



**CALL TO ORDER:**

Councilwoman Monica Mayer called the meeting to order at 11:16 AM.

**I. ROLL CALL:**

*Present:* Councilman Robert White, Councilman Fred Fox, & Councilwoman Monica Mayer. *Quorum established.*

**II. APPROVAL OF AGENDA:**

*Motion:* Councilman Fred Fox moved to approve the agenda. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**III. APPROVAL OF MINUTES:**

- **October 26<sup>th</sup>, 2022 Health & Human Resource Committee Minutes.**

*Motion:* Councilman Fred Fox moved to approve the October 26<sup>th</sup>, 2022 Health & Human Resource Committee Minutes subject to minor corrections. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**IV. NEW BUSINESS:**

**A. Next Health Committee Meeting**

January 5<sup>th</sup>, 2023 next Health & Human Resource Committee Meeting.

**B. Dental – L.B.B.**

L.B.B. [XXXXXX] - Chairman's Office helped out with \$2,500. Needs \$25,000 more to finish Dental work. Went through I.H.S. and they don't do implants. Pam checked with Sanford, he paid \$1500 this year and next year they will pay \$1500 then he will be maxed out. Grants & Donations is an option. Councilman Fred Fox read out the Policy & Procedure/Standing Policy. Councilman Fred Fox suggests to forward to full TBC for half the payment and address the other half another time. Councilwoman Monica Mayer states, he has already dropped weight from not eating.

*Motion:* Councilman Fred Fox moved to approve 50% of request forward to TBC. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**C. Medical Request – D.P.**

Lexi Driver presented for D.P. [XXXXXX]. Requesting assistance for Medical bill, the balance is on the hand out. The balance is just under \$1,000. Grants & Dentations did not receive anything from her. She lives in Garrison, Councilman Fred Fox suggests, will split 50/50 with the family. Will split it 3 ways between North Segment, White Shield and Four Bears. Lexi will route the paperwork. Charity will reach out to Elton to see if he needs help with placement for his sister.



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**Motion:** Councilman Fred Fox moved to split the bill three ways from their segment funds. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**D. Dental Requests – Ivetta Spotted Bear/David Holding Eagle**

Ivetta has 3 dental bills (\$2224, \$1,409, & \$1,633), David got a quote for a root canal, and \$3,394. Charity Yessilth asked if they went through Elbowoods and there was a 5-month waiting list. They both have Medicare. Lexi Taft will route and will process through North Segment office.

**E. Elder Medical Request – Bobby Fox**

Defer to next month.

**F. Dental Request – C.H.**

C.H. [XXXXXX] needs veneers for whole mouth due to grinding teeth, now the pulp is showing, now it is? \$15,660. He lives off reservation in Michigan. This year Tribal insurance will cover \$3,000 and next year will cover 3,000 and the Chairman's will cover \$10,000.

**G. Medical Request – Rising Eagle Finley**

See Closed Session.

**H. Aging Resolution Request – Polly Chase, Director**

Presented resolution for a 3-year renewal grant to access the money and the other one is the same thing to access funds.

**Motion:** Councilman Fred Fox moved to forward a resolution entitled: *"Authorization for Continuation of Elder Services Funding From the Administration for Community Living/Administration on Aging Older Americans Act Title VI Nutrition, Supportive Service and Caregiver Grants (Part A/B and C)"* to TBC. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**Motion:** Councilman Fred Fox moved to forward resolution entitled *"Authorization/or Tribal Participation in a Nationwide Elder Needs Assessment Survey for the Title VI Grant Funding Year 2023 through 2025."* to TBC. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**Request for Hazard Pay for Staff**

Staff worked throughout the pandemic and didn't receive any hazard pay although we were deemed essential during covid restrictions. My Contract Office is aware of the request, and they approve.

**Motion:** Councilman Fred Fox moved to forward to TBC for \$6,000 for employees. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.



*Discussion:* Put in resolution form and have ready for TBC.

**I. Mental Health Request – Social Services M. M.**

*Item deferred.*

**V. PROGRAM REPORTS:**

**A. Elbowoods Memorial Health Center (EMHC) - Dr. Kathy Eagle, CEO & Dr. Anita Martin, CMO**

Report submitted for the record. Tribal Health and EMHC will be initiated a P.L. 93-638 Tribal Consortium with Spirit Lake that focuses on Tribal health Care as it pertains to the Contracted/Compacted Tribes. Grand Opening proposed for Twin Buttes (tentative) EMHC staff to be meeting with Project Manager. Continued participation in overall Health Strategic Planning New Town Health Campus. ANA Funding agreement numbers received from Contract Officer, require budget revisions. Request for Formal Review of Salary Matrix. Councilwoman Monica Mayer stated we will not blanket approve the matrix and require line by line for increases. Councilwoman Monica Mayer states we can do this at the next Executive Committee meeting or do an Executive Action. Councilwoman Monica Mayer states we need to do a work session on December 28<sup>th</sup> at 2:00 in the TAT Chambers (Salary Matrix review). Have the Pat Wilkinson, Federal Programs Manager and Thomasina Mandan attend.

