

SPECIAL MEETING

Name of Organization: Tribal Business Council  
Three Affiliated Tribes

Place of Meeting : Ramada Inn - Minot Room, 1:30 p.m.  
Minot, North Dakota  
21 December 1970

Vice Chairman Adam Mandan called the meeting to order. Roll Call: Robert Fox, Vincent Malnourie, Robert Bell, Nathan Lone Fight, Adam Mandan, Myra Snow, John Stone, Sr., and Nathan Little Soldier. Quorum present. Tardy: Ralph Wells, Jr. Absent: James Bluestone. Others present: Superintendent James R. Keaton, John H. Danks, BIA Administrative Manager and Marie D. Wells.

First order of business was in reference to a Tribal Business Manager. Mr. Keaton stated an agenda was worked up and Robert Fox and Nathan L. Soldier sat in when agenda was worked up. It was stated for the social betterment of the Tribe, since the Tribe has numerous programs going that a business manager was badly needed to help carry administrative load as the Tribe does not have time to take care of the routine business.

Adam Mandan stated what chances were in getting Gerald Keehn under the Buy Indian Act.

Robert Fox stated he remembered when Mr. Weston was head of that Office, the Tribe went to him for guidance and advise.

It was stated that the Tribe did not know what we are getting from Mr. Keehn's Department and that Department should be under the Tribe since the Tribe has so many irons in the pot, it is hard for anyone to handle the affairs of the Tribe alone. We have Realty, Land Operations and other BIA Departments, however, we need someone who can devote full time as a business manager. We would have to find some resources to tap. Some resource somewhere. It is not saying much but we do need a business manager.

Vincent Malnourie stated the subject of business manager was brought up two years ago and requested funding through EDA and United Tribes, however, we were not successful.

Nathan L. Soldier stated there should be ways and means since we are growing so fast, BIA is there to help us. Three or four years ago we have depended on the BIA to do our thinking and to tell us what direction to take. They have a lot of things to contend with, but there comes a time where we have a lot of things and we should be thinking about doing things for ourselves and be ready and prepared if eventually we are faced with termination.

Adam Mandan stated the possibilities through EDA, United Tribes or Jack Keehn.

Nathan L. Soldier stated which comes first, the chicken or the egg. He stated that first should be the financing of a business manager. He further stated the pay should be equivalent to a GS-11, at least we will use this as a starting point.

John Stone, Sr., stated we are here to plan for administration purposes and feel it is in connection in reworking over tribal and Bureau Administration plans.

We are in no position money wise, but it can be worked out. To do this you have to have the right people in there with education and knowledge, we have John Danks, that is the type of people we have to acquire. I feel an Indian who is capable of handling said position we must work toward.

Myra Snow stated we definitely need a business manager and asked if we could utilize Mr. Keehn's office.

Mr. Keaton stated Mr. Keehn has a lot of ability to do these things and has been assisting the Tribe in preparing resolutions and various policies etc for the Tribe in the past.

Mr. Danks explained what was attempted at Belcourt. He stated the Bureau detailed a man for 30 days to help the Tribe. Other tribes are looking at this same procedure as Belcourt. He stated that there are a lot of ways to pursue this.

Robert Fox asked if we can utilize this Department by having a business manager channeling most of the paper work by ways and means to get their programs which would free the business council from routine work.

Mr. Keaton stated only one hang up. You got to have someone bonded. He must be bonded. Civil Service ran into said problem. It was stated that he would not have to touch the money since the Treasurer and Clerk is bonded.

John Danks stated that a job description should be developed and to set-up to include his staff.

Nathan L. Soldier asked can we utilize his BIA position and clerk on a probational period. He would then be considered a tribal employee and how would it affect his civil service status.

James Danks stated you have a lot of staff, clerk, enrollment clerk etc. This manager is a matter of coordinating.

Nathan L. Soldier asked if we can utilize him say for a month. He stated a proposal should be written up backed up with a resolution. Robert Fox stated we go on record requesting this Department. Nathan L. Soldier stated today let us do it and get our business manager.

