



**CALL TO ORDER:**

Councilwoman Monica Mayer called the meeting to order at 2:48 PM.

**I. ROLL CALL:**

*Present:* Councilman Fred Fox, Councilman Cory Spotted Bear, Councilwoman V. Judy Brugh, & Councilwoman Monica Mayer. *Quorum established.*

**II. APPROVAL OF AGENDA:**

*Motion:* Councilman Fred Fox moved to approve the agenda. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

**III. APPROVAL OF MINUTES:**

- **April 27<sup>th</sup>, 2021 Health & Human Committee Minutes.**

*Motion:* Councilman Fred Fox moved to approve April 27<sup>th</sup>, 2021 Health & Human Committee Minutes. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **June 3<sup>rd</sup>, 2021 Health & Human Committee Minutes.**

*Motion:* Councilman Fred Fox moved to approve June 3<sup>rd</sup>, 2021 Health & Human Committee Minutes. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **June 30<sup>th</sup>, 2021 Health & Human Committee Minutes.**

*Motion:* Councilman Fred Fox moved to approve June 30<sup>th</sup>, 2021 Health & Human Committee Minutes. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **August 30<sup>th</sup>, 2021 Health & Human Committee Minutes.**

*Motion:* Councilman Fred Fox moved to approve August 30<sup>th</sup>, 2021 Health & Human Committee Minutes. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **8/4/2021 Health & Human Resource Committee Minutes.**

**IV. NEW BUSINESS:**

- A. Elder Request – B.F.**

*Item deferred.*



V. **PROGRAM REPORTS:**

- **Elbowoods Memorial Health Center (EMHC) - Kathryn R. Eagle-Williams, MD MPH, CEO**
- **Hazard Pay Proposal for FY 22.** Request EMHC and KDU estimated \$1,863,680.00 (128 employees) available and allowable is \$2,675,354.52. According to NAFOA allowable Hazard pay rate up to \$14.00 per hour in addition to hour rate. Request to include a split code for payment to come from Fund Account 2559 (COVID-19 IHS Tribal Operated Programs) Submission would be for actual in person hours worked, this excludes working from home and any leave taken.

**Motion:** Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **Inline Group** to work with nurse practitioner for rates. Pending legal review. Recruiting company. Assistance: Cost will vary based on number of nurses and other staff recruited as locums and if we are to hire permanency as employees Budget COVID-19 Funds. 6 month \$22,500.00. 12 month \$34,500.00. 24 month \$49,500.00.

**Motion:** Councilman Cory Spotted Bear moved to forward to TBC. Councilman Fred Fox seconded the motion. Vote: 4-0-0. Motion carried.

- **Adding pediatrics Medicus Firm** (Psychiatry, Pediatric physician and Nurse Practitioner) Cost available through 3<sup>rd</sup> Party COVID-19 funds.

**Motion:** Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **Contracts for Newman Signs, d/b/a Newman Outdoor Advertising** (Diabetes Wellness).

**Motion:** Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

- **Raina Weyrauch, RN, DNP** Contract for Family Medicine (3 Days in house and two days telemedicine).

**Motion:** Councilman Cory Spotted Bear moved to forward to TBC. Councilman Fred Fox seconded the motion. Vote: 4-0-0. Motion carried.



Dr. Martin gave a report on Covid vaccine. 200 positive cases since July, 145 in the last month.

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

*Item deferred.*

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

*Item deferred.*

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

*Item deferred.*

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

*Item deferred.*

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

*Item deferred.*

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

*Item deferred.*

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

*Item deferred.*

**H. Grants & Donations / Life & Limb – Alva Irwin/Trudy OldCrane**

*Item deferred.*

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

Request to authorize hazard pay, for KDU, CHR, and Circle of Life employees for days worked in office from April 5, 2020 through March 31 2021. This COVID-19 Hazard pay would be paid using the COVID-19 Operated Programs funds in the Master Health Contract. The total amount to be paid would be \$62,520 Fund Code 2402, 500K.

**Motion:** Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.



Flex Time Request for KDU. Health Administration is requesting approval to allow for flex time within the pay period for all KDU employees. Occasionally, KDU employees have over 40 hours in a week and are then paid overtime for all hours over 40. There have been instances where employees have used leave, sick, annual, or admin. In the pay period and also received overtime because their time is currently based on each week of the pay period being at 40 hours. Requesting to be able to flex hours between week 1 and 2 in the pay periods to equal a total of 80 hours per pay period. This will allow for leave hours to be adjusted to avoid overtime in pay periods where leave is used.

**Motion:** Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

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

*Item deferred.*

**K. Kidney Dialysis Unit (KDU) – Elizabeth Bluestone**

*Item deferred.*

**L. Child Safety Center Vincent Roehr, Director**

*Item deferred.*

**M. Tribal Insurance Department – Charity Yessilth**

Request for Proposal Cost Comparison. RFP didn't have a motion last TBC. Councilwoman Monica Mayer states, all the information has been requested has been researched out. Councilwoman V. Judy Brugh asked, do they pay for scans? Charity states, yes. One of the community members was not helped, they will have to go through HR benefit employee.

**Motion:** Councilman Cory Spotted Bear forward to TBC to make a decision at TBC. Councilman Fred Fox seconded the motion. Vote: 4-0-0. Motion carried.

- **Ability Cost Proposal. Software \$20,000 per year.**

**Motion:** Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

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



THREE AFFILIATED TRIBES  
TRIBAL BUSINESS COUNCIL  
HEALTH & HUMAN RESOURCE COMMITTEE MEETING  
OCTOBER 5<sup>th</sup>, 2021 MINUTES  
[NO CLOSED SESSION CONTENT]

COVID-19 Hazard Pay for staff, brought up at a couple Committee meetings and it went through TBC. Staff is still waiting to get paid. Councilwoman Monica Mayer states, not sure why it hasn't been done.

**Motion:** Councilman Fred Fox moved to reaffirm tomorrow at TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 4-0-0. Motion carried.

Wanted increased for the past several years. Looking for an overall 10% for all Social Services staff. Need to hire 2 more staff with the monies. Staff works weekends and work into the night.

**Motion:** Councilman Cory Spotted Bear moved to forward to TBC for 10% pay increase for 17 employees. Councilman Fred Fox seconded the motion. Vote: 4-0-0. Motion carried.

Short staffed by 5 employees. Should include this in the discussion tomorrow. Forward to TBC for further discussion at TBC along with the prior motion.

Judge Gwin threw out a case where fentanyl was involved. The Judge released a person who is a fentanyl user (minor). The judge released the youth. Now nobody can find the boy. Councilwoman V. Judy Brugh suggested to talk to the Chief Judge. The youth lost his bed at a treatment center. Councilwoman Monica Mayer heard this Judge has been unprofessional. Nicole McCarty is using, been to treatment 14 times, she lost her children, this Judge let her go. Councilman Fred Fox states, we need to address this in closed session tomorrow. Nicole discussed COVID issues, youth with COVID. Would like to use the Child Safety Center. Councilwoman Monica Mayer states, we need to also discuss this tomorrow.

**O. Human Resources** – *Melissa Brady, Director*

*Item deferred.*

**VI. ADJOURNMENT:**

**Motion:** Councilman Cory Spotted Bear moved to adjourn the meeting. Councilman Fred Fox seconded the motion. Meeting adjourned at 3:50 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 3<sup>rd</sup> day of November, 2021 ; 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 3<sup>rd</sup> day of November, 2021.

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