**1) Innovation Basement Service Agreement**

\$21,556.32 Cost to renovate and address mold. \*Mold (correction). Also, determining if the cost will be reimbursed to EMHC through Valeer Insurance. Jarred Eagle concurs with this.

**Motion:** Councilman Fred Fox moved to forward Innovation Basement Service Agreement to TBC. Councilman Robert White seconded the motion. Vote: 3-0-0.

**2) Medicom Service Agreement.**

Currently at no cost to the Tribe.

**Motion:** Councilman Robert White moved to forward Medicom Service Agreement to TBC subject to Legal review. Councilman Fred Fox seconded the motion. Vote: 3-0-0. Motion carried.

**3) Inna Malostovker Contract, Nephrologist**

Nephrologist services for the month, contract up in December. Inna Malostovker.



**Motion:** Councilman Fred Fox moved to forward Nephrologist contract to TBC subject to Legal review. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**B. Community Health Representative (CHR) – Jodi Simpson, Director**

*Item deferred.*

**C. Circle of Life – Nelly Boyd, Director**

Report submitted for the record. There were 31 appointments this month compared to 56 appointments in August due to transitioning from two LACs to one. The on-site LAC stopped seeing clients in preparation for her employment ending with the program at the end of the month. The no show rate was 13% compared to 27% for July, a contributing factor could be summer activities and. Focus this month was doing Intakes to gradually re-admitting IOP clients to not overwhelm the remaining LAC, who went from doing IOP sessions 4 times a month to doing 12 IOP groups plus 4 Aftercare groups. By the end of the month there were 4 IOP clients and 8 aftercare clients, half of whom completed IOP or treatment at the COL-RC. A two-year contract for a housekeeper was approved by TBC. This month the Clinical Director transitioned away from direct client care to prepare for her departure from the program. She did a lot of training for remaining staff to take over the many duties she did. An example is the Case Manager started doing the IOP and Aftercare Intakes. MHA Legal department edited a contract for the Clinical Director to become a contractor doing Quality Assurance Coordination by monitoring the program notes/documentation of client services after she is no longer a full-time on-site employee. The FY23 budget was drafted after a meeting with Tribal Health Administration. It will include contracts for a housekeeper, a maintenance worker, an LAC to do evaluations, and a Mental Health Specialist to help with the co-occurring program. A tribal member inquired about doing an internship for Clinical Counseling. On-site staff virtually attended the Great Plains Behavioral Health conference. The Director attended a meeting to draft the FY23 budget, attended a meeting regarding MHA compensation for the opioid pandemic, and also attended several building pre-design meetings for the new building, several MHA Recovery Placement Team meetings, and several meetings for directors of the MHA Recovery Services programs.

**D. Good Road Recovery Center (GRRC) – Dr. Joy Froelich, Director**

Report submitted for the record. Total 119 clients at GRRC. There are 66 in sober living beds, but that number will go up. Backgrounds go back 5 years and some applicants have issues that go back 2-3 years ago. Submitted to HR already, they will present.

**1) Policy for Lived Experience for Hire**



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Hiring Policy and Procedures. MHA Nation is aware that individuals with lived experience are increasingly being employed in a range of clinical settings to assist individuals with substance abuse disorder (SUD) and co-occurring psychological disorders and have better outcomes. A person with "lived experience" is someone who is trained or can be trained to support those who struggle with mental health, psychological trauma, or substance abuse disorder. Their personal experience of these challenges provides them with expertise that a professional training cannot replicate. In qualitative phenomenological research, lived experiences and choices of a given person, and the knowledge that they gain from these experiences and choices. Background Procedure; The individual should have been in recovery for a minimum of 2 years. We can put specific time frames of recovery in the job description as different jobs can require different lengths of Sobriety. Recovery coach needs 1 year of sobriety where food service will only need 6 months.

**Motion:** Councilman Fred Fox moved to approve the *Lived Experience for Hire* Policy. Councilman Robert White seconded the motion. Vote: 3-0-0. Motion carried.