Adam Mandan asked Mr. Keaton can this be done under the Buy Indian contract to obtain them as tribal employees and if they would lose their civil service status as BIA employees.

Mr. Keaton stated he would use Felix Dickens as an example. He stated if the Tribe should take over the judicial law and order branch that Felix Dickens would not lose his civil service rights and all civil service rights would continue. This is stated under the 1834 Act. They could go to work as tribal employees without losing their civil service benefits.

Adam Mandan stated we go on record requesting Jack Keehn as temporary manager under the Buy Indian contract and also a two man committee on the Council to establish guidelines and to be detailed within 30 days.

Adam Mandan moved requesting the Reservation Program Officer to immediate detail as Tribal Administrator and that the following committee be established to

to develop operational guidelines and procedures, seconded by Robert Fox. Remarks: Nathan L. Soldier stated in addition we should not have to stop here and go on to get an official business manager funded as soon as possible. If you still want to keep him, this way you have two employees. Motion carried. One abstention.

Item No. 2 was discussion in reference to Roads. Mr. Keaton stated he had a resolution requesting that Mr. Otte be transferred. You affected this before which was the Administration Manager. He felt this matter of roads was an appropriate time to discuss said issue. It was stated that \$80,000 was appropriated for maintaining the roads. It was stated the Tribe should discuss the idea of taking over the roads and run it. Robert Fox asked if BIA could grab a guy real quick to replace Mr. Otte. Mr. Keaton stated no and the reason being they are clammering for engineers. He stated the appropriate time to take over roads would be July 1st. You have some good personnel. This is not as difficult to run as you have nothing to worry about. Robert Fox stated if this guy was going to leave, can we grab one. John Danks stated that it would take some time because they have what is called a division ceiling and when we lose a position we have to go through Washington and/or getting a person, if they find one.

Mr. Keaton stated appointing another committee to dig into the \$83,000 for road maintenance. Road construction this year was for \$400,000 and on the average nearly \$200,000. Adam Mandan stated there are boys working with the Bureau and they are thinking of forming a company and take over building.

Mr. Keaton stated road building can be by construction force account, contract or open to bids.

Adam Mandan asked if they were to built these roads that if BIA has equipment that they can use. Mr. Keaton stated if you take over roads you can have the equipment. Adam Mandan asked if personnel like Mervel Hall, if they will still get a government check if Tribe took it over.

John Danks stated this involves a lot of background information, it is a good deal to take over and you can set-up a Committee to review it and report. If you want BIA in Aberdeen to do your leg work, we can research it for you and give you much more information to base your position.

It was stated that Nathan Lone Fight was Chairman of the Tribal Road Committee and that the Tribal Road Committee would be most appropriate to work with in the feasibility study pertaining to the above. Adam Mandan stated he would like to see maintenance under BIA and building we could form a company whereby we could utilize 95% Indian men from the Reservation.

John Danks described force account labor which can tie in with any project. Mr. Keaton stated we are building for example five miles of road, there are two ways this can be done, they can bid on it the same five mile project, instead of contract, under force account you hire your own men. They are established on projects. He stated 3/4's last year was on force account and that the Engineer estimates how much it will cost to go on force account.

Mr. Keaton said the best is going to come from maintenance. Maintenance takes in weed cutting, snow removal etc. Ralph Wells, Jr., stated we have to get rid of Army Engineer roads, they are not any good.

Mr. Keaton stated you can use your road committee for 100% cooperation. Robert Fox moved that the Tribal Road Committee make a research within 30 days, seconded by Vincent Malnourie. Remarks: It was stated what the Council favors force account. Robert Fox said the Tribal Road Committee list the projects and make a study. Motion carried. The following are on the Tribal Road Committee: Nathan Lone Fight, Robert Bell, James Bluestone, John Stone, Sr., and Robert Fox.

Ralph Wells, Jr., stated to Mr. Keaton, at one time, he knew a place to get good equipment. Mr. Keaton he did know and followed up on such and all the good equipment was taken by Ed Hall.

