzles / Board or Card games (Youth Choice)
- **9:00-10:00am** - Running-Walking club / Garden club
- **10:00-11:30am** - Organized Youth Activity (craft, educational, sports or cultural)  
*Badges to Baseball with Public Safety Officer’s on Mondays and Wednesdays*
- **11:30-12:30pm** - LUNCH / Book Club / Toys /Puzzles / Board or Card games (Youth Choice)
- **12:30-2:00pm** - Canoe Club / Playground / Outside Activates
- **2:00-3:00pm** - Free Choice in activity areas (Sports-Toys-Reading-Puzzles or Board Games-Arts and Crafts)
- **3:00-3:30pm** - PM SNACK / Book Club / Toys / Puzzles / Board or Card games (Youth Choice)
- **3:30-4:30pm** - Organized Youth Activity (craft, educational, sports or cultural)  
*T.E.K or Fishing on Tuesdays & Zumba on Fridays*
- **4:30-5:00pm** - End of day clean Up

*Schedule is Subject to Change*

If you have any questions give us call anytime John Neptune 207-659-3490 or Brittny Fields 207-217-1906
**PENOBSBOT NATION YOUTH PROGRAM**

**June 2019**

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<tr>
<td>Healthy Choices</td>
<td>Drumming</td>
<td>T.E.K. 3:00-4:00pm</td>
<td>Zumba 3:30 – 4:00pm</td>
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<td>Healthy Choices</td>
<td>Drumming</td>
<td>Zumba</td>
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<td>White Water National’s In Colorado 16th - 23rd</td>
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<tr>
<td><em>Explorer</em> Week</td>
<td>Healthy Choices</td>
<td>OPEN 12-5pm Drumming</td>
<td>OPEN 7:30-5pm all summer 1st Day of Summer Vacation!</td>
<td>Wildlife Park Permission slip due June 19th - 4pm Departing at 8am Returning at 4:30pm</td>
<td>Zumba 3:30 – 4:00pm</td>
<td>Miles Francis Memorial Golf Fundraiser 1PM At Hidden Meadows</td>
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<td>3:30-4:30pm</td>
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<td><em>Bug</em> Week</td>
<td><strong>W.A.Y.S Earth Camp</strong> 24th - 28th</td>
<td>Spotlight Cinemas 2:30-5pm Permission slip due June 24th - 4pm</td>
<td>T.E.K.</td>
<td>Acadia National Park Permission slip due June 26th - 4pm Departing at 9am Returning at 4:30pm</td>
<td>Zumba 3:30 – 4:00pm</td>
<td>A Schedule of our planned activities for each week will be available at the Youth Program!</td>
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*Activities Subject to Change  *Additional Organized Daily Activities Offered

The Penobscot Nation Youth Program is open Monday – Friday from 7:30am – 5:00pm

Daily Activities

- **Monday** – **Friday** = Running/Walking or Garden Club, Organized Youth Activity, Canoe Club
- **Mondays** = Native Language and stories
- **Monday & Wednesday** = Badges to Baseball
- **Wednesdays** = Traditional Ecological Knowledge & Fishing
- **Friday** = Zumba
# PENOBSCOT NATION YOUTH PROGRAM

**July 2019**

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<tr>
<td>1</td>
<td>Native Language - stories</td>
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<td>Drumming 10:00-11:30</td>
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<td>Fishing</td>
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<td>5</td>
<td>Zumba 3:30 – 4:00pm</td>
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<td>6</td>
<td><em>Art/Sports</em> Week</td>
<td><em>Beach</em> Week</td>
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<td><em>Beach</em> Week</td>
<td><em>Shark</em> Week</td>
<td><em>Space</em> Week</td>
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<td>Healthy Choices 3:30-4:30pm</td>
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<td>Drumming 10:00-11:30</td>
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<td>T.E.K</td>
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<td>11</td>
<td>Morgan’s Beach 1-4pm Permission slip due July 10th - 4pm</td>
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<td>Native Language – stories</td>
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<td>Native Language – stories</td>
<td>16</td>
<td>Morgan’s Beach 1-4pm Permission slip due July 15th - 4pm</td>
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<td>18</td>
<td>Maine State Aquarium Permission slip due July 17th - 4pm Departing at 7:30am Returning at 5pm</td>
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<td>Zumba 3:30 – 4:00pm</td>
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<td>Healthy Choices 3:30-4:30pm</td>
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<td>Drummimg 10:00-11:30</td>
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<td>T.E.K</td>
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<td>25</td>
<td>Bar Harbor Whale Watch Permission slip due July 24th - 4pm Departing at 8am Returning at 5pm</td>
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<td>27</td>
<td>28</td>
<td>Native Language - stories Korean Exchange youth arrival! All Week!</td>
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<td>Spotlight Cinemas 2:30-5pm Permission slip due July 29th - 4pm Austria Exchange Youth Arrival!</td>
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<td>31</td>
<td>Fishing</td>
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*Activities Subject to Change*  *Additional Organized Daily Activities Offered*