**2) TR for Heart and Soul.**

Approval for contract for TR for Heart and Soul providing equine assisted services to clients of the GRRC.

**Motion:** Councilman Fred Fox moved to forward TR for Heart and Soul subject to Legal review. Councilwoman Monica Mayer seconded the motion. Vote: 3-0-0. Motion carried.

**3) Website**

701 Studios CDU website and Facebook. Councilwoman Monica Mayer recommended asking the CEO about this. Would like approval for amount.

**Motion:** Councilman Fred Fox moved to forward website amount. (\$5,400) to TBC. Councilwoman Sherry Turner-Lone Fight seconded the motion. Vote: 3-0-0. Motion carried.

**E. Fitness & Recreation – Russell Young Bird, Director**

*Item deferred.*

**F. Vocational Rehabilitation – Jamie Hall, Director**

*Item deferred.*

**G. Aging Services – Polly Chase, Director**



*Addressed above.*

**H. LIHEAP – Rose Crow Flies High, Director**

*Item deferred.*

**I. Grants & Donations / Life & Limb – Felisha Jimenez, Director.**

Report submitted for the record. The Program currently has one vacancy. Reported that the program is in need of office space. Councilwoman Monica Mayer asked Felisha to submit budget review with CFO & data collection for the past 5 years. How many people are being assisted per year to the next Committee meeting.

**Motion:** Councilman Robert White moved to forward Life & Limb applicants (5) to TBC. Councilman Fred Fox seconded the motion. Vote: 3-0-0. Motion carried.

Update application forms. Request updated medical for Life & Limb clients.

**J. Tribal Health – Jared Eagle, Administrator**

Jared Eagle provided a verbal report. Mr. Eagle advised the Committee that they are working with HR on a policy for *Children in the Workplace* and a *Breast-feeding* policy that needs to be put in place. Mr. Eagle also noted that the PRC in Parshall has changed Directors the last three years. They do have a Board. Mr. Eagle asked that PRC have more participation with the Recovery Teams efforts with the Tribe. He asked that the committee help them with that issue. MM advised that any entity that receives tribal funds should answer to the tribe. MM stated that PRC should be put into the Tribal Healthcare work chart and every director should get a copy. MM advised Mr. Eagle that her, him and CEO meet to discuss the work chart. Councilman Robert White states, we will work on figuring this out.

**FTR:** Councilwoman Sherry Turner-Lone Fight joined the meeting at 12:25 PM.

**K. Kidney Dialysis Unit (KDU) – Elizabeth Lone Bear, Director**

Report submitted for the record. Kidney Dialysis Unit currently dialysis 22 patients on three shifts every Monday, Wednesday, and Friday. 1 patient is in Bismarck, ND receiving treatment Bismarck Sanford dialysis center. New Town Segment: 9 Patients, Four Bears Segment: 4 Patients, Parshall Segment: 2 Patient, White Shield: 1 Patient, Mandaree: 6 Patients. Kidney Dialysis Unit had 11 out of 22 patients stay at the 4 Bears Casino & Lodge. 11 patients from White Shield, Parshall, Four Bears, and New Town segment declined staying at the 4 Bears Casino & Lodge. The patients that chose to stay checked in on November 9<sup>th</sup>, 2022 and checked out on November 12<sup>th</sup>, 2022. Out of the 11 patients that stayed at the 4 Bears Casino and Lodge, 2 patients (1 from New Town Segment and 1 from Mandaree Segment) did not come to dialysis on November 11<sup>th</sup>, 2022. KDU is currently working with Sanford on having an updates policy & procedures book for the KDU facility. Dr.



Saleem is currently reviewing these policies and once he gives approval with any changes, we will present to HHR. KDU has requested 4 handicap vehicles through GSA since January 2021. Due to a vehicle shortage nationwide, KDU has only received one handicap vehicle. KDU also requested to purchase a Handicap vehicle through Fixed Assets with Tribal Health Administration. KDU/Sandford is working with making sure we provide dialysis services to the MHA Nation in a safe manner following all Federal laws, North Dakota Laws, and Renal Network 11 information need monthly. There are 2 that are not making it to Dialysis, Councilwoman Monica Mayer, suggested they won't get them a room at the casino since they aren't making it to Dialysis here. There is a policy on this already. Councilwoman Monica Mayer suggests giving them 3 strikes and then they are out.

