



CALL TO ORDER:

Councilman Frank Grady called the meeting to order at 12:35PM.

PRAYER:

Prayer by Councilman Cory Spotted Bear.

ROLL CALL:

Present: Councilwoman Monica Mayer, Councilman Cory Spotted Bear, Councilman Frank Grady.
Quorum established.

I. APPROVAL OF AGENDA

Motion: Councilwoman Monica moved to approve the agenda. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

II. APPROVAL OF MINUTES:

- March 6th, 2017 Health Committee Minutes
- March 29th, 2017 Health Committee Minutes

Motion: Councilwoman Monica Mayer moved to approve March 2017 minutes subject to minor corrections. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

III. NEW BUSINESS:

A. Customer Care Risk – Jake Harrison

Councilman Frank Grady gave Kathy Eagle a copy of the complaint. Dr. Eagle will talk to Elbowoods Pharmacy to determine the cause of the complaint. Dr. Eagle speculated that it may be due to the type of medication. Councilman Frank Grady stated an elder had to go back 3-4 days in a row which is unacceptable. Dr. Eagle will discuss some more complaints in closed session.

B. Dental Bill – Brandi Fox

Sommers & Prestwich Orthodontics dental bill. I can't get a letter to support to pay for the \$4,430.00 balance of the bill. Councilman Cory Spotted Bear noted that \$3,500 is the standard amount according to policy. Al Nygard said this should come out of Grants and Donations. Councilwoman Monica Mayer concern over the number of dental requests coming before the committee. I.H.S can come out of 380. Dr. Eagle said if we get a policy we can do this. We are getting bombarded with dental bills, even if it's considered cosmetic. It should come out of 368. Dr. Mellen could write it up a certain way to get it done. In January, the dental facility was closed due to rodents. Issue moved to closed session. Dr. Eagle noted that all the dental requests discussed are considered cosmetic. Councilwoman Monica Mayer stated if the EMHC dentist writes the reason for the request as medical and not cosmetic it should come out of federal funds. Councilman Frank Grady expressed concern with elder patients unable to get their medications.



Motion: Councilwoman Monica Mayer moved to forward all dental requests to May Tribal Business Council. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

Councilwoman Monica Mayer recommended paying PRC unpaid bills with CHS dollars. We have around \$8 million that's able to roll over, but it's hard to get staff to do it. We have been trying to help Valerie Hogan get out of the weeds, Melissa Brady is her supervisor, and did an evaluation on her. We have been trying to get her to do her work. Councilman Frank Grady said to follow policy and procedure, Verbal, Write up, suspension. Melissa Brady said I told her and her staff, and reminded her about getting on task with being the manager. She goes between Dr. Eagle and me. I recommended training and she refuses. I have been asking for follow up, on all of the business side. She refused to sign her evaluation because she doesn't want to be exempt, and her salary authorization. I have asked for a meeting with Human Resources to address this issue. I have had to go into her office and get all the referrals off her desk to work on them ourselves. She has 4 different people under her but lack of communication, lack of work, behavioral issues, performance issues continue. Councilman Frank Grady said if you are getting push back from your manager maybe you (Valarie) need to switch your manager. Councilwoman Monica Mayer states if she is not doing her job, it's causing the council and yourselves to look bad. If she can't bring down that budget, and you go by the policy and procedures, we will support you. Councilman Frank Grady said I recommend you start looking for another manager.

Councilman Cory Spotted Bear told Dr. Eagle that Mary Ellen Sun wants to get assistance, but doesn't have faith in EMHC, due to her husband's \$800,000 bill not getting paid which went through Tribal Business Council last October.

C. Caleb Dog Eagle - 90 day appointment for Cesareo Alvarez

Motion: Councilman Cory Spotted Bear moved to hire Cesar Alvarez as a full time employee. Councilwoman Monica Mayer seconded the motion. Vote: 3-0-0. Motion carried.

D. Hubert & Geri Fox

Item deferred.

E. Wife Nursing Home Bill/Placement – Lawrence Lockwood

Item deferred

F. Dental Bill for Audrey Thorton – Ashley Thorton

Item deferred.

G. Old Bills – Gregory Breuer [Closed Session]

H. Dental Plan Payment Assistance – Josephine Paetz

Item deferred.