Mr. Keaton asked the Tribe there feeling on the possibility for complete take over of Law and Order. Under the Buy Indian Contract it should be exclusive under the Tribe. Nathan L. Soldier stated the Tribe is a little reluctant to take over that Department. Sooner or later, we better have some knowledge. We are not going to be hurt again. We should be getting involved in it.

Mr. Danks stated that he would like very much for the Tribe to visit and see what other tribes are operating etc. For instances, Cheyenne River or Ft. Yates. He explained how other tribes operated, such as holding one special meeting a month and the various committees carry out the complete leg work for there respective committees to be presented the Council for passage at the one special meeting held once a month. By this system, the council are free from being crowded around by the public.

It was asked which reservation had a good Law and Order set-up. Adam Mandan said under the Buy Indian, we will see sending our people to different areas to visit and the Council to work at the whole structure.

Adam Mandan discussed employment assistance. He said our Indian people not qualified and are completely lost when sent out to the cities and our Indian people will find that city living is so high and that is the reason many of our Indian people are lost and cannot make a go of it.

Mr. Danks said they are suppose to work with them for a year (BIA Employment Assistance) after establishing in the cities. He stated he worked for employment assistance and he had many Indian people mad at him because instead of encouraging them, he discouraged them to make certain they were ready to go to the cities as from his experience a lot of young people are not ready to go to the cities.

Adam Mandan said he felt those going on employment assistance to the cities should receive commodities and health benefits.

Robert Fox stated a visit with Northrup representatives, the respresentatives stated the women were more dependable than the men employed there. Mr. Fox learned the wages being paid both men and women was not sufficient to meet the high cost of living. Mr. Keaton stated if a man is making or earning \$1.60 an hour which would come to about \$300.00, we can supplement them with general assistance. Mr. Danks stated a person has more living benefits working on the reservation.

Adam Mandan moved that employment committee work or look into the employment assistance that it should be under Buy Indian contract, seconded by Myra Snow. Motion carried.

Item No. 2b, discussion was in reference to the transfer of Mr. Otte, BIA Roads Engineer. Robert Fox stated at this stage of the game it is best to hang on to him until we get someone. Nathan L. Soldier stated he wanted it know within a year, he should not be here. He further stated that he was a very good engineer, however, his attitude was rotten.

Mr. Keaton stated we can respond quickly, but the main thinking is that the Tribe and Reservation is not hurt.

Nathan L. Soldier stated everyone knows we asked for him and Mr. Skipsrud to be transferred. Mr. Skipsrud is still here and his attitude is zero, however, since Mr. Skipsrud has pin pointed, his attitude and cooperation have changed. We went on record to see these two be transferred and it seems Mr. Skipsrud fell out along the way side and it seems as if we are just pin pointing Mr. Otte.

Adam Mandan stated he heard Edward Hall was interested in working in our Area, however, he never talked to him about it. Mr. Fox stated that question was raised in getting Mr. Hall up here. Ralph Wells, Jr., stated he was approached by him and he expressed his willingness to come here. Ed Hall stated he was willing to come, however, he would think twice about it as he did not desire to take a cut in salary. Mr. Danks stated you can show the need for a GS-12 rating.

Adam Mandan moved that Tribe look into the possibility of getting Edward Hall to get him up here on lateral basis, seconded by Robert Bell. Remarks: It was stated not to get BIA involve. Adam Mandan stated we have a Tribal Road Committee to work on this. Robert Fox said leave John Danks name left out and that Ed Hall comes here on the same level. Motion carried.

Item No. 3 was in reference to vacancies on the Tribal PSC. Adam Mandan moved that vacancy in the Western Segment on the Personnel Selection Committee be filled by Margie Little Swallow, seconded by Robert Fox. Nathan Little Soldier asked if there would be any kick back in hiring a non-Indian. Mr. Mandan stated he talked to differ people and they were all reluctant in taking or filling this vacancy because they felt that they may jeopardize a relative who desires CAP employment. Mrs. Little Swallow was contacted and she was willing to fill the vacancy. Motion carried.