**L. Tribal Insurance Department – Charity Yessilth, Director**

Report submitted for the record. Charity shared with the Committee she sent a letter to CMS and documented the issues. Have not received a response. Sent over a list of information she received and sent out. Charity will write a letter to Center for Medicaid and CHIP Services concerning: The Tribes has been experiencing issues with the North Dakota State Medicaid program. We are committed to resolving the issues for our tribal members if we could get clarification, education and training to get these resolved. Provided is a list of issues with exhibits of emails sent to the state: Coverage for Inmates in Tribal/Local Justice Center; Child in Custody of Tribe-Didn't qualify for Title IV-E due to Parent's assets; Good Road Recovery Center-Denials of Employment verification & client proof of insurance; BCBS Expansion "Payor of Last Resort" Tribal Members claims Denied; Denial to Tribal Member "Unearned Income"-Submit printout from Three Affiliated Tribes for your TAT funds (Disbursements/Natural Resources). Councilman Robert White asked how hard would it be to get all our elders health insurance. Spent \$8.4 million from Jan. to Dec. 2022. Currently 3642 contracts on the Self Insurance Plan. Submitted 2022 September Claim Snapshot prepared by CBIZ.

**M. Food Distribution Program – Lionel Chase, Director**

*Item deferred.*

**N. Child Safety Center**

*Item deferred.*

**O. Social Service – Nicole Poitra, LSW, Director**

Medical bill for minor. 15-year-old with suicide and mental health issues, high risk for suicide. Child is ineligible for the cost of care is at the Tribes' expense. The child is eligible for treatment; she is sitting in the Justice Center. He was sentenced to go to get help. Medicaid does not pay for these services. About \$27,000 per month for the services. School will pay for her portion, \$5,300 for co-pay. She lives in North



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Segment. The first bill is for \$16,000 and the second bill is for \$21,000 and don't have November's bill yet. Went in Sept 7<sup>th</sup> and Dec 5<sup>th</sup> is her discharge date.

*FTR: Councilman Fred Fox left the meeting at 1:47PM.*

Parents are not helping; they are heavily using drugs themselves. \$63,291.60 is the total bill from Sept – December. Another option is in Fargo. Councilwoman Monica Mayer wants a plan in place for her and wants her to go back to the Betty Ford Hazelton, sometimes it takes more than one treatment. Will forward and process through the General Fund. Send her back to the Betty Ford Clinic.

**Motion:** Councilman Robert White moved to forward to Executive Committee. Councilwoman Sherry Turner-Lone Fight seconded the motion. Vote: 3-0-0. Motion carried.

**P. Human Resources (HR)– Melissa Brady, Director**

Report submitted for the record. Requesting a retention worker salary adjustment for 10% increase for retention for these 2 employees. Councilwoman Monica Mayer suggests Melissa bring this back to Executive Committee. Monthly Data: Applicants: 122 Vacancies Posted TAT: 75 Vacancies Posted EMHC: 49 Total Job Postings: 138 Hires: 33 Rehires: 22 Terminated: 9 Temporary Employees: 173 Permanent Employees: 1,461 Total Employees: 1,634 SARS entered: 195 Salary Modifications: 10 Closeouts entered (termination/resignation/transfer): 57 Verification of Employment: 8. Backgrounds: TAT Tribal Court Performed: 53 Pending: 0 Other Tribal Court Pending: 0 Preliminary Backgrounds Performed: 61 Preliminary Backgrounds Pending: 2 PSC Pending Full Adjudications: 261 Adjudications Submitted to PSC: 29. The HR Department is getting closer to our actual amount of employees needed per industry standard. HR Industry standard is 1-1.4 HR staff member per 100 organization employees. The Tribe currently has 1,634 employees. HR should have at least 16 to 22 employees. We currently have 13 employees. The barrier for HR becoming fully staffed is lack of office space. Our current staffing needs are as follows: 1 Benefit Specialist and 1 backgrounds specialist. Per CEO, HR has been directed to hire an Employment Pool Coordinator for the Tribe to assist departments with immediate and temporary hiring needs. Will have to wait for departments to move from the current Tribal Building into the new building. Space will become available then.

**VI. CLOSED SESSION:**

**A. Medical Request – Rising Eagle Finley**

**VII. ADJOURNMENT:**

**Motion:** Councilman Robert White moved to adjourn the meeting. Councilwoman Sherry Turner-Lone Fight seconded the motion. Meeting adjourned at 2:49 PM.





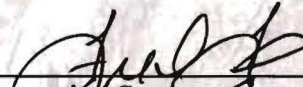
### CERTIFICATION

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 5<sup>th</sup> day of January, 2023 ; 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.  
5<sup>th</sup> day of January, 2023.

ATTEST:



Health and HR Committee Chairwoman,  
Councilwoman Monica Mayer, M.D.  
Tribal Business Council  
Three Affiliated Tribes



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