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The Penobscot Nation Youth Program is open Monday – Friday from 7:30am – 5:00pm

- **Daily Activities**
  - Monday – Friday = Running/Walking or Garden Club, Organized Youth Activity, Canoe Club
  - Mondays = Native Language and stories
  - Monday & Wednesday = Badges to Baseball
  - Wednesdays = Traditional Ecological Knowledge & Fishing
  - Friday = Zumba
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<td><strong>Flatwater Nationals</strong></td>
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<td><strong>Popham Beach</strong></td>
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<td><em>Dinosaur</em> Week</td>
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<td><strong>Baxter</strong></td>
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<td><em>Dr. Seuss</em> Week</td>
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<td><em>Wacky</em> Week</td>
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<td><strong>Aquabogga</strong></td>
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<td><em>Community Helper</em> Week</td>
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<td><strong>Fun Town - Splash Town</strong></td>
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Penobscot Nation Youth Program

The Penobscot Nation is participating in the Summer Food Service Program! Meals will be provided to all youth without charge and are the same for all youth regardless of race, color, national origin, sex, age, or disability, and there will be no discrimination in the course of the meal service. Meals will be provided at a first come first serve basis, at the Penobscot Nation Youth Program in the Sockalexis Hall 16 Wabanaki Way Indian Island, Maine 04468.

We will be Serving Breakfast and Lunch Monday-Friday on our days of operation!

Breakfast 8:00am-9:00am

Lunch 11:30-12:30pm

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at How to File a Program Discrimination Complaint and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

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To file a complaint of discrimination, write Maine Human Rights Commission, 51 State House Station, Augusta, Maine 04333-0051. Maine is an equal opportunity provider and employer.
Maine Health Alert Network (HAN) System

PUBLIC HEALTH ADVISORY

To: All HAN Recipients
From: Siiri Bennett, State Epidemiologist, Maine CDC
Allison Kanoti, State Entomologist, Maine Forest Service
Subject: Health Risks from Browntail Moths
Date / Time: Wednesday, May 29, 2019 at 4:00pm
Pages: 4
Priority: Normal
Message ID: 2019PHADV014

Abstract:

**Background:** The browntail moth is an invasive species of both forest and human health concern. Maine and Massachusetts are the only states in the U.S. experiencing problems with this moth. The tiny, microscopic hairs found on browntail moth caterpillars, shed skins, and cocoons can cause a skin reaction.

**Symptoms:** Most individuals affected by the hairs develop a localized rash similar to poison ivy that will last for a few hours up to several days. In more sensitive individuals, the rash can be severe and last for weeks. Dislodged hairs can become airborne and cause trouble breathing. Respiratory distress from inhaling the hairs can be serious. The rash and difficulty breathing result from both a chemical reaction to a toxin in the hairs and a physical irritation as the barbed hairs become embedded in the skin and airways.

**Seasonality:** Caterpillars are active from April to late June/early July. Hairs blow around in the air, fall onto leaves and brush in the fall and spring, and can be stirred up during mowing, raking, sweeping, and other activities. Hairs can remain toxic for 1-3 years in the environment but lose their toxicity over time.

Providers should be aware of the risk of browntail moth rashes, and the general public should know what they can do to help reduce exposure to the browntail moth caterpillar hairs.
Health Risks from Browntail Moths

**Background:** The browntail moth is an invasive species of both forest and human health concern. Maine and Massachusetts are the only states in the U.S. experiencing problems with this moth. The tiny, microscopic hairs found on browntail moth caterpillars, shed skins, and cocoons can cause skin reactions.

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Providers should be aware of the risk of browntail moth rashes, and the general public should know what they can do to help reduce exposure to the browntail moth caterpillar hairs.

