

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

Volume 23 Number 23
Council Chambers, Pablo, MT

Held: January 24, 2023
Approved: January 26, 2023

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

MEMBERS ABSENT: Martin Charlo, Secretary (Affiliated Tribes of Northwest Indians Conference – Portland, Oregon).

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 9:00 a.m. Quorum established.

The meeting was opened with a **prayer** by Len TwoTeeth.

The **Tribal Council Meeting Minutes** for January 17, 2023 were presented for approval.

MOTION by Carole Lankford to approve the Tribal Council Meeting Minutes for January 17, 2023, with corrections. Seconded by Len TwoTeeth. Carried, unanimous (9 present).

The **agenda** was presented for approval.

MOTION by Ellie Bundy to approve the agenda, with changes. Seconded by Jim Malatare. Carried, unanimous (9 present).

Chairman McDonald welcomed Dr. Lee, College Professor, who is from the Midwest and visiting the area with his students. **Dr. Lee** teaches college in Illinois. He met with Chairman McDonald last week for a couple of hours. The group learned a lot about the tribal council and tribal issues. The students introduced themselves to council. The group met with Salish Kootenai College yesterday and will be meeting with Joe McDonald this morning. The outcomes of this visit included the students learning about intercultural competency, ethical citizenship, and establishing a sense of wonder. Mr. Lee attended school in Montana and shared stories about playing basketball games against the

Tribal Council Meeting Minutes
January 24, 2023

reservation schools. **Chairman McDonald** commented with land use management it is critical to know the history of those people and being able to reflect on that is very knowledgeable. **Joe McDonald** suggested giving the group a copy of the CSKT Annual Report. Tom gave them a copy of the report and told them it would also be available online.

Calvin Bourdon discussed issues regarding solid waste. He received a form from Lake County for solid waste services. He thinks the issue could be solved easily. For years it seems like Lake County has had a problem at that site and in the last three years it became a tribal problem. The Tribes might have missed out on solving the problem. Calvin used to be a game warden. He contacted one of the tribal programs for a solution three years ago and was told it was a county problem. The garbage was getting torn out of the containers by bears. The county says the problems are due to people from other counties dumping trash there, but Calvin does not believe that. A solution to the issue is to have tribal members show their tribal ID so they can get a fee waiver to dump their trash. The form contains personal information, such as land owner status, property tax information, and his personal address, and Calvin does not think it is information Lake County needs to have. He believes if the Tribes would have taken care of the bear problem it would have turned into a county problem instead of being a tribal problem. **Carole Lankford** stated the Natural Resources Department Head serves on the Solid Waste Board. **Chairman McDonald** commented that Lake County has talked about reconstructing it to address the bear problems. The fee is not due to the bears. It is a fee for the county to provide solid waste as a service. Lake County is not required to provide the service. The county is looking at selling out. If people pay property taxes they do not have to pay the dump fee; the county wants to know about the property tax information so taxpayers are not billed twice for the services. Tom has always paid for this service through his property taxes. It is not a free service and the property taxpayers have always paid for that service for everyone. The Tribal Council is looking at ways to provide assistance to the tribal elders, but it is a difficult situation. Calvin thought every tribal member already paid for it when they bought the land with their own money. Tribal members cannot afford to pay the fee. The trash is going to end up being dumped on tribal lands since people cannot afford to pay the fee. **Carole Lankford** talked about the elder payment that is issued every January. The additional money could be used to pay the trash fee. She would like to beef up law enforcement and game wardens. **Chairman McDonald** pays over \$1,000 per year for these services. It was a great benefit that Lake County provided to the community, but the cost is too high to continue providing the service at no cost. The council is looking at the possibility of helping tribal elders with electricity bills. He would like to find a way to assist elders. Calvin suggested allowing tribal members to dump their trash at any facility at no cost if they show their tribal ID. Tom agreed it would be a good service if the Tribes could find a way to fund it. **Terry Pitts** suggested talking to Lake County about changing the form being sent to tribal members so the

Tribal Council Meeting Minutes
January 24, 2023

questions are not so invasive. Calvin requested the Tribes close the reservation to nontribal member camping. Attraction for people to come in or limit where they can go and what they can do. Calvin talked about transparency. He reads the Char-Koosta News and that is where he gets his information on what the CSKT is doing. He wants more transparency so the membership knows what the council members are doing when they travel. There should be a narrative in the Char-Koosta News about their trip. Calvin wants to know what they are doing when they go on trips. The reports should include the purpose of the trip, what was discussed, and the outcome. **Chairman McDonald** took Calvin's comments and suggestions under advisement. **Carole Lankford** talked about the legislative reception. CSKT needs to be there to do lobbying to the legislature. The Tribes invite the legislators for a get-together every two years to talk about tribal issues and showcase the tribal corporations so they know we have a lot going on here.

