



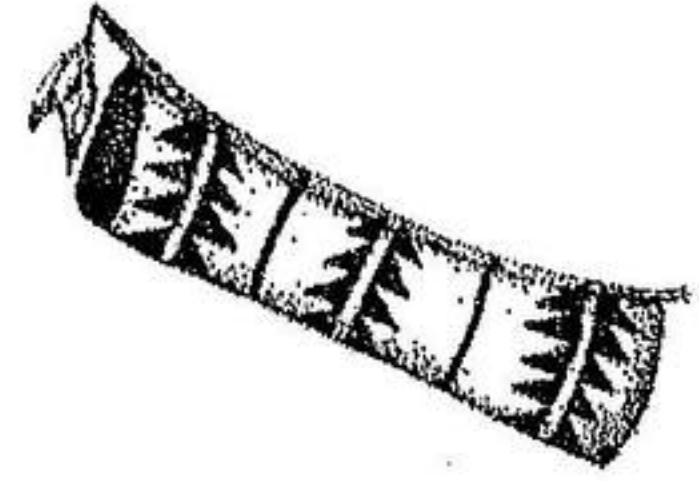
HOOPA VALLEY TRIBAL COUNCIL

Hoopa Valley Tribe

Post Office Box 1348 Hoopa, California 95546

PH (530) 625-4211 • FX (530) 625-4594

www.hoopa-nsn.gov



MEMORANDUM

DATE: February 13, 2024

TO: Hoopa Tribal Members & Community

FROM: Hoopa Valley Tribal Council

RE: **CHARGES AGAINST CHAIRMAN DAVIS**

As you know, the Tribal Council has commenced the removal process for Joe Davis as Chairman of the Hoopa Valley Tribe. The hearing is scheduled for Thursday, February 29, 2024 at 10 AM in the Tribal Council Chambers.

The Letter of Charges was released to Chairman Joe Davis today. For your information, here is a summary of the Charges:

Charge 1: Neglect of Duty and Gross Negligence – Failure to Supervise Tribal Staff and Departments of the Tribe

Under Title 30, the Chairman is to supervise the directors and departments of the Tribe. Recent investigations have revealed that he has neglected this duty by allowing gross violations of law and policy to occur, including with department/program finances and has subsequently failed to provide responsible staff with any written corrective action to remedy the situation.

Charge 2: Neglect of Duty and Gross Negligence – Failure to Follow Policies of the Tribe

The Chairman has demonstrated neglect of duty and gross negligence by acting on his own accord with disregard for following the laws and policies of the Tribe. Examples include his delegation of supervision over an employee when he deemed he had a conflict of interest in supervising that employee in violation of Tribal law, approving loans for several Tribal members when they were required to be approved by the Tribal Council, and circumventing the requirements that the Vice-Chairman handle the affairs of the Tribe when the Chairman is out on travel.

Charge 3: Neglect of Duty and Gross Negligence – Failure to Repeatedly Follow Tribal Council Directives

On January 4, 2024, the Tribal Council directed the Chairman in writing regarding an employment matter. Again, on January 11, 2024, it repeated that same direction regarding the matter in writing. On January

22, 2024, the Chairman completely disregarded the Tribal Council directive and did the exact opposite of what was directed. Disregarding explicit directives of the Tribal Council, the governing body of the Tribe, is a violation of Tribal law, and shows his willingness to neglect his duty as Chairman of the Tribe and repeated gross negligence.

Charge 4: Neglect of Duty and Gross Negligence – Failure to Maintain Communication Channels of the Tribe

The Chairman has failed to maintain the ability of the Tribe to update or post on its website. We have lost the ability to effectively communicate with the membership and community via a website, an essential part of communication in the 21st century. This demonstrates a neglect of duty and gross negligence by the Chairman.

Charge 5: Failure to Repeatedly Reveal a Potential Conflict of Interest Situation

Over the last 9 months, the Chairman has repeatedly failed to reveal potential conflict of interest situations to the Tribal Council, as required in Section 6(f) of Article VI of the Tribe's Constitution. Even after advice by one of the Tribe's outside legal counsel, he continued not to reveal a potential conflict of interest to the Tribal Council thus violating the Tribe's Constitution.

If you have any questions, please contact the Executive Secretary at the address provided above. Thank you.

xc: Hoopa Valley Tribal Council

