



**THREE AFFILIATED TRIBES  
TRIBAL BUSINESS COUNCIL  
HEALTH COMMITTEE MEETING  
10-03-VJB  
MARCH 09, 2010, 11:00 A.M**

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**I. CALL TO ORDER:**

Committee Chairwoman Brugh called the meeting to order at 11:19 a.m.

**II. INVOCATION:**

Truman Mahto gave the invocation.

**III. ROLL CALL:**

**VJ Brugh,**

**IV. Intergovernmental Personnel Act: Federal employees working at the Minne-Tohe Clinic.**

Discussed with AAO and if they stay on Board and work with the tribe and myself. Employees won't even look at evaluation forms because they have supervisors in the Federal; Govern.

SE) Have they made an attempt to meet with you. Had this N1 H1 and they have regulations that they have to follow. Have a chance to sit down and meet with them and something that was probably hindering. When we had meeting Jan. 15 we did have concerns and we wanted to hear from people (IPA) and want to hear the pros and concerns. In their contract it stated they are not Federal Employees and they work for you guys. Resistant to changes policies and procedures and we need to all be under one umbrella. SE) would like to see what services we have with the tribe wants working and not working. Complications instances when they have called AAO and I hear about later. Some of them have supervisors in AAO is that their fault or AAO. Attempts to straighten it out. Charlene Red Thunder is the AAO. A lot of miscommunications with them currently have any kind of say what they do with their programs what are we actually administrating I'm trying to work with everybody as a team and I still feel there is a separation between with us.

Strahs: If they switch over what kind of benefits are they losing. After Stella is through with her presentation w will ask the employees when they do decide when they willing to make a desk audit to make sure they are getting the right wage —are they offered a wage. Or are we waiting for Mr. Mahto's review. Who is going to stay with the tribe and review their job descriptions and I'm going to stay and what am I being offered, Right in the next process make a determination and.

Stella gave letter and the contracts expire May 8, 2010. Federal Government will find them one job and that's their obligation to them. That's what they do in a riff. Since we got 8.3Mil how much does this program affect us does it get bigger, Transition in the clinic. Have you got to review that yet?

Example: Have staff on board if the IPA does not want to stay I do have a plan in place.

Invited Councilwoman Brugh to the Economic Committee Building is supposed to be done Aug. 11, 2011. Indicating factor and working with the college and transitions have been started a few years ago.

Pat W to sit in with this meeting. How many IPA's Pat W: The tribe is in the driver's seat and it's up to the tribe what pay rate, pay benefits, tribe is completely in the driver's seat. If we pay their benefits do they keep their status? (I went out of the room to get Lenny) SE) not getting enough money for services. Until the building is going to be up and running are we going to get funding? Allocations are cut un AAO makes a difference on how much money we are getting. We submitted 10-12 years ago and we make requests every year. It depends on the amount of sq. footage. Third Party Billing: No point to Data Track is doing the third party billing and is actually with the new system is called Energy the whole purpose HIS bears a lot of responsibilities we got to utilize them and we don't get any type of assistance and AAO is supposed to be doing the supervision part is the problem. What is the deal with supervision and do a MOA and make sure where to the supervision is. Federal employees is our safety net they were IPA added and I see the majority of enrolled members and see a lot of employees they come with a high rate of pay and they earned it and are not just here. A position was created just so a person could be employed here. I as a councilman did not have any say over who is going and the biggest opportunity is supervision it should not be we are over here and we are over there. We have people passed away and we need to make sure our tribal members are taken care of. Experience you can't buy anywhere. Judy asked for comments from employees:

Debbie Jeanotte: Thank you for allowing me to come with a lot of experience I come to IHA with 17 years third party billing. PHN compromises the whole health department we have Jared Eagle. Oct to Dec in 3rs party set up and they could generate this money they could have generated 15,000 Jan 2620. That's just with three people working one department. Nobody has third party billing set up for us. Cancer Coalition. Jared and myself taken interest in trying to get testing done for HIV and testing and counseling site in the state of ND, Nobody can be trained and taken In forty five days we were told we were done and we have no job and I don't know why they make it

sound we have time cards and yes if we have leave and we can't be taking leave if we don't have it in our bank. Last week we have a meeting go red annual event. Women of tribe looking forward a lot of work last week we couldn't get tribal employees from clinic to be a part of it. He put it in and we probably are going to send money back becuz we can't get anyone to take our even the HIV and HIPC in May we renew our contracts and if there is no one here the reimbursement and they have received 2009. A decision should have never come like that now it is all twisted around and I've seen these people work and Jared even had me do an announcement. I don't see why we can't communicate and there is a lot of lives we want to lose. There are issues there you are not aware off. We need to be aware

Ardel Blue Shield: IHA Handbook There is a clause in the handbook. They can have their time and attendance but other than that they have to abide by the tribe's personnel policies. Make clarification that it went by the Health Board Email that went out there isn't clarification there and there wasn't any action taken quorum was broke and done away with the Health Brd mtg. The deal is HIS should not have started the process with this letter. Without some process with Aberdeen this should not have started. There are some things here and when you are coming up with a lot of money you need the experience. They don't know we care going to come up. Judy Brugh said that we need to have AAO come and visit with the. We coordinated the Red it was a coordinated effort with the community.

