



CALL TO ORDER:

Councilwoman Monica Mayer called the meeting to order at 11:02 AM.

I. ROLL CALL:

Present: Councilman Fred Fox, Councilman Cory Spotted Bear (*conference call*), & 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: 3-0-0. Motion carried.

III. APPROVAL OF MINUTES:

• **June 23rd, 2022 Health & Human Resource Committee Minutes.**

Motion: Councilman Fred Fox moved to approve the June 23rd, 2022 Health & Human Resource Committee Minutes subject to minor corrections. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

IV. NEW BUSINESS:

A. Next Meeting Date

August 23rd, 2022.

B. Dental Bill

C.S. (child) medical bill for \$6,474.15. She is an enrolled member living on the reservation but did not get a referral.

Motion: Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

C. Health Care Bill

Elder L.I.E. owes \$2,500 on various bills and is requesting assistance to pay. She lives off Fort Berthold.

Motion: Councilman Fred Fox moved to forward to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

V. PROGRAM REPORTS:

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

Report submitted for the record. General Staff meeting Scheduled for August 3rd, 2022 at MHA Interpretive Center-Focus Cultural Competency. Distribution of EMHC Logo T-shirts. Site visit from SAMHSA Site Visit August 11th & 12th, 2022.



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Resolution for CDC Grant Application for Strengthening US Public Health Infrastructure Workforce and Data Systems Public Health Development. Letter of intent past due. Funds can be utilized in the following way: to hire people, sign on bounces, student-debt repayment plans, housing allowance, and hire another recruiter. Skills development and training.

Motion: Councilman Fred Fox moved to forward for CDC grant application to next TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

COVID Variants Update: Omicron strains BA.4 and BA.5 are the most prevalent circulation strains to date. EMHC Testers active in White Shield, New Town, Mandaree, Parshall, Twin Buttes, and 4Bears. Cumulative Date (through 6/21/2022): Total tests done 28,505, Total positives 2158, Positivity 7.6%, Active positives 8, Deaths 34, Current hospitalizations: 0. Continue to vaccinate children and in the field clinics and main clinic. Available vaccines are Moderna, Pfizer and Johnson & Johnson. Pfizer and Moderna approved for ages 6 months and older. COVID-19 vaccine approved on July 13, 2022. Novavax COVID-19 Vaccine, Adjuvanted is a 2 dose series approved for 18 and older. Similar technology to HPV and Hep B vaccines. Initial efficacy data reports that it is 90.4% effective in preventing mild, moderate, and severe COVID-19. The clinical trial was conducted prior to the emergence of delta and omicron variants. Side effect profile similar to mRNA vaccines, including increased risks of myocarditis and pericarditis. Onset of myocarditis and pericarditis is noted within 10 days of receiving the vaccine. Dr. Martin states, they have more cases in NY, we have one case in this area. 75% of cases of syphilis are native. Had 69 cases in ND. Councilwoman Monica Mayer, we need to do more prevention. Dr. Martin states they are doing a universal screening on anyone who comes into Elbowoods. Monkeypox Update provide. North Dakota: cases 1 in July 2022. Total confirmed monkeypox/orthopoxvirus cases: 2,891 in US.

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

Item deferred.

C. Circle of Life – Nelly Boyd, Director

Item deferred.

D. Good Road Recovery (GRR) – Dr. Joy Froelich, Executive Director

Submitted report for the record. 220 Clients currently receiving services The Director is requesting a limit on the number of times client can go back to treatment. Should we limit treatment to? Clients? Councilwoman Monica Mayer we need to set a policy & Procedure from Council to go to Sanford for treatment. Make sure to cap it at a certain amount. Councilwoman Monica Mayer should set up a policy for it.



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Councilwoman Monica Mayer suggest to check it out with the Betty Ford, and what policy they have and also the treatments. Councilwoman Monica Mayer states need to do testing for? on the ones who are leaving the Justice Center.

FTR: Councilman Cory Spotted Bear joined the meeting at 11:57 am.

Need to have the IMD waiver. Dr. Joy Froelich will get all the information and get back to Councilwoman Monica Mayer with it. Dr. Froelich states it's at 7. Sober living is not set up yet. Councilman Fred Fox if we put 7 million last year, this year it is 7 million, will have to add another 7 million to operate Sober Living. 17 million this year alone for treatment.

