

**TRIBAL COUNCIL MEETING MINUTES  
OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD INDIAN NATION, MONTANA**

Volume 22 Number 82  
Council Chambers, Pablo, MT

Held: September 8, 2022  
Approved: September 20, 2022

**MEMBERS PRESENT:** Tom McDonald, Chairman; Len TwoTeeth, Vice-Chairman; Martin Charlo, Secretary; Ellie Bundy, Treasurer; Mike Dolson; Jennifer Finley; Carole Lankford; Jim Malatare; and James “Bing” Matt.

**MEMBERS ABSENT:** Dixon District (Vacant).

**OTHERS PRESENT:** Jennifer Trahan, Council Office Manager; James Steele, Sr., Sergeant at Arms; and Abby Dupuis, Recording Secretary.

The meeting was called to **order** at 9:03 a.m. Quorum established.

The meeting was opened with a **prayer** by Mike Dolson.

The **Tribal Council Meeting Minutes** for September 6, 2022 were presented for approval.

**MOTION** by Len TwoTeeth to approve the Tribal Council Meeting Minutes for September 6, 2022, with corrections. Seconded by Mike Dolson. Carried, 8 for; 1 abstention (Tom McDonald).

The **agenda** was presented for approval.

**Jim Malatare** attended the Harvest Fest event in Arlee last night, and it was well attended. He thanked the Tribal Health Department for their efforts to have weekly activities in the local communities.

**Len TwoTeeth** mentioned a letter regarding the solid waste issue coming up with the Lake County Commissioners. As we move forward, it appears they will implement the \$180.00 fee. He wants to look at allocating funding to pay this fee for the elders. **Carole Lankford** spoke to someone on Medicaid that pays property taxes. She was told the elderly/disabled can apply for a reduction in taxes and the individual received an 80% reduction in her property taxes. Carole wondered if tribal elders could apply for a reduction for the waste disposal fees. Carole wants the Elders Program aware of that. **Chairman McDonald** commented it is a fee and not a tax. He would like to find a way to assist elders.

**Martin Charlo** suggested looking into getting garbage service for our elders instead of paying the dump fee; he thinks that would be more beneficial. **Bing Matt** was talking to an individual in Arlee that is paying \$700 per year for garbage pick-up services, so the individual would rather pay the \$180 yearly fee. **Chairman McDonald** mentioned the importance of our carbon footprint and recycling. He wants to endorse reducing the amount of garbage being generated and use of reusables as much as possible. We need to use a method that supports climate change.

**MOTION** by Mike Dolson to approve the agenda, with changes. Seconded by Bing Matt. Carried, unanimous (9 present).

**Chairman McDonald** discussed the Tribal Council's upcoming schedule. The Charles M. Russell fieldtrip is next week. The Electrify Montana Workshop is in Missoula next Tuesday, so there will be no council meeting that day. Bing Matt will be gone next Thursday, but there will still be a quorum. **Martin Charlo** planned on attending the Post and Pole site four-day planning meeting, but that may be condensed. He can attend the council meeting on Thursday, if he is needed for a quorum. **Len TwoTeeth** will be attending ATNI the following week (September 18-22). There is a dog shelter meeting on the 21st at 1:00 p.m. **Chairman McDonald** will be serving on a panel at a workshop about rich people giving to Native American tribes on September 22. Tom sent the information to Jennifer. The Jones family are billionaires that made the largest contribution in the history of the state to MSU. They want to meet with CSKT and follow up to make sure some of their money went to the SKC Nursing program. It would be a good opportunity to be a good neighbor and let them know about us. We could talk about what is on their landscape that they purchased, go over our program needs, provide a presentation on the history of our people, take them on a fieldtrip and show them the SKC Nursing program, and discuss unmet needs for our communities. Chairman McDonald will be participating in a transboundary conference September 26-27 in Wenatchee. It will be specific to mining, and Tom encouraged all council members to attend. Chairman McDonald and Mike Dolson plan to attend the Columbia River Treaty Workshop on October 5-6 in Spokane, and some tribal staff might accompany them to the meeting. The council will be meeting with the Lake County Commissioners on September 20. **Ellie Bundy** will be giving a MMIP presentation in Missoula on September 19. **Martin Charlo** plans to participate in the roundtable next Thursday, from 2:00 p.m. to 5:30 p.m., regarding the ICWA decision. **Len TwoTeeth** will be attending a two-day workshop during the general assembly with all the Kootenai Bands September 28-29.