Browntail moth caterpillars are easy to identify. They are dark brown in color with white stripes along the sides and two red-orange dots on the back.

**Browntail moth caterpillar (left) & cocoons (right):**

Photos courtesy of the Maine Forest Service

**Maine summary:** The Maine Forest Service surveys indicate that populations of browntail moths are high or very high in **parts of Alna, Arrowsic, Auburn, Bath, Boothbay, Boothbay Harbor, Bowdoin, Bowdoinham, Bremen, Bristol, Brooks, Brunswick, Burnham, Chelsea, Cumberland, Damariscotta, Deer Isle, Dresden, Eddington, Edgecomb, Falmouth, Farmingdale, Freeport, Gardiner, Georgetown, Hallowell, Harpswell, Jackson, Jefferson, Liberty, Litchfield, Monmouth, Montville, Morrill, Newcastle, Nobleboro, North Yarmouth, Perkins Twp, Phippsburg, Pittston, Richmond, Sabattus, Searsmont, South Bristol, Southport, Stonington, Swan Island, Topsham, Troy, Turner, Unity, Waldoboro, Wales, West Bath, West Gardiner, Westport Island, Whitefield, Winthrop, Wiscasset, and Yarmouth.** Other towns may be similarly affected or may have populations approaching high levels. People may experience impacts even in areas with low or undetected populations of browntail moths. In interviews conducted as part of a defoliation prediction study by Maine Forest Service, people reported having experienced a rash attributed to the caterpillar in places with very low populations of browntail moth.
Browntail moth control may be occurring in some areas, but the risk to the public remains high in affected areas due to the persistent nature of the hairs.

Information for providers:
- Be aware of the risk of browntail moth rashes, particularly in areas with known populations.
- There is no specific treatment for dermatitis due to browntail moths; treatment is focused on relieving symptoms and eliminating ongoing exposure.
- The toxin is extremely stable and can remain a hazard for long time.

Recommendations to reduce exposure:
- Avoid places heavily infested by caterpillars.
- Take a cool shower and change clothes after any activity that might involve contact with browntail moth hairs.
- Dry laundry inside during June and July to avoid having the hair become impregnated in clothing.
- Wear a respirator, goggles, and coveralls tightly closed at the neck, wrists and ankles when performing activities that stir up caterpillar hairs such as mowing, raking, weed whacking, and removing pupal webbing from eaves and boats.
  - Perform these tasks on damp days or wet down material with a hose to help keep the hairs from becoming airborne.

For more information:
- Contact 211 Maine for answers to frequently asked questions on browntail moths:
  - Dial 211 (or 1-866-811-5695)
  - Text your zip code to 898-211
  - Email info@211maine.org

- Maine CDC Browntail Moth Webpage:

- Maine Forest Service Browntail Moth Webpage:
  www.maine.gov/dacf/mfs/forest_health/invasive_threats/browntail_moth_info.htm
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Diabetes Prevention Program & Dinner

Held Every Monday Night!

The Diabetes Prevention program aims to help people lose weight, increase fitness level, eat healthy, and reduce the risk of heart disease & diabetes! Classes will be fun, inter-active, and will be held once per week for 16 weeks.

**When:** Every Monday from 5-6 pm, followed by Dinner!!

- June 3, 2019
- June 10, 2019
- June 17, 2019
- June 24, 2019
- July 1, 2019
- July 8, 2019

**Where:** Red trailer behind the Health Department

**Who:** All community members (including non-native spouses and partners) are welcome to attend the diabetes prevention program!

Questions? Email abbey.mccarthy@ihs.gov or call Abbey at 817-7426
TO: Tribal Members

FROM: Russell Roy, Forest Manager

RE: New Timber Sale- Mattamiscontis Area

DATE: June 3, 2019

The Forestry staff is developing a new timber sale in the Mattamiscontis area in the northeast corner. The attached map shows the approximate location of the sale. If you have would like more information or have questions on any of these sales, please contact me at 817-7339, russell.roy@penobscotnation.org or stop by my office.
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<td>Baked Ziti w/ Ground Beef, Spaghetti Sauce, Brown Rice, Fruit</td>
<td>Elder Abuse Awareness, Chef Salad, Wheat Bread, Fruit</td>
<td>Tri-Color Pasta Salad, Sliced Tomatoes, Pickled Beets, Fruit</td>
<td>Stuffed Shells w/ Cheese, Ham Rolls, Fruit</td>
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<td>BBQ Chicken Sandwich w/ Tomato &amp; Lettuce, Cole Slaw, Fruit</td>
<td>Baked Ziti w/ Ground Beef, Spaghetti Sauce, Brown Rice, Fruit</td>
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**June 2019 Senior Meals**

- 1% Milk available
- Menu subject to change without notice
Did you know that Penobscot Nation Health Department is now providing On-site diabetic retinal eye exams?