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

Report submitted for the record. Jared Eagle gave an oral report for Russell because they are up in Minot to assist with the Horse Relay Races at the ND State Fair. Working on tribal email for Face Book. They are moving into the old IHS building. Working on a contract for Sanford Power program for youth. Jason Krueger. To be a productive program we should be looking at a permanent place for the program. We need a central hub area with baseball/softball fields, soccer field, & Gym. The Big Goal is to have our own central hub for all the activities to take place. If we have our own place will not need to be asking the Schools or the Segment to use their buildings. We can have our own place & provide a lot more services to each community on the MHA Nation. Provided a list of varied events taking place in all segments.

F. Vocational Rehabilitation – *Jamie Hall, Director*

Item deferred.

G. Aging Services – *Polly Chase, Director*

Item deferred.

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

Item deferred.

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

Report submitted for the record. Program needs include additional staffing & office space.

1) Life & Limb Requests: (D are father and son, D is a teenager.)

- A. K.B.
- B. R.B.
- C. T.P.



- D. ZYB P

Motion: Councilman Fred Fox moved to forward Life & Limb requests to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

2) Life & Limb Request for Additional Benefits:

- G. W. C.

Motion: Councilman Cory Spotted Bear moved to approve and forward E. to TBC. Councilman Fred Fox seconded the motion. Vote: 3-0-0. Motion carried.

3) MAT program – Medicated Assisted Treatment.

MAT program – Medicated Assisted Treatment. Would like to get this covered, this is strictly for methadone. Have suboxone but not methadone treatment. Dr. Dr. Joy Froelich states Methadone is hard on the heart, which is why we go with suboxone, we will use our resources first and then outsource thereafter. Councilwoman Monica Mayer is not a fan of Methadone due to the side effects. She recommends to the committee to wait for more information about this.

J. Tribal Health – Jared Eagle, Administrator

5.5 million dollar purchase of a townhome community. (48 units) There is additional 5.4 million for the land that it is on. Will be on a 99-year lease agreement. This would be for clinical staff. The contract can be canceled for late payment. Will be off reservation. Councilwoman Monica Mayer stated that she has no interest purchasing any units that are off the land. The committee felt this purchase would not be in the tribe's best interest. Councilwoman Monica Mayer advised Mr. Eagle to let them know that the tribe is not interested. CEO Stella Berquist will write the letter and send it. North Segment lost 40 units to fire. Councilwoman Monica Mayer would like to see the data on recovery centers. Dr. Joy Froelich has a meeting tomorrow with the Justice Center for services for treatment and services. Case managers work with them before leaving the Justice Center. Sahnish Healing Lodge currently has 10 beds open. PRC currently has 8 clients. Ms. Froelich will be meeting with the GTFJC tomorrow, July 27th, 2022. The budget for GRRC is 7 million and they are currently 63% spent. GRRC has been operational since 2018. They have just recently stated billing. Councilwoman Monica Mayer advise that she will be in support of it if there are some very strongly worded guidelines to it.

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

Report submitted for the record. There are 21 KDU patients. Jared states we over spent 1.5 million for the year. Federal dollars for KDU is not normal. It is written into the 386 contract, it is rare for tribes to get funded. KDU is currently working with Sanford on updating all policies & procedures for the KDU facility. Dr. Saleem is



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currently reviewing these policies and once he gives the approval with any changes, KDU will hopefully be presenting them during the August 2022 HHR meeting. KDU/Sanford is working with making sure we provide dialysis services to the MHA Nation in a safety manner following all Federal Laws, North Dakota Laws, and Renal Network 11 information needed monthly. Kidney Dialysis Unit currently dialysis 19 patients on three shifts every Monday, Wednesday, and Friday. KDU transports 2 to 3 dialysis patients from Mandaree Segment (1 patient from Mandaree occasionally will ask for a ride if he is not feeling good), 1 patient from White Shield Segment, 4-7 patients from the New Town Segment, 1 patient from Four Bears Segment. (If a patient is feeling sick, does not have transportation for the day, or the weather is bad we will transport any patient that requests a ride for the day). 1 Kidney Dialysis patient from New Town Segment is still admitted at a Skilled Nursing Facility and will be released when he is able to get stronger and goes through physical therapy. (June 2022) 1 Kidney Dialysis Unit patient from New Town Segment moved to Bismarck, ND. 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 has weekly meetings with RML architects on the new Kidney Dialysis Unit building proposal. KDU currently has 21 patients. New Town Segment: 10 Patients, Four Bears Segment: 2 Patients, Parshall Segment: 1 Patient, White Shield: 1 Patient, Mandaree: 7 Patients (Three patients are away due to medical issues but will be a patient when they return.)

L. Veterans Services – Robert Hunter Sr., Director

Item deferred.