**Patricia Hibbeler**, Tribal Member Services; and **Tammy Matt**, Tribal Health Department; gave an update on COVID-19. Tammy reported the number of new COVID-19 cases has decreased, but that might be due to people not self-reporting. Tribal Health moved away from doing case investigations across the

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board and instead they are focusing on congregate settings, schools, and jails, who are at high risk. There are currently 20 active COVID-19 cases and 1 hospitalization in Lake County. There has been a total of 7,964 cases since the beginning of the pandemic and 106 deaths. 39 of those deaths were CSKT members or descendants, 1 Navajo, and 1 from an undesignated tribe. There has been a total of 111 hospitalizations for CSKT, and the County stopped tracking the number of hospitalizations in the county. There has been a decrease in hospitalizations from the Omicron variant. CSKT just received the specific Omicron vaccine and will be rolling it out during the annual mass flu vaccine clinics; it is available at the pharmacy, as well. The timeline to receive the vaccine is two months after the last dose was taken. Tammy discussed issues regarding the COVID-19 leave letters for employees; they must complete the reporting forms in order to receive leave. She asked that a reminder of the process be issued to employees. Some employees opt out of reporting. **Chairman McDonald** asked about the COVID leave. **Patricia Hibbeler** stated the COVID leave continues through the end of this calendar year. The policy does not need to be changed at this point, and she will continue to watch the numbers and make a recommendation in October or November. **Tammy Matt** reported that the CDC guidelines have changed and it is recommended that people isolate for 5 days if they have the virus. Close contacts no longer need to quarantine. People testing positive for COVID-19 need to wear a mask for 10 ten days, and they can go to work if they have no symptoms and wear a mask. **Len TwoTeeth** asked if any employees were in leave-without-pay status due to COVID-19. **Patricia Hibbeler** stated within the seven departments she oversees there were no employees that went into leave-without-pay status. Some employees used leave sharing. The CDC has learned a lot about COVID-19 which prompted the new guidelines that came out. Tammy thinks COVID will be here, just like the flu. The CDC guidelines will probably continue to change. **Len TwoTeeth** acknowledged Tammy for going above and beyond during the pandemic; the Tribes are fortunate to have her on staff. Len has seen the work Tammy has done and the people she has helped. During that time many people were upset about the uncertainty of things, and he thanked Tammy for the work she has done.

**Tammy Matt** gave a report on monkeypox. There have been 5 confirmed probable cases in Montana in 4 counties (Lake, Gallatin, Hill, and Flathead). Those cases are considered probable until the CDC makes a final determination. The Lake County case was an adult with no high-risk contacts identified. The person infected in Lake County is doing well. Monkeypox is highly contagious if you touch the rash, and it will spread very easily. The virus cannot be spread before the development of symptoms. Monkeypox has flu-like symptoms and 4-5 days after those symptoms a painful rash appears. The rash looks similar to smallpox. If the rash is on a person's hands, there is a risk of transmission. The virus lives on hard surfaces for two weeks, so intense cleaning is recommended. The rash is infectious until the scab heals and new skin grows over the scab. Infected people must remain in isolation until that happens. High-risk close

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contacts will receive a vaccination and they are high priority for vaccines. Missoula and Flathead Counties have the vaccine available. Sex workers and individuals who engage in having various anonymous sex partners are considered high risk. It can be up to four weeks for the scab to heal. If CSKT has a case and identifies a number of close contacts, the vaccine will be accessible. The vaccine dose in the vial must be used within 8 hours. There is an infographic on the Tribal Health Department webpage that provides general information. The virus can be transferred through indirect contact, such as being in close contact with an infected person, clothing, bedding, and touching items that are infected. THD is asking people to call ahead if they want to be seen in the clinic for monkeypox so proper measures can be taken to disinfect and decontaminate the area. Pharmacies have the Pfizer booster but not the Moderna booster. The information for upcoming vaccine clinics will be sent out. **Jennifer Finley** asked if THD has contacted S&K Gaming to make recommendations. **Tammy Matt** will reach out to S&K Gaming and area hotels. **Patti Hibbeler** will have Tribal Health follow up with Law and Order.