I. Community Health Center Assistance – Cheryl Kary
Item deferred.

J. Medicinal Proposal Request – Kacey Hosie

Certified in cannabis, growing, cooking & extractions Ms. Hosie is seeking the Council's approval to apply for 1 of 2 State of North Dakota permits to grow. We started developing our non-profit board of governance. The State is still developing their regulations in writing yet and the State Health Department has confirmed that 8 dispensaries will be developed. Councilman Cory Spotted Bear said we have to comply with state regulations because they follow federal. I would like to have this up and running. The State provides the regulations and then we would run it.

Motion: Councilman Cory Spotted Bear moved to forward to May Tribal Business Council. Councilwoman Monica Mayer seconded the motion. Vote: 3-0-0. Motion carried.

Discussion: The application is \$5,000 then \$25,000 for the certificate, then another \$25,000 fee for the rest of the time being. Councilwoman Monica Mayer asked how would this work if it's in White Shield, would it be split within all the segments? The permit application hasn't been released yet. Ms. Hosie provided some back ground information on the uses and benefits of hemp. If we could grow it here it wouldn't have to be shipped over from China. Lenard Hosie will be hosting a seminar on hemp growing and benefits around August or September.

K. Dental Bill for Devon Headdress – Juanita Helphrey
Item deferred.

L. Bennie Howling Wolf

Motion: Councilman Cory Spotted Bear moved to forward Bennie Howling Wolf to the May Tribal Business Council for the month of April bills. Councilwoman Monica Mayer seconded the motion. Vote: 3-0-0. Motion carried.

IV. REPORTS/PROGRAM UPDATES:

A. Acupuncture Treatment & Massage Therapy Clinics/Safe Haven Homes - Marilyn Young Bird
Item deferred.

B. Home Health – Gabriell Petri
Item deferred.

C. Elbowoods Clinic – Dr. Kathy Eagle

Provided a report to the committee that included such items as; budget modification of \$2.2 million, 3 weeks completion date for A&E for the new dental building. We are Ronald Wilson, Robert Johnson, interview will follow. This is a 3 year project. Met with April Wilkinson and will meet again with her on May 31st. we are looking at doing an audit, proposal is in hand out.



THREE AFFILIATED TRIBES
TRIBAL BUSINESS COUNCIL
HEALTH & HUMAN RESOURCE COMMITTEE MEETING
MAY 8th, 2017 MINUTES
[CLOSED SESSION CONTENT EXCLUDED]

NIH meeting attended by Dr. Taylor and myself on drug abuse. EMHC is working with Boon Insurance. \$1.9 million in 3rd party revenue collected. Complaints and receipts.

Motion: Councilwoman Monica Mayer moved to approve the contract. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

Kathy said sounds like the lease for the land that the I.H.S buildings sits on has expired several years ago. They keep asking me about it and told them if you send me the info I can forward it to who needs to work on it. Councilwoman Monica Mayer said the lease is for the land where Elbowoods Clinic and Elbowoods houses sit on. I recommend that it go to full council. I would demand an upgrade and maintenance for the houses. The homes need a lot of work before we renew. Councilwoman Monica Mayer asked for an update on Phase 2 construction of new facilities for Dental. Councilman Cory Spotted Bear noted that it was cut due to Tribal funds being cut down to 60%. Al Nygard noted there were also plans for a new KDU. Al Nygard will provide an update at a later meeting. Dr. Eagle noted that there is a 638 contract that needs to be seen by legal and that there may be some money to carry over to fix other things. KDU is a federal building and should be fixed with federal funds. Dr. Eagle provided another issue a Canadian native that came to our Clinic. Belcourt said they are not factored into our federal policy. Councilwoman Monica Mayer said we are 638'd and it's up to the Tribe to see if they want to see outsiders outside of our tribal membership. Councilman Cory Spotted Bear said he is in favor of it. Councilwoman Monica Mayer said if our own members can't be seen we shouldn't open it up.