Nathan Little Soldier moved that Wilfred Lockwood be hired to serve on the PSC for Parshall, seconded by John Stone, Sr. Motion carried.

Discussion was in reference to the Four Bears Training Committee to have Oscar Howard to serve on said Committee in place of William Jones who is not even around here and probably will not be available for sometime, or at the earliest June of 1971. The Council went on record to have Oscar Howard serve on this Committee.

Nathan L. Soldier stated to go on record to wire our Senators to override the action of the President on the Indian Manpower Bill, seconded by Vincent Malnourie. Motion carried unanimously.

John Stone, Sr., presented his statement to the Council in asking any authority requesting a service man for the shop or maintenance man at Twin Buttes which is urgently needed, it has been since Kenneth Fredericks left Twin Buttes and Roads have been without a shop man. Mr. Keaton stated BIA personnel was looking into this. John Stone, Sr., stated if he was in order, he would like very much to recommend Clarence Lincoln for this position.

John Stone, Sr., moved to recommend Clarence Lincoln on temporary basis for said position, seconded by Nathan Little Soldier. Motion carried unanimously.

Mr. Stone said if all possible to get him started because there is no man to operate and due to our inclement weather conditions, it is difficult for the school bus to get around and we do not want our school children left out in the cold, we have to keep the place going.

Mr. Clarence Lincoln was recommended because of his good character and recently returned from the West Coast. It was stated that he was hired for another project on a short term basis. Mr. Stone said it was up to Mr. Lincoln, if he felt this position was solid enough, he would like to see him take that step.

John Danks presented the question of employment on Mainstream. He stated he in the past has been approached by a number of Indian people regarding Mainstream and was at a lost as to how the Bureau was involved in placing them on a job. He felt guidelines on procedures should be set-up as he felt he may be adding to misunderstanding when answering questions presented to him, such as when is the Bureau going to hire this person and that person. This same issue involved TWEP, NYC etc. He stated the Bureau has to go through certain recruitment procedures. The Council should establish certain standards, such as qualifications, permanent basis, temporary basis etc.

Mr. Keaton stated on temporary jobs the Bureau hire on Form 350A and there is no advertising procedures here. Mr. Danks stated to establish procedures which would help remove the prejudice feeling of hiring relatives. Basic procedures should be established, as it has been repeatedly stated by people applying for jobs that "we have to know someone to get a job."

Myra Snow stated she was in full accord with John Dank's statement and went on to say that we (Tribe) do not look at qualifications and that is the reason why the Tribe is criticized for overlooking qualifications and feels strongly procedures and guidelines should be set up in hiring of personnel. She stated that by doing this it would remove pressure and friction.

Myra Snow stated when she attended a conference in South Dakota, she learned that under Mainstream you could only hire personnel 55 years of age and over. Mr. Keaton stated that age varied in different states. Here at Fort Berthold, 40% have to be over 55 years of age.

Robert Fox stated the people in charge of this program should have a list to see how many people can do clerical work, how many people can handle machinery etc. It was stated that they did go by such a list.

Vincent Malnourie made a motion to have Tribal Employment Committee work with BIA in setting up guidelines and procedures in hiring of personnel in the various Tribal programs, seconded by Nathan Lone Fight. Motion carried.

John Stone, Sr., at this point was appointed to serve on the Tribal Employment Committee.

It was stated that the Tribal Employment Committee make recommendations for employment of positions below branch chiefs.

Robert Bell moved for the Tribal Employment Committee be authorize to make recommendations to BIA that positions below branch chiefs to be handled by Tribal Employment Committee and branch chief or above be recommended or to involve the full Council, seconded by Vincent Malnourie. Motion carried and one (1) not voting.

It was stated that branch chiefs were a GS-9 rating and the Tribal Employment Committee would recommend from a GS-3 up to a GS-9 since it is impossible to get a quorum to recommend positions that are available. Nathan L. Soldier stated we can still get Committee's recommendation and to be referred to the full Council.