**Tammy Matt** gave a report on the West Nile virus symptoms and treatment. There has not been any human cases in the state. There were 4 mosquito pools that tested positive. Those are usually east of the divide. They found it in two horses in Philips County and Lewis & Clark County. Wearing repellent clothing and minimize standing water are suggested. **Chairman McDonald** talked about the number of open ditches on the reservation. Tom advocates those ditches in communities within town or city limits be piped and buried so we do not have mosquitos coming off them. There is funding available to do that. There is a ditch running on the west side of Ronan. He hopes Tammy would be an advocate for piping and burying those ditches. Nearly every community has a ditch that gets stagnant. As we move forward with climate change, an increase in probability for these types of wildlife diseases will be greater as time goes on, so we need to be aware of where the insects are coming from and new diseases coming. Chairman McDonald would appreciate due diligence from Tribal Health to get ahead of it.

\*\*\*\*\* **Break** \*\*\*\*\*

**Greg Spahr** and **Ruth Swaney**, Financial Management, requested approval of a letter to Tricia Tingle, Associate Director, BIA – OJS, requesting approval of the proposed expenditure of remaining Tribal Justice Support funds awarded in fiscal year 2019 in the amount of \$45,164.95. CSKT is developing a drug/wellness initiative for the Tribal Court and would like to use the funds to provide training in wellness concepts to be implemented in juvenile justice matters.

**MOTION** by Carole Lankford to approve the letter to Tricia Tingle, Associate Director, BIA – OJS, requesting approval of the proposed expenditure

of remaining Tribal Justice Support funds awarded in fiscal year 2019 in the amount of \$45,164.95. Seconded by Ellie Bundy. Carried, unanimous (9 present).

**Greg Spahr** and **Ruth Swaney**, Financial Management, requested approval of a resolution approving modification 11 to the fiscal year 2022 total budget allocations for General Fund, Dedicated Trust, Compacts, Contracts and Grants, Water Compact, and Settlement Funds.

**MOTION** by Ellie Bundy to approve by resolution modification 11 to the fiscal year 2022 total budget allocations for General Fund, Dedicated Trust, Compacts, Contracts and Grants, Water Compact, and Settlement Funds. Seconded by Bing Matt. Carried, 9 for; 0 opposed; 0 not voting.

**RESOLUTION 22-051**

**RESOLUTION APPROVING MODIFICATION 11 TO THE FISCAL YEAR 2022 TOTAL BUDGET ALLOCATIONS FOR GENERAL FUND, DEDICATED TRUST, COMPACTS, CONTRACTS AND GRANTS, WATER COMPACT, AND SETTLEMENT FUNDS**

**BE IT RESOLVED BY THE TRIBAL COUNCIL OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES:**

**WHEREAS**, the total budget allocations need to be revised for increases and decreases for a net increase of \$2,983,042; and

**WHEREAS**, the total allocations by Fund and by Function will be as follows:

Function	Mod 10 Revised Total 8/9/2022	General Fund Increase/ (Decrease)	Dedicated Trust Increase/ (Decrease)	Compacts, Contracts, and Grants Increase/ (Decrease)	Water Compact Increase/ (Decrease)	Settlement Fund Increase/ (Decrease)	Total Increase/ (Decrease)	Mod 11 Revised Total 9/8/2022
Government Services	\$42,529,207	\$0	\$0	\$37,032	\$0	\$0	\$37,032	\$42,566,239
Health and Human Services	\$103,493,264	\$0	\$0	\$326,227	\$0	\$0	\$326,227	\$103,819,491
Natural Resources	\$56,615,766	\$0	\$0	\$2,557,283	\$0	\$0	\$2,557,283	\$59,173,049
Government Operating	\$2,200,724	\$0	\$0	\$0	\$0	\$0	\$0	\$2,200,724
Education	\$17,036,457	\$0	\$0	\$0	\$0	\$0	\$0	\$17,036,457
Administration	\$19,428,532	\$0	\$0	\$0	\$0	\$0	\$0	\$19,428,532
Court/Probation	\$1,861,000	\$0	\$0	\$62,500	\$0	\$0	\$62,500	\$1,923,500
Law Enforcement	\$3,041,500	\$0	\$0	\$0	\$0	\$0	\$0	\$3,041,500
Legal	\$4,100,912	\$0	\$0	\$0	\$0	\$0	\$0	\$4,100,912
Forestry	\$19,768,427	\$0	\$0	\$0	\$0	\$0	\$0	\$19,768,427

