



CALL TO ORDER:

Councilwoman Monica Mayer called the meeting to order at 1:18 PM.

I. ROLL CALL:

Present: Councilman Robert White, Councilman Cory Spotted Bear, & Councilwoman Monica Mayer. *Quorum established.*

II. APPROVAL OF AGENDA:

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

III. APPROVAL OF MINUTES:

- 1) September 29th 2023 Health & Human Resource Committee Minutes.
- 2) November 30th, 2023 Health & Human Resource Committee Minutes.

Items deferred.

IV. NEW BUSINESS:

A. Next Meeting Date
January 30th, 2024.

B. Cataract Surgery – Evelyn Poitra

Addressed with C, under New Business.

C. Eye Surgery – Anita Howard-Deane

Referred from Elbowoods for eye surgery. Higher level isn't covered according to Dr. Kathy Eagle. Charity Yessilth states they do not cover a specialized lens and under Tribal Health Insurance. \$500 per eye is the most they cover. Councilwoman Monica Mayer explained that we have done this before, so precedence has been done. 75% will be assisted with.

Motion: Councilman Robert White moved to forward with a recommendation of 75% cost to elder for specialized lens to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

Discussion: Then go to the community board.

Motion: Councilman Robert White move to forward a recommendation of 75% cost to elder for specialized lens to TBC. for Evelyn Poitra. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.



Discussion: Then go to the community board.

V. PROGRAM REPORTS:

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

Report submitted for the record.

1) Connie Ebach FNP Contract.

Contract renewal for Connie Ebach. Pending Dr. Martins final approval.

Motion: Councilman Robert White moved to forward Contract renewal for Connie Ebach to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

2) Master Service Agreement Renewal

Motion: Councilman Robert White moved to forward Master Service Agreement renewal to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

3) One Chart Link Partner Agreement

Initial drafting by April Wilkinson.

Motion: Councilman Robert White moved to forward One Chart Link Partner Agreement to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

B. Community Health Representative (CHR) – Braedyn Taft, Director

Item deferred.

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

Item deferred.

D. Fitness & Recreation – Russell Young Bird, Director

Item deferred.

E. Vocational Rehabilitation – Jamie Hall, Director

Councilman Robert White asked for policies from the dept. CEO office will get their reports from programs. Jared Eagle and CEO will look at dept. activity and reports.

F. Aging Services – Polly Chase, Director



Item deferred.

G. LIHEAP – Rose Crow Flies High, Director

Item deferred.

H. Grants & Donations / Life & Limb – Felicia Jimenez, Director. [HIPAA SENSITIVE]

Motion: Councilman Robert White moved to approve the following Life & Limb Applications:

- G.C. [XXXXXX]
- L.S. [XXXXXX]
- K.S.W.O. [XXXXXX]
- B.J.G. [XXXXXX]
- D.B. [XXXXXX]

Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

I. Tribal Health – Jared Eagle, Administrator

Skeleton Crew, follow up to get approval for Executive Committee for weather. This was vetted on January 23. Only the Chairman can give leave. This would ensure coverage and give those a break that must drive and double the pay for those who must work on an admin day.

- 1) Skeleton Crew Approval Health System EMHC, Recovery, CHR, KDU**
EMHC and Field Clinics have been granted all Federal Holidays as administrative leave. Occasionally, there are times that non-essential staff are released early authorized by the Three Affiliated Tribes Tribal Chairman as a result of weather, holiday (non-federal), events. Essential Staff in health care includes all staff that have direct patient care responsibilities and are required to be present to provide direct care patient services. Certain personnel are essential to the delivery of health care service (Ambulatory Care) non-emergency medicine to the tribal membership and the public. The following is a list of positions considered essential to direct patient care and required to work for those that are considered essential and therefore may be required to work. "Skeletal crew"

Motion: Councilman Robert White moved to forward Skeleton Crew Approval Health System EMHC, Recovery, CHR, KDU forward to Executive Committee. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.



2) Resolution KDU Disposal Fees

KDU Construction TERO and Disposal Fees. All others were waived except for the disposal fees. Current Contract Amount: \$10,866,475.07. 2.5% TERO Fee Paid: \$ 271,661.87. 1% Disposal Fee NOT Paid: \$ 108,664.75

Motion: Councilman Robert White moved to forward resolution for the Waiver of KDU Disposal Fees to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

3) Grand Opening for Kidney Dialysis Unit.

All the Council and Committee were invited. The Kidney Dialysis Unit will be moving into the new building the week of January 22, 2024.

4) Shelby Stein Educational Leave Approval

Tribal Health employee is enrolled at Minot State University in the Master's program for Management and requesting educational Leave to attend the class.