Chairman McDonald informed council that the Forestry Advisory Committee Board was advertised. There are four vacancies and two letters of interest were received. It was suggested that the two applicants be appointed to the committee and readvertising the remaining two vacancies.

MOTION by Mike Dolson to approve the two letters of interest qualifying candidates to the Forestry Advisory Committee Board and appoint Dan DePoe and Tommy Haynes, and advertise the remaining two vacancies. Seconded by Ellie Bundy. Carried, unanimous (8 present – Bing Matt out of the room).

Chairman McDonald informed council that Mary Stranahan and members of the Montana Indigenous Leaders Founders Group are coming to Montana. They are focused on funding wildlife conservation and food sovereignty. Mary requested CSKT appoint two tribal representatives to serve on the local state committee. Tom nominated Jordan Thompson and Whisper Camel-Means as the representatives and Tom and Carole as the alternates. It was the **consensus** of council to approve the appointments.

Ruth Swaney talked about her opposition to paying Lake County a fee to dump her trash since the Tribes already pay taxes. She uses Republic for her trash services. There are 5,500 tribal members living on the reservation and about 4,000 of those are adults. Tribal members are a minority on the reservation. Ruth is working with the Director of Financia Management on budgets and she talked about the organization doing as much as they can to meet the high priorities.

Ruth Swaney, Financial Management, requested approval of modification 7 to the fiscal year 2023 total budget allocations. Prior year Indian Affairs self-governance awards and increases in Contracts and Grants are available to

Tribal Council Meeting Minutes
January 24, 2023

appropriate in fiscal year 2023 to the programs, services, functions, and activities approved by the Tribal Council.

MOTION by Mike Dolson to approve by resolution modification 7 to the fiscal year 2023 total budget allocations. Seconded by Jennifer Finley. Carried, 8 for; 0 opposed; 0 not voting.

RESOLUTION 23-048

RESOLUTION APPROVING MODIFICATION 7 TO THE FISCAL YEAR 2023 TOTAL BUDGET ALLOCATIONS

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

WHEREAS, prior year Indian Affairs self-governance awards and increases in Contracts and Grants are available to appropriate in FY 2023 to the programs, services, functions, and activities approved by the Tribal Council; and

WHEREAS, the increases and decreases in total allocations by Fund and by Function are as follows:

Function	Total Revised Mod 6 - 1/3/2023	General Fund Increase/ (Decrease)	Compacts, Contracts, and Grants Increase/ (Decrease)	Total Increase/ (Decrease)	Total Revised Mod 7 - 1/24/2023
PERMANENT					
Government Services	\$840,000				\$840,000
Government Operating	\$750,000				\$750,000
Capital Programs	\$2,000,000				\$2,000,000
Per Capita	\$12,096,000				\$12,096,000
SUBTOTAL, PERMANENT	\$15,686,000	\$0	\$0	\$0	\$15,686,000
MANDATORY					
Government Services	\$16,344,262				\$16,344,262
Health and Human Services	\$84,523,178		\$2,577,655	\$2,577,655	\$87,100,833
Natural Resources	\$62,477,497				\$62,477,497
Government Operating	\$2,064,000				\$2,064,000
Education	\$1,613,631		\$9,164	\$9,164	\$1,622,795
Administration	\$21,733,975				\$21,733,975
Court/Probation	\$1,576,849				\$1,576,849
Law Enforcement	\$2,983,450				\$2,983,450
Legal	\$3,436,000				\$3,436,000
Forestry	\$5,736,655		\$540,268	\$540,268	\$6,276,923
Capital Programs	\$865,000				\$865,000
Indirect Costs	\$4,041,000				\$4,041,000

Tribal Council Meeting Minutes
January 24, 2023

	SUBTOTAL, MANDATORY	\$207,395,496	\$0	\$3,127,087	\$3,127,087	\$210,522,582
Function	Total Revised Mod 6 - 1/3/2023	General Fund Increase/ (Decrease)	Compacts, Contracts, and Grants Increase/ (Decrease)	Total Increase/ (Decrease)	Total Revised Mod 7 - 1/19/2023	
DISCRETIONARY						
Government Services	\$11,107,000				\$11,107,000	
Health and Human Services	\$17,836,500				\$17,836,500	
Natural Resources	\$11,746,000				\$11,746,000	
Government Operating	\$820,350				\$820,350	
Education	\$585,845				\$585,845	
Administration	\$172,000				\$172,000	
Tribal Earmarks	\$3,270,919				\$3,270,919	
SUBTOTAL, DISCRETIONARY	\$45,538,614	\$0	\$0	\$0	\$45,538,614	
TOTAL APPROPRIATIONS	\$268,620,110	\$0	\$3,127,087	\$3,127,087	\$271,747,196	

BE IT RESOLVED by the Tribal Council of the Confederated Salish and Kootenai Tribes to approve Modification 7 to the FY 2023 Total Budget Allocations for Compacts, Contracts, and Grants for a net increase of \$3,127,087; and

BE IT FURTHER RESOLVED that the FY 2023 Total Budget Allocations are increased from \$268,620,110 to \$271,747,196; 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 Budget Allocations authorized and available in the aforementioned Funds.