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Capital Programs	\$9,142,918	\$0	\$0	\$0	\$0	\$0	\$0	\$9,142,918
Per Capita	\$9,550,000	\$0	\$0	\$0	\$0	\$0	\$0	\$9,550,000
Indirect Costs	\$3,852,706	\$0	\$0	\$0	\$0	\$0	\$0	\$3,852,706
Tribal Earmarks	\$1,302,898	\$0	\$0	\$0	\$0	\$0	\$0	\$1,302,898
<b>Total by Fund</b>	<b>\$293,924,310</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,983,042</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,983,042</b>	<b>\$296,907,352</b>

**BE IT RESOLVED** by the Tribal Council of the Confederated Salish and Kootenai Tribes to approve Modification 11 to the FY 2022 Total Budget Allocations for General Fund, Dedicated Trust, Compacts, Contracts and Grants, Water Compact, and Settlement Funds for a net increase of \$2,983,042; and

**BE IT FURTHER RESOLVED** that the FY 2022 Total Budget Allocations for General Fund, Dedicated Trust, Compacts, Contracts and Grants, Water Compact, and Settlement Funds are increased from \$293,924,310 to \$296,907,352; and

**BE IT FURTHER RESOLVED** that the Office of Financial Management is delegated authority to revise, reallocate, and correct the amounts for programs, services, functions, and activities within the Total Allocation authorized and available in the aforementioned Funds.

**Darrell Clairmont**, Fire Control, requested approval to purchase capital equipment consisting of a flatbed for a heavy equipment truck.

**MOTION** by Len TwoTeeth to authorize the purchase of capital equipment consisting of a flatbed for a heavy equipment truck. Seconded by Jim Malatare. Carried, unanimous (9 present).

**Robert McCrea**, Fire Control, requested approval to change the use of funding and purchase capital equipment consisting of two UTVs. The request to purchase two UTVs instead of a boat was granted through the funding agency.

**MOTION** by Ellie Bundy to approve the change of funding and authorize the purchase of capital equipment consisting of two UTVs. Seconded by Jennifer Finley. Carried, unanimous (9 present).

**Darrell Clairmont**, Fire Control, gave an update on the unified letter regarding wildland firefighter pay. Ron Swaney was going to send the chairman a copy of that letter today. The participating tribes will get their letters signed and then a unified letter will be sent to Secretary Haaland.

**Michelle Mitchell** and **Miranda Burland**, Tribal Education Department, requested approval of changes to the Higher Education Policy to change the

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process for student appeals. There have been issues getting a quorum for the Tribal Education Committee meetings, so student appeals would be heard by the department head. In the event there is a conflict with the department head, the appeal would go to the executive director. **Chairman McDonald** suggested having the appeals reviewed by both the department head and the executive director.

**MOTION** by Carole Lankford to approve the Higher Education Policy Handbook, with the revision that appeals will be reviewed by the department head and the executive director. Seconded by Ellie Bundy. Carried, unanimous (9 present).

**Whisper Camel-Means**, Natural Resources Department, presented a request for a collection permit to do an updated geological survey of the rock formations at the Bison Range. Ellie Bundy would like a presentation on this matter.

**MOTION** by Ellie Bundy to approve a collection permit to do an updated geological survey of the rock formations at the Bison Range. Seconded by Martin Charlo. Carried, unanimous (9 present).

**Kari Kingery**, Natural Resources Department, requested approval of the 2022-2023 Yellowstone Bison Hunt Regulations. **Len TwoTeeth** suggested issuing badges to tribal member hunters. **Chairman McDonald** stated during orientation hunters are encouraged to make themselves visible for safety reasons. The program used to hand out lime green vests to the participants at the orientation. **Dan McClure** advised there are some of those vests left in the office. Hunters are not required to wear the vest, but they are asked to wear it when field dressing. All new hunters must go through the orientation. **John Harrison**, Legal Department, talked about the Beattie Gulch special hunt provisions and there was the creation of the specific color to identify CSKT hunters through the color of their vests.

**MOTION** by Len TwoTeeth to approve the 2022-2023 Yellowstone Bison Hunt Regulations. Seconded by Bing Matt. Carried, unanimous (9 present).