Motion: Councilwoman Monica Mayer moved to assist non-tribal member to utilize Elbowoods, forward to June Tribal Business Council. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

Al Nygard related that a couple months ago we were asked to review some contracts. TribalCare, and Boon Insurance administrative contracts need to be renewed. Boon Insurance automatically renews. FY 17 agreement ends in January. The Boon Insurance contract, bills us for 4 different areas, Primary, Primary and spouse, Primary and Children, Primary and family. About 66-69.2% goes out for claims, 33% is for Administrative Costs. There will be about a 15% increase in the next few years. We feel we need to beef up our departments to manage this process. We also need to develop enrollment coverage, can't keep on deceased members and double up on some. 8 million in reserve, any interest built up goes to Boon Insurance and not the Tribe. 30% on business perspective seems to be a little high but we won't have that data yet until we are done looking into it. Boon Insurance is the largest item on our budget line item. Councilman Frank Grady was in favor of bidding out and told Jerry Fozer that we will determine whether to keep them on. Also to note there is the APL Accident Plan. We do not have data to determine if this option is beneficial to us. Currently this option costs us approximately \$689,000 per year. The combined effect of the weak eligibility system, the MYHealthPass Option and the APL Accident Plan is a combined cost to us of approximately \$2,067,000 per year. Between 30.8% and 33.5% of our premiums are being consumed in "administrative costs". To date we have invested \$26,383,840 in insurance coverage. Administrative costs have absorbed approximately at \$8,197,000 of that investment. This average has currently reached approximately \$775,000 per



month as our covered population rises. Jerry Fozer said they met with Boon Insurance on the interest that Boon Insurance was getting and Daryl Bearstail sent a letter to Boon Insurance to request the monies that may be in there. Councilwoman Monica Mayer noted that we submitted a formal letter to Boon Insurance and are waiting to hear back from them. Al Nygard stated that the language needs to be changed on the contract for us to continue on. Monica said we are working on this now. I will make myself available to anyone who wants to work or meet with us. Julie Metcalf is no longer with Jerry Fozer, Monica and Daryl Bearstail. We will be bringing more people on staff, we are the general broker. The cost/rate of the plan has not increased. Councilwoman Monica Mayer said when you have a benefits coordinator usually you shouldn't have anyone deceased on your list. Monica when a claim comes in we go thru with applicant the process of signing up and check to make sure they aren't already insured. Al said we need to look into fixed cost changed, and will have boon clarify and justify before we decide to keep them. Monica with the new health care plan in the future, Medicaid will not assist with what they are now. Daryl Bearstail said they want to hire someone to get elders on Medicaid. Kathy Eagle said people are removing themselves off of Medicaid and moving over to boon. Kathy said with all the dental bills, couldn't we have boon take care of them. Monica said they can create that into their plan. Councilwoman Monica Mayer said there needs to be a place for all the insurance places to be in a centralized area at so members aren't running all over or getting the run around.

D. Recreation and Fitness – Kevin Finley

Steven Finley provided an update on upcoming events. Councilwoman Monica Mayer asked about any woman's leagues. Steven said Maliki should be handling that.

E. Awatii Wellness Center

Item deferred.

F. Circle of Life – Bruce Gillette

Next week is our grant writing class and have 5 open spots for priority one. We are doing well on our budget and have carry-over from last year. We are in the process looking for a Director and have advertised with no inquiries. Have broken ground on the new treatment center with April of next year is the opening. Would like to have pay raised for Francine's salary and our addiction councilors. We have 10 people on our list to go to the phoenix treatment center. Boon Insurance has paid up the bill and is paid 100% now. Councilwoman Monica Mayer asked do you think you have enough staffing; we would like leave it up to them, since Linda and I will be leaving next year. Councilwoman Monica Mayer recommended working with the Health Director to help and provide assistance to those who need it before Bruce and Linda leave. Licensed Addiction Councilors are really hard to find right now.

G. KDU - Callie Baker

Item deferred.

H. CHR

We are starting up with classes for our staff. We are working with getting certified as First Responders; have to sign up by May 19th. Classes start May 26th, 27th and 28th. We will be adding two more staff on for the summer. Jody has four CHR now, in Parshall, Mandaree and



TB's. We have three vacancies now. Al Nygard asked Red Fox Sanchez to look at the pay scale and to increase it with certification. We will have to find funding for it this year, and will have to look for more funding next year. Al Nygard asked the Director to clarify it in the budget. Jody said we got our carry over last week. Councilwoman Monica Mayer said in terms of your budget are you ok to make it to next year's budget? Jody will have to look into it. Councilwoman Monica Mayer suggests bring back budget to the next Committee meeting.

I. LIHEAP - Charmaine Driver

Item deferred.