***** **Break** *****

Katie Jones, Legal Department; **Vernon Finley**, Kootenai Culture Committee; **Mike Durglo** and **Katie McDonald**, Tribal Preservation Office; and **Sadie Peone-Stops**, Salish Pend d'Oreille Culture Committee; requested to meet with council in **executive session** to discuss NAGPRA matters.

Council reconvened into **regular session**.

MOTION by Carole Lankford to approve the NAGPRA comments for submission to the Department of Interior. Seconded by Mike Dolson. Carried, unanimous (9 present).

Bing Matt left the meeting to go to a medical appointment.

Marci McLean, Chantel Schieffer, Chuck Winn, Samuel Enemy-Hunter, Chris Warden, Juanita Vero, Major Robinson, Cinda Ironmaker, Casey Wolfe, Eric Halverson, Nancy Schlepp, Emily Yost, Sheri Jarvis, Barb Cestero, and Anna Berg, Leadership Montana, met with council for a meet-and-greet. Leadership Montana is a nonprofit collaboration of leaders coming together to form a strong partnership for the betterment of Montana. Leadership Montana believes that understanding is the foundation upon which we can build bridges across our divides. The cohort of Leadership Montana alumni have been coming together to experience an innovative cultural immersion program through a series of multi-day in-person visits. They are learning the history of Montana's Indigenous communities, culture, and opportunities. The Indigenous Immersion Initiative is designed to provide Leadership Montana alumni with the opportunity to listen and learn from Indigenous leaders across Montana by combining presentations on culture and history, tours of local businesses and institutions, and providing a continuation of meaningful conversations and relationships to build a better future for all. The group asked questions about what the hopes and values of the council members are.

Jordan Thompson, Tribal Executive Office, requested to meet with council in **executive session** to provide a legislative update. **Gwen Lankford** was present for discussion.

Patricia Hibbeler, Director of Tribal Member Services; **Ann Miller, Susette Billedeaux,** and **Stephen Hunt,** Tribal Defenders Office; and **Carlita Gochis;** requested to meet with council in **executive session** to discuss a departmental matter.

Patricia Hibbeler, Director of Tribal Member Services; **Ann Miller, Susette Billedeaux,** and **Stephen Hunt,** Tribal Defenders Office; continued to meet with council in **executive session** to discuss a departmental matter.

Carole Lankford left the meeting for the remainder of the day.

***** **Break** *****

Dan Decker, Michael Wheeler, Melissa Schlichting, John Harrison, Brian Upton, Zach Zipfel, Katie Jones, and **Chelsea Colwyn,** Legal Department, requested to meet with council in **executive session** to discuss legal matters.

Council reconvened into **regular session.**

***** **Break** *****

Bing Matt returned to the meeting.

Patricia Hibbeler, Director of Tribal Member Services; **Joe Durglo** and **Jessie Cahoon**, Tribal Health Department; met with council for a Health Committee meeting. Jessie gave an overview of the Pharmacy program. The pharmacy is the department's largest revenue generating stream. **Chairman McDonald** asked what the department is doing to increase patient numbers. Tom suggested extending the pharmacy hours to include evenings and weekends, and possibly offer services to the general public to increase revenue. Jessie responded the hours cannot be extended at this time due to staff shortages. Division initiatives include increasing access to specialty medications. The Infusion Center will be coming this year, which is a program for patients who do not respond to other treatments. THD is modernizing the Pharmacy program to have secure narcotic storage, a will-call system, and phone system. The Pharmacy receives 1,000+ plus calls per month. Other initiatives are access to DME, medication synchronization, monitoring opioids, Narcan availability, safe sex kits, and COVID-19 tests available at both pharmacies. One of the challenges for the department is staff shortages due to recruitment (loan repayment and little to no flexibility with starting wages); wages offered (redlined employees and COLAs); high expectations (workload, high-pressure environment, and essentiality); and COVID-19 (burnout and drug shortages).