**Kari Kingery** and **Shannon Clairmont**, Natural Resources Department, presented a request for a letter of support for a grant submitted by Salish Kootenai College to implement research on the Bison Range for carbon sequestration and bison herd management. **Maureen McCarthy**, Lead Project Director, gave an overview of the project.

**MOTION** by Ellie Bundy to approve a letter of support for the Salish Kootenai College grant submission. Seconded by Jennifer Finley. Carried, 8 for; 1 opposed (Mike Dolson).

**Kari Kingery**, Natural Resources Department, gave an update on the America The Beautiful initiative for human-carnivore conflict management.

**Stephen Smallsalmon**, Nkwusm, informed council he had a good time dancing at the Wellpinit Pow Wow. He is 83 years old and people were still looking at him. He has been feeling really good. Stephen had a rough time last winter but now he is feeling great. The school has 52 children. Stephen has worked there for 19 years and built up that place. The school started out with 3 students. Stephen has spent many hours with an individual that wanted to learn the language. Our language is tough. He went to Butte-Anaconda for a movie and he had to talk Crow, and that was difficult. He got an agent in Bozeman and Hollywood. When he got there his agent from Bozeman gave him a list that contained only two words in Crow. The Crow language teacher said the list was wrong so he had to practice what she told him. He had two bosses. Stephen was asked to do another movie in Bozeman. He teaches the language at the Long House. Stephen was asked to work at the college, but he declined because he is already teaching at Nkwusm and the Long House. He is a full-blood Pend d'Oreille and he feels as though they are getting squeezed out. They have come a long way with the school and the pow wows. It is important to learn the language and build up the Nkwusm School. The dining room is not ready. The cooks were having a rough time last year; they had to cook at different places and bring the food in. It has been two years and it is important for the kids to eat there. Stephen wants the council to look at the school when the improvements are completed. The sidewalk is done; it was supposed to be close to the building but it was 15 yards out and nothing can be done about it unless two sidewalks are put in there. The people at the houses complain that they are ruining their yards by having dirt everywhere. They had the boundary lines checked out and he was told the entire parcel of land was owned by the Tribes. Stephen is requesting a fence at Nkwusm. They pray and sing before classes start. He wishes the Tribal Council would go see what they do there. Kids graduate from the eighth grade and some of them come back and work there. Stephen will come to the council meeting every week until the council tells him they will pay for the fence. He mentioned Carole helped him get in the movies and helped get him a bridge. Stephen told a story about when he was cutting wood and he was told that an Indian teacher was needed, so he went to work at Nkwusm and has been there 19 years. He wants the fence built before winter. **Chairman McDonald** told Stephen bids were obtained for a fence. He was notified by Lisa Shourds that it is not in her element. It would cost around \$10,000 to \$20,000 for a chain-linked fence. It is common to have a schoolyard fenced for safety reasons. It could be financed in the next fiscal year. It needs to go through the budget process to find a way to be financed once the council takes action to approve it. Even if we had the money today, it would take time to get a contractor to install it. The school speed limit zone of 15 miles per hour is not posted, so the council will mention it to Scott Johnston about getting it posted. Ruth Swaney, Financial Management,



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was available to obtain the information Stephen has. Stephen talked about Tony's position. It is getting close to October, and somebody needs to step into that job. He thought it would be best to advertise the vacancy. Stephen knows of a person he thinks would be good. **Chairman McDonald** responded that Clayton Matt is going to be meeting with the elders about the process. The vacancy will be advertised. Any qualified applicant will need to obtain a letter of recommendation from the elders group that they meet the conditions to be the Director.

**Scott Johnston**, Natural Resources Department, requested approval of modification 15, PSA #22, to Contract No. 16-184 with DJ&A to do a grant application and support letter for the Safe Streets and Roads For All Action Plan Grant through the Federal Highways Administration. A safety action plan has not been updated since 2015. **Len TwoTeeth** informed Scott that school speed limit signs need to be posted at Nkwusm School and maybe it could be included in this grant project. Scott advised he can get those signs posted as quickly as possible.

**MOTION** by Len TwoTeeth to approve the letter of support for the Safe Streets and Roads For All Grant. Seconded by Jennifer Finley. Carried, unanimous (9 present).