Item No. 3a. Council per diem rates were discussed. John Stone, Sr., stated per diem rates are too low and fewer meetings are a going thing and more production is what the Council has been trying to do, to get something for the people. We know there is a lack of employment everywhere and I feel the Council has done a wonderful job to get some employment but our people forget these things. We need more production no matter what it might be. He stated that the representatives from Twin Buttes may appear to be getting more, however, for the distance we have to travel, we do not get much more in the sense that we have much distance to travel and if we blow out a tire and what we receive will not make up the difference, it is wear and tear on our automobiles because of the distance we have to travel.

Nathan L. Soldier said ditto to John Stone's comments. Vincent Malnourie felt that they should have or set up one rate for all councilmen and should get all an equal amount. Robert Fox stated he did not know what to say in regard to per diem and mileage and stated this was set up back in the early 30's. He said the Council did come up with a wage scale but it was thrown out.

Mr. Keaton explained the difference between per diem and mileage. The \$6.00 was per diem paid the Councilmen to attend or come to a meeting. He further stated that they could work up something to show if they paid the councilmen \$25.00 that it would not be much different or increase the Tribal budget as what they are getting at the present. It was stated that meetings could be started by 9:00 a.m., or 10:00 a.m., and this way we would be getting production. It was stated the Committees could handle and meet every week and have everything ready to be acted on by the full Council. The Committees could make recommendations and take action on what is needed to present to a full council meeting. It was stated that the Administrative Officer aide in reorganizing a budget in reference to per diem. Mr. Keaton stated or suggested that any increase in per diem for the councilmen should be make public. Publication of such could be made in the News Bulletin.

Adam Mandan made reference to Law and Order and asked if money was available to tap for juvenile center. At this time Robert Bell requested John Danks to read resolution drawn up by Harrison Fagg & Associates of Billings, Montana. The Resolution pertained to the Tribe to execute a formal agreement with Harrison Fagg to undertake and complete a feasibility study of the proposed foster home facility and if such study shall prove the facility to be of economic and social advantage to the Tribe, said firm shall be further authorized to complete the necessary applications and architectural work required to enact the recommendations.

Nathan L. Soldier stated this is merely a feasibility study and does not obligate us in anyway. Robert Fox stated that they or he was unable to get anything on the report of the previous Juvenile Commission Study which was set up through State funds. Nathan L. Soldier stated this was a proposal and the \$60,000 could be converted to a juvenile and alcoholic center. It was stated that Harrison Fagg cannot be paid for this study. Adam Mandan said it was his thought that if State has some money, we can accept some pay for cost of running around to make the feasibility study. Adam Mandan moved to have Tribal Industrial Committee include this in the overall OEDP in our program, seconded by John Stone, Sr. Motion carried.

Adam Mandan moved to approve Resolution Nos. 70-146 and 70-147, seconded by Myra Snow. Motion carried.

Robert Fox was appointed to get the proposal report out for State funds in regard to the JCS.

Adam Mandan stated a meeting was set-up for 22 December 1970 to meet with FHA. This meeting involved operators being delinquent and what could be done to help these operators.

Ralph Wells, Jr., read a letter to Adam Mandan from Senator Milton Young pertaining to Mainstream.

Nathan L. Soldier moved that a complimentary telegram be sent to Senator Milton Young and Senator Quentin Burdick in reference to the Mainstream letter received by Adam Mandan, seconded by Robert Bell. Motion carried.

Adam Mandan discussed the Manpower training. He said while attending a meeting in Denver he traced it down and learned the hold up was at the Regional Office. It was stated that they could go ahead with the Bureau part. Adam Mandan stated there were three departments involved, Department of Labor, Commerce and Health. He said Department of Commerce were dragging their feet.

Motion was made to adjourn, seconded and carried. Motion was made to recess until 9:00 a.m., on 22 December 1970.

Marie D. Wells, Tribal Clerk  
Tribal Business Council  
Three Affiliated Tribes