Ken Hall: Fair chance to hear our side. A lot of stuff was brought up and AAO as I understand they are just doing their job and the process is in place. My special purpose at the end of this assignment 1) negotiate accept employment with the tribe; 2) negotiate with the tribe, and 3) RIF. Somebody is violating the RIF documents the moccasin trail is that it is the TBC. If all of these things were bypassed and would it have done, we are losing a lot of money. When I received a call from Connie and informed of the nonrenewable, and weren't bypassed and went right to the RIP Process. It didn't say and would be given an opportunity, Extend their IPA and the only thing we would work on is supervision. We could submit acknowledge the TAT T&A. Federal employee status. They go through this and I don't see their time and they follow their chain of command acknowledge their tribal supervisor. Supervisor of the Diabetes of the department, We could work out internally and if everything

Holly Mayer Taft: Been 19 yrs at home and 22 yrs OHS. AAO delegated me as Federal Supervisor Issue that is affecting my life. As the Federal Supervisor I sign off on all T&A can't share any specifics and there is no abuse. I am the only one who has a federal supervisor and I also have a local supervisor and it's the Director of Nursing.

Unaware that Stella's had to have until it got to be a concern there is a work chart in place that is followed and I'm having a hard time and it is in the contract that states that --- is my supervisor. Mary doesn't communicate with their local supervisor. This person is taking leave so she knows what's going on and it sounds like its lack of communication. The last two years, I can only recall one staff meeting. I don't know who is on what committee governing body not aware of the makeup of the committees. Professionalism? Somebody comes up to me and if you call a meeting at 8:00 a.m. and not to invite someone to a meeting and that is very unprofessional.

Councilman Brugh, Packineau and others can we. I find it very difficult and they are accusations and this is my home and I've lived here all of my life and with all of the accusations. Clarifications: U talk about professionalism and unaware CHD only dept puts out monthly schedule people are notified and people are notified of cancellation, and I can't substantiate this and requested to give a monthly leave that's put in leave and she has access to that. I have no idea there is always one thing and Stella gets all of the phone calls and let that dept no and there is one person that is on. I would like to see if there is a flow chart. Locally I'm not given any authority, She delegates a DON and I put and if you delegate there is a conflict. The regulations criteria developing the adequate. Haven't given the tribe adequate time and don't want to extend without federal supervision and I think that it needs to be stated specifically there is an element of time 45 day find a job and if I don't

Lenny: What is the plan if all the IPAs provide numerous services, She alluded to the FBCC and Debbie services to the people and that's what we are here for, based on the IPA wording itself and by pass everything and all of this they bypassed that and what would be the problem of reminding them of that. Concern about time. We were concerned about the benefits like myself I wasn't offered a job with the tribe, get those steps from Kenny.

Jared: They were under the impression that we were all going to come over to the tribe and they called right after the teleconference and once they were told that was going to happen and they had to give 60 days when they rec'd ;letter tribe said were not going with the contract. Brought Jennifer Fyten in and explained what was going to happen. This was not committee action or tribal business council action and AAO served RIF notices and bypassed opportunities that were Health Committee, Director and in the same instances if they were willing to stay as long as they can retain their benefits and the tribe doesn't want them to feel the door was closed to them.

The cost I think we need to look into that and how much does that cost by the tribe I.H.S. currently pays for salary and benefits 7 of the

IPA are enrolled members we grew up here. One of the reasons I came back was to come back and take care of mother and taking care of his mother and he is a commissioned corp. officers and we have over 200 yrs experience and I think there is a lot of trust issues. I look at some of my coworkers and their spirits are broken here.

SE: we as the council are getting blamed for it.

Judy: How do we retain and the Health Director hasn't had the opportunity and we are going to pack our bags and if

Denise Heike: I have the option to retire and if I had a chance to stay on with the government. My supervisor and I would like to see if my DON would be allowed to participate in my PMAP> Easier and I would like to work with the tribe.

Kenny: Part of miscommunications is we've had 5-6 CEO within three years and everyone has a different management style.

Debbie Jeannette: I'm a transplant from Belcourt given my age I only need four more years and then I can retire if I lose my status I don't really have to worry.

Judy B: Sitting right in front of us we have years of experience and give us some time to work on this and after Monday. If we have to go Thursday and Friday if we're ready to go Stella and I will contact AAO and set up a time and Tuesday I have a family reemphasize the time frame and I know of one that closes today and I can't emphasize the time.

Elmer: In speaking with AAO and Troy Bad Moccasin – If I get a letter from Marcus stating that we could extend the IPAs and discuss the communication part then I won't have to go through the RIF.