**MOTION** by Len TwoTeeth to approve modification 15, PSA #22, to Contract No. 16-184 with DJ&A to do a grant application for the Safe Streets and Roads For All Action Plan Grant through the Federal Highways Administration. Seconded by Ellie Bundy. Carried, unanimous (9 present).

**Shane Morigeau**, Tribal Executive Office; **John Harrison** and **Katie Jones**, Legal Department; requested to meet with council in **executive session**. **Thompson Smith**, Salish Pend d'Oreille Culture Committee, was present for discussion.

Council reconvened into **regular session**.

**Renee Camel**, **Crystal Reese**, **Chuck Reese**, **Matthew Beasley**, **Chuck Sanger**, and **Kenji Kobayashi**, Information Technologies, provided orientation on the IT Department. An RFP was issued for the development of the CSKT website. **Chairman McDonald** wants the website managed in-house. **Carole Lankford** mentioned information that comes out regarding broadband funding and the IT staff needs to be kept in the loop. **Chuck Reese** is keeping up on the progress of the grant. CSKT has been through three rounds of review. Crystal Reese advised CSKT did not apply for the \$100 million middle mile grant. Chuck stated there was no reason for us to go after the \$175,000 grant for discovery. **Len TwoTeeth** commented that BPA gave us two unlit fibers to use for governmental purposes and he asked why we have not accessed that. **Chuck Reese** responded our

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current network is leased services through the Ronan Telephone Company and their existing fiber. It is a far reach to access those two fibers. There were also strong stipulations for us to access those fibers and it would have only benefited connectivity in the Elmo-Hot Springs area. The back hall is the biggest problem and we get that from Missoula. We have internet in those locations already. We pay \$120,000 to Access Montana. **Len TwoTeeth** asked about the towers. **Chuck Reese** talked about the towers that came from the CARES Act. It complimented the Montana Rural 2.5 opportunity which is a licensed spectrum. We were awarded a 2.5 license for 5 years and then it was extended for 8 years. After that award, the CARES Act came out and we were asked what to do with the money in technology. One of the things was remote working and wireless access. International Towers built 4 towers within 180 days. There is a broadcast network but there is nothing to pipe anything into it. We could feed our internet connection through the towers but it would crash our network if we opened it up by offering everyone internet services. We do not have the capacity to deliver that. After that, the tribal broadband connectivity program opened up a grant. The staff attended several meetings about shaping the next award to bridge the gap between the 2.5 and CARES Act and develop a sustainable avenue for the funding source, and that is how it was shaped. It took care of the middle mile component we were missing. The entire fiber optic network from Kalispell, 200, 212, and the Big Draw was engineered, and it included back hall connectivity services with internet providers. If CSKT is awarded the ITNA grant, we can develop a utility to develop the last mile of connectivity. The latest update on that grant is that the June date was changed to September. All 4 towers are currently sitting idle. We can communicate to them from the tribal complex, but we have nothing to feed to them. **Len TwoTeeth** receives questions about how the towers are benefiting the membership and he has no information to answer them, and he would like information provided to the public. **Chairman McDonald** talked about the Ronan Telephone Company being for sale and asked if there is any advantage for the CSKT to own and operate that business. **Chuck Reese** commented that if we do get awarded, there would be a different set of factors related to making a decision; if we are not awarded, it would be a different set of factors in the Tribes' involvement with broadband connectivity. **Council** thanked the staff for always being responsive to the council's needs.

\*\*\*\*\* **Lunch** \*\*\*\*\*

**Renee Joachim, Audra Homegun, Evelyn Charlo, Shelley Grenier, Cory Clairmont,** and **Shanell Teigen**, Personnel Department; **Lisa Shourds**, Administrative Services; and **Rick Eneas**, Tribal Executive Officer; provided orientation to the council. Personnel's funding source is the indirect cost pool. Its mission statement is to administer the personnel policy for the tribal government, provide personnel management functions to the government, and provide services to the public. Renee gave an overview of the job duties of the staff, how jobs are filled, personnel policies, and services provided to employees.