A special retinal camera is used to take pictures of the blood vessels in the eye. The pictures are sent to a reading center where doctors interpret the images and report on any problems that need further evaluation or treatment. Yearly examinations have been proven to decrease diabetes related vision loss and blindness. Our onsite retinal examinations are better than a live eye exam in their ability to detect diabetic retinopathy.

**Who is eligible:** All people that have diabetes should have a retinal eye examination each year.

**When:** Upcoming retinal exams will be offered on July 25th

**Where:** Penobscot Nation Health Department

**Call Abbey McCarthy at 817-7426 to schedule an appointment.**
A copy of the Penobscot Nation Low-Income Home Energy Assistance Program Detailed Model Plan for the program year 2019-2020, will be available for public comment at the Sockalexis Arena on June 24, 2019 at 5pm. Any and all comments are greatly appreciated. For further information please call (207) 817-3165, ext.5.
2019 SUMMER YOUTH TRAINING PROGRAM (SYTP)

The Penobscot Nation’s Department of Education & Career Services will be accepting applications for the 2019 Summer Youth Training Program June 10th through June 21st. To be eligible to participate in this program, youth must be between the ages of 14 and 21 (up to age 24 if youth is out of school), be willing to actively demonstrate the maturity necessary to carry out the duties of the assigned work site, and be an enrolled member of the Penobscot Nation. The focus of the program is out-of-school, low-income youth who are facing barriers to education or employment, however any youth interested is encouraged to apply. We anticipate the start of the program to begin July 8th. Youth will be assigned to a work site for up to twenty (20) hours of training per week and will be compensated weekly, at a rate of $11.00 per hour.

Interested individuals may contact Carlene Miller at 817-7345 for more information. Applications will be available June 10th and will be on the bulletin board outside of Room 209 in the Nicholas Sapiel Building (Education Dept. Office). 2018 SYTP participants will be mailed an application using the address on file for them. All applications must include documentation of household income in order to be considered complete. Applicants and parents (if underage) must consent to follow hiring policies of the Penobscot Nation, including a drug test.
Deadline for completed applications is June 21st, 2019 at 4:00 p.m.
Applications must be returned to Carlene Miller, Room 209, Nicholas Sapiel Building.
### Wabanaki Health and Wellness Peer Counseling Calendar for June 2019

#### Other groups may be added throughout the month. Please refer to board in Peer Center***

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<td>2:00 Community Forum</td>
<td>10:00 Community Forum</td>
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<td>11:00 Self Care is Free</td>
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<td>10:00 Special Presentation: Kyle Lolar</td>
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<td>12:00-3:00 Beading</td>
<td>11:00 Father’s Day BBQ and games in the park</td>
<td>12:30 Walking Group</td>
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For more information contact The Wab at 157 Park Street Bangor  207-992-0411
Water Aerobics and Free Swim at the YMCA has ended as of May 29, 2019!

For more information contact Abbey McCarthy at 817-7426.
WENONA’S PLACE

We currently have a 1BR ADA unit available at Wenona’s Place. Qualified applicants must need ADA requirements, and must meet income eligibility. If interested please contact the Housing Department at 817-7370.

Each building has a one unit fit out for full ADA wheel chair accessibility. Other features on the first floor include a laundry room equipped with coin operated washers and dryers that are also ADA accessible. The laundry room also includes a sink, shelving, and other storage.

Tenants receive a utility allowance for electricity. Heat is provided through radiant floor heating, controlled by a thermostat in each apartment. Also included are a stove, and range hood. Tenant’s pay 30% of adjusted gross income.
2019 eastern
NATIVE YOUTH
FOOD SOVEREIGNTY SUMMIT
Hosted by Aroostook Band of Micmacs in Maine

FREE
APPLY NOW!

CALLING ALL TRIBAL YOUTH!
AGES 14-22
LEARN ABOUT NATIVE FOOD & AGRICULTURE
Presque Isle, Maine

AUGUST 1-4

APPLY NOW!
www.indianag.org/youth