M. Tribal Insurance Department – Charity Yessilth, Director

Item deferred.

N. Food Distribution Program – Lionel Chase, Director

Item deferred.

O. MEIP – Lisa Yellow Bird-Chase, Director

Item deferred.

P. Child Safety Center - Vincent Roehr, Director

Item deferred.



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

Item deferred.

R. Human Resources – *Melissa Brady, Director*

1) Report.

Report submitted for the record. HR meets with employees and directors on a daily basis for disciplinary, benefits, and assists with questions. HR continues to meet regularly with Big Fire law Firm for the updated Personnel Policy & Procedures handbook. Every other Tuesday. Every Friday morning the Benefit Specialists and HR Director have a zoom meeting with the broker, MMA to discuss any ongoing issues. Meeting with HR, GRRC, legal to discuss MOU on hiring and background processes Assistant HR Director and Benefit Specialist attended THRP (Tribal HR Professional) training and are now certified. 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 1,613 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 Background Verification Specialist, Benefit 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. HR is still working on the policy manual update with Big Fire Law Firm. We are also working on exemptions for applicants in recovery for specific positions within Recovery programs such as Healing Hearts Lodge and GRRC. Big Fire Law Firm, Sharon Thompson, HR and the GRRC CEO have met on this issue. UPDATE: Dr. Froelich and HR met and agreed the criteria would be stated in the job description for those positions. Dr. Froelich is working on other criteria to be named. Tyra Wilkinson prefers receiving all of the policies together as one document for review. When completed, we will present to TBC. With Big Fire Law Firm, the following policies have been revised and reviewed: Drug & Alcohol Policy, Employee Complaints & Grievance Policy & Procedure, Years of Service Payout Policy, Cell Phone Policy, Social Media Policy, Vehicle Use & forms (incident report, vehicle authorization, etc.), Background Check Policy, Bereavement Leave, and Arrests & Convictions Policy, Sexual Harassment, Disciplinary Action, Workplace Violence, and HR Records Retention. Drafting a Hazard Pay policy for the Tribe, per CEO directive. Will work with others for feedback and review before presenting to full TBC. Benefits is looking to transition from the Ease platform to the WFG system for Benefit Administration. We are currently working with WFG and the CFO's office to see if feasible. Approved. We are hoping to send out an RFP for a new 401(k) plan administrator soon. Working with an associate of John Fredericks for a draft. UPDATE: RFP



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draft is with TAT Legal. Background Investigator, Background Verification Specialist, Assistant HR Director and HR Director are currently completing the Background Investigations certifications. Employee Orientation Dates: July 27th, 2022 & August 31st, 2022.

2) Insurance Analysis

Marsh McLennan, Jim Nyhof, Employee Health & Benefits Advisor with Marsh McLennan Agency. The client's data from 1/1/2021-6/30/2022 was adjusted for large claims, enrollment changes, trended and the blended with the IVIMA manual to derive the IVIMA projected premium increase for 1/1/2023. The analysis shows a needed increase of -1 %. The experience since 1/1/2021 has been very consistent with PMPM claims costs within 5% for the two tested time periods. The loss ratios associated with these claims have been well below the assumed carrier target. Another near flat increase does appear to be a proper expectation for the 1/1/2023 renewal. The current carrier does typically utilize a pooling point that is well below what is needed for a client of this size. The pooling methodology removes claims over the pooling point and then adds back in the claims that are expected for a like sized group. If the pooling point IS set too low it can provide too high of a claim's adjustment, and arbitrarily increase the renewal projection from the carrier. MMA will ensure that this is monitored and discussed with the carrier at renewal. He has been helpful getting information from Sanford. Jim spoke about the vision and dental part of insurance. Sanford & Trinity are the top two providers now. Jim spoke about claims and the different plans. Councilwoman Monica Mayer what are the high-cost claims, is like stop loss? Yes. Sanford does not have the programs in place to take an employee. He states they have a program that does that. Councilwoman Monica Mayer gave a quick statement about what Jim is talking about. Councilwoman Monica Mayer asked CEO to look at how much MHA spent on dental bills in the past 2 years. This is a better plan at less cost.

Motion: Councilman Fred Fox moved to forward plan to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

VI. CLOSED SESSION:

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

B. HR Federal Programs

VII. ADJOURNMENT

Motion: Councilman Cory Spotted Bear moved to adjourn the meeting. Councilman Fred Fox seconded the motion. Meeting adjourned at 1:39 PM.



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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 23rd day of August, 2022 ; 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.
23rd day of August, 2022.

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