J. Tribal Insurance Update - Daryl Bearstail Jerry Fozer & Monica

Update on claims. From 10 million we negotiated down to \$4.4 million. Currently 52 thousand plus members. There is a number on there we want people to call, just the one number. We can fight to keep the claims down. Kathy Eagle said we deal with the after effect, you are only paying so much and the rest gets kicked back to us. Monica with Boon Insurance said to have them call her at Boon Insurance and she can deal with it. Councilwoman Monica Mayer said I would say over 51% of members go to trinity/Sanford with complaints that they are not getting things taken care of. Jerry Fozer said they flew out to Head Quarters Sanford in South Dakota and we are working with corporate. We are also working with Trinity. Councilwoman Monica Mayer said we have been paying boon for almost two years now. Monica from Boon Insurance said this is a long term solution, and we are trying to stretch it out as far as we can. Councilwoman Monica Mayer said twenty six million plus in two years we have paid boon so far. We have not paid Blue Cross Blue Shield that for Tribal employees. Councilwoman Monica Mayer said she feels Drugs is the #1 issue on the Reservation and not heart disease. Councilwoman Monica Mayer said the success rate if stopping drug use is less than 55%. Treatment is one small aspect of health care. We need to find out how to help with preventive drug treatment. Darryl said this health plan is an evolving thing and we have had to iron out some things this year, Monica and her team has been working around the clock, and her team has been working extra hard to help the needs of our people. Its evolving and I believe it's getting better.

K. Vocational Rehabilitation - Jamie Hall

Item deferred.

L. White Shield Safe Haven Update - Kelsey Peltier

Item deferred.

M. Grants and Donations – Judith Danks

Councilman Frank Grady directed Barb Miller to report to the Committee from now in person. Judith Danks reported that they have 2 more people who want to be on the dialysis list, and they live off of the reservation. Councilwoman Monica Mayer said its only half way thru the year and you're already in the red. That's why we want Barb Miller to be here. Kathy Eagle said people on Medicare can get reimbursements for food and lodging. Councilwoman Monica Mayer said since we got oil revenue the Directors stopped trying to get federal funds and just wanted to go to



the Tribe for the funding. Health Committee alone at one meeting we spent around \$94,000 for just one meeting.

HUMAN RESOURCE:

V. NEW BUSINESS:

A. Retro Active Inquiry – *Richard Moran*
Item deferred.

VI. CLOSED SESSION:

- A. Pay Issue** – *Colleen Halvorson/Roberta Krueger*
- B. Concerns with Community Members** – *Katherine Fox*
- C. Boys and Girls Club Issue** – *Bernadette Jackson*
- D. Bruce Benson**

FTR: Chairman Mark N. Fox joined the meeting 5:22PM

VII. Report/Program Updates:

- A. Social Services** - *Kathy Felix*
- B. Aging Services** - *Polly Chase*
- C. Infant and Toddler Program** – *Tana Fox*

VIII. ADJOURNMENT:

Motion: Councilwoman Monica Mayer moved to adjourn the meeting. Councilman Cory Spotted Bear seconded the motion. Meeting adjourned at 6:10PM.



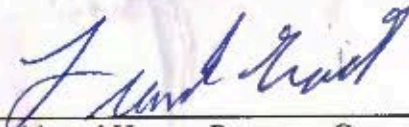
THREE AFFILIATED TRIBES
TRIBAL BUSINESS COUNCIL
HEALTH & HUMAN RESOURCE COMMITTEE MEETING
MAY 8th, 2017 MINUTES

CERTIFICATION

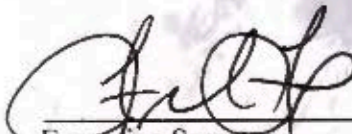
I, the undersigned, as Chairman for the Tribal Business Council 's Health and Human Resource Committee of the of the Three Affiliated Tribes of the Fort Berthold Indian Reservation, hereby certify that the Tribal Business Council's Health and Human Resource Committee is composed of three [3] members of whom [2] constitute a quorum; 3 were present at the Health and Human Resource Meeting thereof duly called, noticed, convened and held on the 8th day of May 2017; that the foregoing Minutes were duly adopted at such meeting by the affirmative vote of 3 members; 0 members opposed; 0 members abstained; 0 Members not voting.

Dated this 1st day of August, 2017.

ATTEST:



Health and Human Resource Committee Chairman,
Councilman Frank Grady
Tribal Business Council
Three Affiliated Tribes



Executive Secretary,
Councilman Fred W. Fox
Tribal Business Council
Three Affiliated Tribes