Jennifer Finley suggested a department-wide survey would be helpful to identify how people feel about the services and what their needs are so the Tribal Health Department would hear directly from the patients. It could include patient satisfaction level. Jessie talked about how the department contracts for medications and discussed the challenges in offering pharmacy services to non-recipients. **Chairman McDonald** mentioned the pharmacy business owned by Mark Cuban. Tom would like to make more money from the non-Indigenous population to help fund services for the tribal membership. **Terry Pitts** would like to have Narcan available in Dixon. **Joe Durglo** responded Narcan training has been offered and it is available at the THD and local schools. Joe will follow up to make sure training and Narcan is available at the building in Dixon. **Patricia Hibbeler** advised another training session may be needed. The department's goal is to equip the community and make sure within the tribal buildings there are people trained to administer Narcan. The Well Health phone messaging system should be implemented within the next 60 days. **Jennifer Finley** mentioned the department used to provide free over-the-counter items such as cough syrup, vitamins, ibuprofen, and aspirin, she would like that program to be reinstated. Jennifer asked about the status of the internship program that Kevin Howlett developed. Kevin also worked with the schools to get school children interested in health care at a young age and held health camps. Joe advised that the internship program is no longer in existence but it will be reimplemented in the future. Jessie informed council she was in the first student group in 2012. Joe hopes to have those summer camps this year. Jennifer Finley received a complaint from an individual about there not being a Dietitian in Elmo and there used to be cooking classes that are no longer offered.

Len TwoTeeth wanted to know the plan to increase services in Elmo. Joe advised the department tried to station a provider in Elmo, but the utilization was low. The Elmo community wanted to see their provider in Polson. There is a nurse, CNA, and advocate that are active in the community. Joe would need to do an analysis to see what other services would be sustainable. He suggested doing a needs survey specific to that community.

Jennifer Finley asked if the department does exit interviews with employees who leave employment, when do those issues come to the department head's attention, and if there is a plan to retain employees. It is important for patients to have a relationship with their provider; it enhances the services they get when they trust their provider. Jessie conducted exit interviews for the last two employees that left employment at the pharmacy. THD does retention efforts, but it is not enough and employees are getting burned out. **Joe Durglo** advised not all employees are willing to do an exit interview. Doing exit interviews is too large for him to take on for the entire organization and he relies on the division managers to bring issues to his attention. **Len TwoTeeth** asked if the department has any remote workers. Joe responded yes, there are some functions that work well remotely, such as the coders. Some providers are still doing telehealth. All of the division managers were required to return to work on site.

Joe Durglo gave an overview of the department head report that covers the program goals/service level updates and the fiscal year 2023 workplan. He challenged the staff to improve the parameters to increase patient utilization. One-third of the service population is uninsured. A financial summary was provided. Joe provided a list of vacant positions and a copy of the organizational chart.

Jennifer Finley stated each month the Personnel Department sends the council a report on the new hires and employees that have left employment, but Tribal Health is not on that list. Jennifer did not know if the department is not reporting that information or if Personnel is not including it in their report. Council having that information would be useful. It is essential to try to retain tribal member employees. Jessie stated part of the problem in recruiting employees is the wages/benefits offered; many times, those individuals can receive a sign-on bonus and better benefits than what THD can offer such as dental and vision benefits. **Joe Durglo** talked about the need to provide supervisory training. The department will be making efforts to provide that training on a consistent basis. **Chairman McDonald** stated across the board there needs to be supervisory, bullying, and harassment training. Many times, people are placed in supervisory positions without the proper training. The council would like the executives to follow up on offering that training to all employees. Joe stated third party revenue may be an option for having vision and dental benefits.

Tribal Council Meeting Minutes
January 24, 2023

Jennifer Finley asked about offering cultural training for the providers. Joe advised there is a Culture Advisor on staff and that employee is available to provide any support that is needed. **Chairman McDonald** asked about Brian Crawford's position, whether Brian still does septic services, and if the position description changed. There is a need for services that are not being done that used to be provided by that position. **Patricia Hibbeler** would like to know what duties that job used to do. SKHA probably does some of those things, but not everything. She would need to follow up to see what can be done to fill the gap. Patricia asked if any of the council members will be providing testimony to the Tribal Health & Human Services Appropriations Committee this Friday from 9:00 a.m. to 12:00 p.m. in Helena. She sent Jennifer Trahan a copy of the agenda and talking points. Anyone wanting to provide testimony must register in advance. It is about the budget and how their budget impacts the Tribes. Providing testimony is important and Patti offered to help prepare council for their comments.

Chairman McDonald left the meeting for the remainder of the day.

Len TwoTeeth mentioned the council showed interest in the St. Ignatius property and they want to start the planning process on how to move forward with utilizing it. It is a needed service and he does not want to lose this opportunity. There are several uses besides a nursing facility it can be used for. **Jennifer Finley** appreciates what Tribal Health does, but there is still a lot of room for improvement to better serve the membership.

Council **adjourned** at 4:41 p.m., and is scheduled to meet again on Thursday, January 26, 2023, at 9:00 a.m.

CONFEDERATED SALISH AND KOOTENAI TRIBES

/sgnd/

Martin A. Charlo
Tribal Council Secretary