Motion: Councilman Robert White moved to forward Shelby Stein Educational Leave Request to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

5) KAT Native Reach App and GHTV Approval

Kat & Company want this for all health programs, and would like all to use this app. An annual \$9,425 fee.

Motion: Councilman Robert White moved to forward KAT Native Reach App and GHTV to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

6) Van Purchase

GRRC is seeking to authorize 1 new van and trade in 2 they have that has over 100,000 miles on each. Four Bears are donating a van.

Motion: Councilman Robert White moved to forward Van Purchase to TBC. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

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

Report submitted for the record. KDU currently has 21 patients. New Town Segment: 14 Patients, Four Bears Segment: 2 Patients, Parshall Segment: 2 Patient, Mandaree: 3 Patients, White Sheild Segment: 1 Patient. KDU Grand Opening will be on January 9th, 2024, at 10 AM.

K. Tribal Insurance Department – Charity Yessilth, Director



Report submitted for the record. Stop-Loss Members (15) Bills that exceed \$200,000. If members do not comply with the Stop-Loss requirements and Tribal Insurance exhausts all efforts to get in touch with them, can we terminate coverage?

Motion: Councilman Robert White moved to forward policy to terminate clients that do not respond to updates and stop loss information forward to Executive Committee. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

1) Approval Renewal of New Self-Insured Plan

2024 Sanford/CBiz Renewal. Sanford Admin Fee increasing from \$41.00 to \$43.00 per member as of 01/01/2024. Keep current Children's Dental Anesthesia: No prior authorization needed for Anesthesia for children under age 5. Keep current RSV for Infants: Covered for eligible members at member cost-share (Deductible + Coinsurance) Keep current RSV for Infants. Keep COVID-19 OTC Diagnostic Tests & TeleHealth. Stop Loss Carrier stay at \$200,000: Implement Stop Loss Dialysis Management Program. Pharmacy Formulary Change Humira Brand name drug prescribed as "Medically Necessary". 2024 Dental (United Concordia) & Vision (Davis): No rate changes: Dental: \$ 13.80 single/ 44.99 Family - Vision: \$ 3.32 single/ \$ 9.62 Family. Resolution No.18-11S-FWF- EMHC-Billing the Tribal Self-Funded plan: 42% (\$ 1,970,244.36) of Self-Funded Pharmacy cost \$4.7M. Genetic therapy, one session costs 1 million dollars. Also, our insurance does not cover weight loss medicine such as Ozempic.

Motion: Councilman Robert White moved to forward for 2-year renewal for CBiz for Sanford to forward to Executive Committee. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

FTR: Grants and Donations will be taking all Dental Requests from now on. Tribal Health will not take these anymore.

L. Social Service – Whitefishwoman, Director

Presented this in Nov. This second bill is for an infant baby's ambulance ride. The baby survived. Medicaid will not pay around \$52,96?

Motion: Councilman Robert White moved to forward to TBC after vetting out the next day or two. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

M. Regenerative Medicine - Susan Fredericks

Item deferred.

N. Human Resources – Melissa Brady, Director



Report submitted for the record. Background Investigator is now certified in Advanced Adjudication. Waiting for their upgraded adjudication to be completed so they can begin LE adjudications. Two HR staff will become THRP certified in January 2024. Currently working with Health Administration and EMHC to draft an employee suicide protocol. Tribal Programs' Benefit Eligibility- Twin Buttes, Thunder Butte & Make Cents - conversation with Big Fire. Make Cents will no longer be on the Tribe's Employee Benefits plan, per ERISA compliance. effective 1/1/2024. Thunder Butte will have to find their own plan. Attorneys are checking on Twin Buttes CDC for eligibility.

1) Updated Service Agreement.

Motion: Councilman Robert White moved to forward updated First International Service Agreement to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

2) 401(K) Plans

Pentegra platform moving new funds in Empower and recommend moving the fund to something comparable.

Motion: Councilman Robert White moved to forward 401(K) Plans to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

Discussion: Will have a working session before February 18th.

3) Lived Experience Policy

The Three Affiliated Tribes ("Tribe" or "Tribal") is committed to hiring qualified individuals with Lived Experience to fill positions involving work with individuals with substance use and mental health disorders to contribute to the overall success of such individuals. The Tribe is aware that individuals with Lived Experience are increasingly being employed in a range of clinical settings to assist individuals with substance use and mental health disorders achieve better outcomes with their own recovery. In this sense, the Tribe recognizes that individuals with Lived Experience can make significant contributions to the health and wellbeing of its membership. The Tribe is also aware that individuals with Lived Experience may have criminal backgrounds due to previous substance abuse and related mental health issues and may not pass a standard employment background check. In such cases, the process outlined in this Lived Experience Hiring Policy. Applicants will need to show support letters to show they are rehabilitated. Applicants must provide support letters and documentation that shows the applicant is rehabilitated.