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There was discussion about the grievance policy. Employees waive their right to file a grievance if they speak to the Tribal Council about the personnel matter. **Bing Matt** asked about the drug testing policy and if the CDL positions are being randomly drug tested. Renee advised all safety sensitive positions need to be tested and the CDL employees are considered a safety sensitive position. Personnel is working with St. Luke's to get that program going again. The only time an employee is drug tested is if they are a new hire or if it is through the reasonable suspicion policy. Training for that is provided to the staff through the Employee Assistance Program. The cost is \$2,500 per month to do the pre-hire drug testing and the cost is higher than that when a random test is done. **Chairman McDonald** would rather spend the money on random testing instead of pre-hire. He is worried about the liability to the Tribes for not doing random testing in the safety sensitive positions. He suggested the testing be increased to once a month. Tom would prefer to not test the positions that are not safety sensitive, because we can use the reasonable suspicion testing policy if there is an issue affecting the workplace. **Lisa Shourds** commented that we may need to find a different facility to do the testing if the number of tests increases and the lab cannot handle the caseload. Tom would like marijuana removed from the drug testing. Lisa stated marijuana is against federal law, so we cannot make that change across the board for the positions that are federally funded. Renee can schedule time to review the Drug Policy in further detail. An overview was provided on the type of disciplinary actions. Personnel oversees the employee background checks and personnel reference checks. 298 jobs have been advertised, 1,257 applications were screened, 621 interviews were conducted, and 806 applications were received (806 CSKT members, 86 first generation CSKT descendants, 162 members of other tribes, 203 nontribal members). There were 587 female applicants and 670 male applicants. In 2023, the budget request included additional funding for a HR position. It was not funded in the 2022 budget. The job allows Personnel to provide requested training for supervisors, customer service, and prevention of harassment and bullying. **Chairman McDonald** mentioned the need for board training. Some of the board members do not know the powers and duties of the board they serve on. Tom talked about the hiring process for boards and committees. He has not seen anything for vetting potential board members. Renee advised they process the applications and schedule interviews for all board applicants. Boards are not covered by the Personnel Ordinance. **Rick Eneas** informed council he is in the process of getting proposals for board training, specifically for the things mentioned by the chairman; the annual training on roles and responsibilities to the shareholder; board member powers and duties; and get a system of recruitment with a pre-vetted list of board members that meet the needs of the organization. Rick can talk more about it with council later. **Chairman McDonald** asked about the employee insurance and if there is a ranking or a recommendation. New employees do not always know which insurance to get. Evelyn gives the employees a list of the insurance companies and recommends which one to go with. She gives them the website to review the various plans to

select the best plan for them. **Chairman McDonald** asked if Personnel has talked to Tribal Health about which plans match up best with the services that the Tribes provides. Evelyn tells employees to see if their provider is a network provider. **Jennifer Finley** talked about once a year the employees can change coverage. She asked if Personnel invites representatives from insurance companies so employees can visit with them instead of just getting paperwork when they are first hired. It can be overwhelming to go through and figure out by yourself. Evelyn said GEHA sends packets and does webinars during open season. She does not think anyone ever attends those webinars. Renee stated she does not have any specific representatives that come in for each of those federal plans. **Chairman McDonald** mentioned a long time ago we had an employee newsletter that was published in the Char-Koosta News. Tom had some elderly tribal members ask for more information because as personnel changes, there are different contacts and then people don't know who is in a particular department. He would like Personnel to consider doing that again. **Rick Eneas** informed council that is something he put on the team's agenda and he asked them to consider what is the best way to get information out to the membership and tie it in with what we are trying to do on the website, so that is in the works. Rick is anticipating a light lift on Personnel's side because of the information they already provide. **Jennifer Finley** asked about longevity awards and incentive awards. The longevity awards are important. People assume Personnel is going to do that, but they must request it themselves and that makes them uncomfortable. Renee is in charge of those awards and she is hoping when OnBase is implemented it will trigger an alert when employees are due for a longevity award. We have some employees that reached 50 years of service and the Tribes do not have a program in place for those awards. The service awards used to be presented during a council meeting but the membership complained because it took up their time to meet with council. The awards were scheduled for a different day but then nobody would show up. We used to only recognize employees that had 25+ years of service. She still receives requests for incentive awards and processes them; they no longer require council action. **Chairman McDonald** would like to recognize employees with 20+ years of service and do it in a five-year increment. Renee will bring in the awards policy for further review/discussion. **Jennifer Finley** asked if Personnel will be moving to paperless applications. Renee stated people can apply through OnBase. All personnel files will be converted to electronic documents.