Stella: They stressed that its got to come from the Chairman, a written letter including all of the other IPAs Do you want it say extensions and want to go down there and work things out and some of them are here until full retirement and then they can come on as tribal employees, I think there is a way to that, Retaining benefits and becoming a tribal employee, I would suggest that you get something from each IPA and I wasn't notified by I.H.S. and it specifically says contracted us as federal employees....We never been offered that through BIA somebody has to pay the bills. We don't get we get cost of living increases we just get Z\$ amounts and we should be. The opportunity the tribe didn't have they didn't get the tribe the opportunity that the tribe. I will contact AAO and it will be up to the and see if it would be up to the Health Committee and We got a couple of options to retain their status as a IPA and the second is we could offer them a tribal employee and keep their benefits. If the parties negotiate and if they become a tribal employee and they what would be a benefit to keep as a tribal as opposed to federal. One thing renew the contract 2 offer a position as a tribal employee negotiate

with Indian Health Service and pay HIS for their benefits. That way they wouldn't lose any of their benefits. It all comes back to funding because its Indian Health responsibilities to Still going to negotiate with Indian Health and they are going to come back say we can't fund the position. Three people in a department could have generated over \$20,000 I've been hearing about that for the last 10 yrs. And we've got to get this done.

Renee Good Bird: Staffing Issue and we only has 52 employees and with the money and the word out is we are costing the clinic too much money. Now we have over 100 employees, since we've gone tribal and transferred from each department. When it was Indian Health Service When I received this letter from the Chairman I panicked and what I've seen this past year it's going to cost more \$ time cards are piled in where the time clock is. Right now we are segregated and we are all in one and in contact health important. When the tribe took over the contract health is under staffed. All other departments have received when someone is hoping to be there they have to be there. I was given an opportunity to given severance and I have two employees that have been there for the past 10 years. The clinic really needs to be looked at and as a dept supervisor and we am the dept. head and we haven't been invited these past two years and its changing and we all have to be changed. Some of us are scared to say anything and it's been hard these past few years. I would like to keep IPA status but we still need change. Mahto will be interviewing people and the tribe Stella: We have our IPA Employees and tribal employees and we have a pay scale and it would be...various ways.... We need a fair pay scale and want to talk about fairness and treat everyone the same. Judy gave a pep talk to everyone who included, "benefit to the people and to the staff." "What are your intentions are you going to stay,"

**MOTION: Councilman Eagle moved to have to add verbiage offer position and to negotiate either their benefits or and who would negotiate with Stella and to have her look into benefits.**

**Councilman Packineau seconded the motion.**

**Discussion: looking at IP As, renew contracts, hire as tribal employees and receive tribal benefits, or a transfer. Scott Eagle amended his motion.**

**As far as us as a committee telling Stella to offer and negotiate with the IPAS as far as employees and let them know we are working and approving as a committee.**

**VOTE: 3 Ayes. Motion carried.**

Stella how do you want them to respond individually.....

Everyone is agreement wants to stay as an IPA. Chain of Command and have to make changes on both sides and once you sign agreements and how are we going to pay the bills. I think what I hear them is they want to sign another contract but that has to be negotiated with Indian Health Services If you can't negotiate a contract with I.H.S. and if unsuccessful are they willing to stay in their current positions cost of living and if we are able to negotiate I don't think they have approving to try to get to that approval of IPA if I.H.S. willing to go into The tribe has initiated the R.I.F. and when we go over and as a committee we made the motion to go over. What we said to Indian Health Service that we did not want to renew the contracts and as a committee to go forward and to include Arnie Sorenson as a Memorandum of Understanding. They directed Stella to draft the order of business. 2:10 P.M.

**V. CHR PROGRAM SALARY INCREASE:  
DIRECTOR KEVIN FINLEY:**

Since I was fortunate to become a part of this Asking for raises and the need for improvement

Since we've had on board have really made the difference. Elaine reported all of the people we visited and. We asking increase and enclosed a copy of budge there are some communities are going to Minot and so far it's worked and there is always room for improvement.

He's requesting a raise for himself and

*MOTION: Councilman Eagle moved for approval that upon a successful desk audit by Truman Mahto that the salary increase be retroactive to this pay period, March 9, 2010. Councilman Packineau seconded the motion.*

*VBOTE: 3 Ayes. Motion carried.*

*Discussion: That is a contact and you have to make sure there is money in the contract and they are even lower than X amount of dollars that are available. White Shield doesn't need a KDU Driver.*

Nurse Practitioner Contract:

She wants me to request October 1, 2009 to present. She is really deserving of it. No problem

*MOTION: Councilman Packineau moved for approval of a salary increase for Tammi Braaflat from \$41.00 to \$45.00 If Truman does this audit could the salary be freeze. Approved in Dec. Requesting from Oct to Dec back pay*

**VI. ADJOURNMENT:**