THREE AFFILIATED TRIBES
TRIBAL BUSINESS COUNCIL
HEALTH & HUMAN RESOURCE COMMITTEE MEETING
JANUARY 4th, 2024 MINUTES
[CLOSED SESSION CONTENT EXCLUDED]

Motion: Councilman Robert White moved to forward to Lived Experience Policy to TBC subject to Legal review. Councilman Cory Spotted Bear seconded the motion. Vote: 3-0-0. Motion carried.

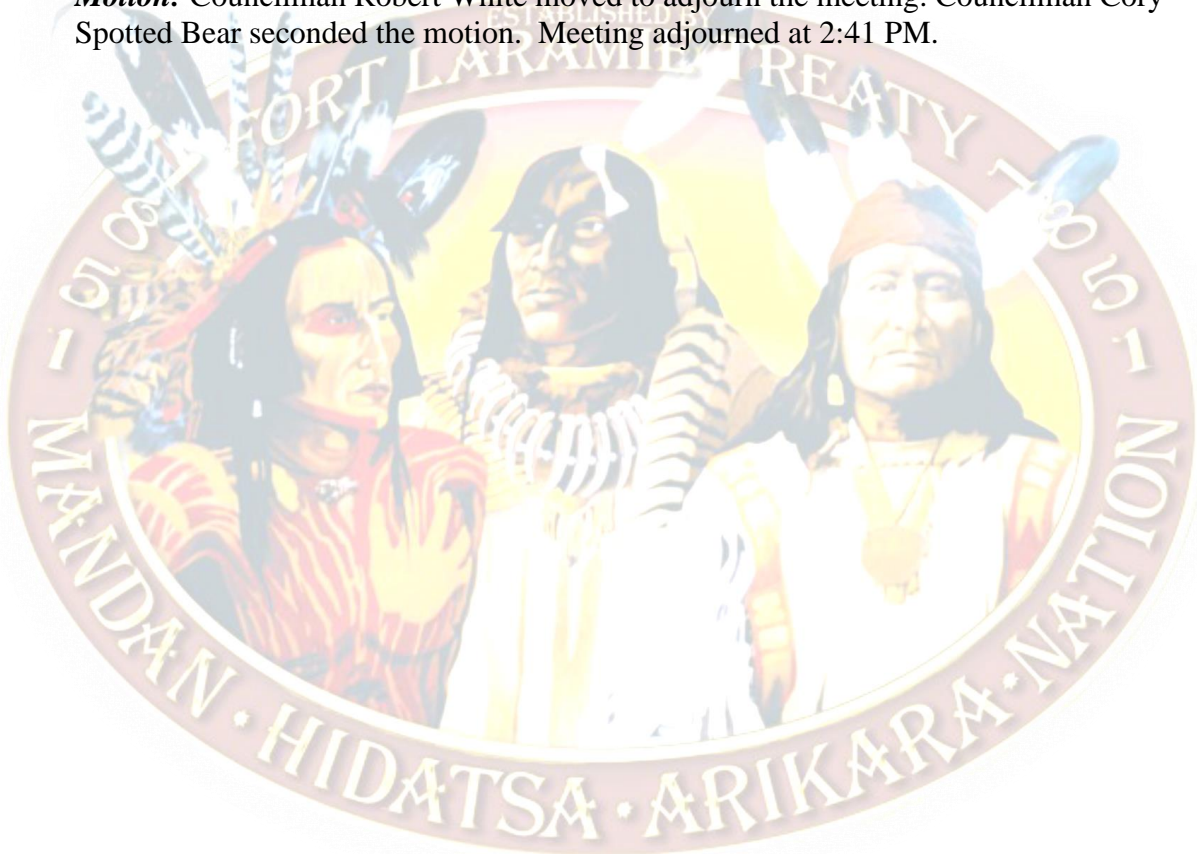
VI. CLOSED SESSION

A. Kidney Dialysis Unit – *Elizabeth Lone Bear, Director*

B. Social Services/Child Safety Center– *Whitefishwoman, Director*

VII. ADJOURNMENT

Motion: Councilman Robert White moved to adjourn the meeting. Councilman Cory Spotted Bear seconded the motion. Meeting adjourned at 2:41 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 29th day of January, 2024 ; 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.
29th day of January 2024.

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