**John Neiss, Dan James, and Don Cline**, Facilities Maintenance; **Lisa Shourds**, Administrative Services; and **Rick Eneas**, Tribal Executive Officer; provided orientation on the Facilities Maintenance Department. The department's mission is to keep the buildings updated and running. They are working on preventive maintenance plans, which is tied to their funding sources. The Detention Center inspection with the Bureau of Indian Affairs went well. Tribal Sanitation needs to get on board to do inspections. There are 89 tribal buildings and some other structures that are questionable. The Pablo Bank building and the Ronan Clinic

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will be added soon. They also maintain 6 cemeteries. The department has 47 day and night crew. The organization chart was revised to move jobs to be more specific to the needs of the Tribes. The department is in charge of a pilot project for the greater safety monitor person; another pilot program is to have staff at both Culture Committees. HVAC and roof systems are included in the upcoming budget; they are all overdue. The life expectancy is 15 years old and ours are older than that. The department is working with the Information Technologies Department to develop reoccurring work orders for each building. In the last 11 months, over 1,300 work orders were processed. A large number of sewer issues have come up recently. Recent projects included the White House meth cleanup; Polson Senior Center meth cleanup; the Hot Springs Senior Center; the walking path; a new roof on the Neil Charlo building; old complex remodel; AC in the IT server room; remodel offices at KHJCC; Three Chiefs curator room; upgrading the Second Circle doors and windows to be up to code; and new countertops at all the Senior Centers. Upcoming projects include the Head Start roofs, carpet at the Arlee pow wow grounds; the Elmo pavilion work; a backup generator for Arlee Tribal Health Department; Polson Post Office accident with the wall and parking lot which needs to be dug up and repoured; remodel offices at KHJCC; work with Tribal Sanitarian to deal with mold and identify a process so programs know what to do when they suspect mold and how to clean it up. The department has been dealing with staff turnover. Another issue is buildings and if they are a Maintenance issue or a Lands issue. The buildings have to be IDC with two programs in it to be IDC eligible. The Elmo Caretaker house is not covered by IDC so who takes care of it needs to be figured out. **Lisa Shourds** reported it will be a \$10 million budget increase to deal with the HVACs and new roofs next year. **Rick Eneas** informed council that Joe Durglo stated his priority was moving to a new section where I.H.S. would lease the building and pay the Tribes a lease cost instead of a maintenance cost. IDC is based on historical costs, so next year our IDC calculation is dependent on this big, deferred lump we are showing. If we do not have the same level next year there will be a spike and then it will go back down. If we get on a consistent path with maintenance the IDC should be equivalent and it would be easier to budget for it that way. **John Neiss** stated the Blue Bay buildings are another issue. The department had a lot of turnover during the pandemic and it took time to train new hires. John and Don serve as the inspectors for new construction. **Chairman McDonald** thinks developing a workforce to do carpentry work would be critical and he asked if they have a plan for that. John has visited with SKC about having a carpentry trades program. Lisa told John to provide training for staff on hand. Chairman McDonald talked about the work that needed to be done at the Arlee Pow Wow grounds and he asked if Maintenance has a project timeline for scheduling projects. John responded they have a plan for projects and usually they are done on time. The staff worked long days and got the work done. Using the grounds on a regular basis would help with maintenance issues. **Jim Malatare** and **Bing Matt** mentioned work that needs to be done at the Arlee Pow Wow grounds. Jimmy wants the basketball court lights at the Arlee Pow wow

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grounds changed for safety reasons. John plans to change them. John plans to do a walk-through with both Pow Wow Committees. **Council** talked about the possibility of installing water fountains in the tribal facilities.

**Ellie Bundy** informed council that she and Martin Charlo received a message from Marie Torosian at Three Chiefs Culture Center. The Glacier County Tourism wants to see the B roll footage of a shoot from last July. It was part of the initial agreement that we allow them to use the footage. Dan Decker reviewed the contract and did not see any issues with it. **Council** had no issue with it since it was already agreed to.

Council **adjourned** at 3:00 p.m., and is scheduled to meet again on Thursday, September 15, 2022, at 9:00 a.m.

**CONFEDERATED SALISH AND KOOTENAI TRIBES**

/sgnd/

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Martin A. Charlo  
Tribal Council Secretary