

**TRIBAL COUNCIL OF THE NORTHERN CHEYENNE TRIBE
NORTHERN CHEYENNE RESERVATION
LAME DEER, MONTANA**

RESCHEDULED REGULAR SESSION

MINUTES
January 19, 2022

CALL TO ORDER: Vice President Wetherelt called the meeting to order at 11:40 a.m.

INVOCATION: Tribal Secretary Nizhoni Friesz

ROLL CALL:

	PRESENT	ABSENT	EXCUSED
Lane Spotted Elk *entered meeting @ 11:42 a.m.	X		
Debra Charette	X		
Norma Gourneau	X		
Eva Foote	X		
Phillip Beckman			X
Serena Wetherelt, Vice President *Presided over today's meeting	X		
Donna Fisher, President			X
Melissa Fisher	X		
Diane Spotted Elk	X		
Gwen Talawyma	X		
Silver Little Eagle	X		
Henry Speelman	X		
Total:	10		2

Quorum Established

ANNOUNCEMENTS

Henry Speelman: We'll start with announcements. Did anyone set up an IC meeting for this afternoon, or are we just going to meet with I.H.S. on it?

Debra Charette: Our cases went up to 89, and so, I think 20 of them will be falling off. But as they're falling off, there's more that are adding. So, my suggestion was have the Admin, the Council and IT all meet to figure out what we're going to do while there are rising cases. What we should do for our people. So, if there's a time to meet, then we'll meet. We can all come together. That way, we're all on the same page and all know what's going on and where the cases sit. What has to be done. We all can pitch in and help. Get this slowed down, and we know what actually slows this down is staying home, wear your mask, hand sanitize. But this day and

age when people are still trying to do their daily routine, it's hard to stay home. So, we have to reiterate the mask wearing and hand sanitizing and tell our people this variant is more contagious, so anything that we can get out there to let them know. And kids are trying to get back to being normal also with their activities, school, and we keep them all cooped up. So, when they do get out there...we want good things for our people. So, we need to all come together and be all on board.

Norma Gourneau: I think Debbie [Bends] is here to give us more information on that.

Debra Charette: Do you want to do that now?

Henry Speelman: Right after announcements, we can move them up. I'd also like to...I didn't draw up a resolution, but to move up the payment of \$1,000 to this next month. A lot of people need help out there and they're hurting. So, I'd like to move it up to next month and we can find the money and we can continue with it.

Melissa Fisher: With that being said, also, we would like to get the people who are already COVID-vaccinated, their payment as well. The people who got paid to take the vaccine, they already got their pay. And then we have tribal members who willingly got vaccinated before the movement started. So, I would like to see us compensate those who are fully vaccinated, get their payment too.

Debra Charette: Yeah, budget and finance, that's what we were talking about—looking at the budgets again. Redoing them and seeing what's happening with being active and what we need and reprogramming it back to where...

Henry Speelman: That second payment should already be budgeted, right? So, we could just move that payment up.

Debra Charette: It's already budgeted. It's in the Ordinance.

Melissa Fisher: So, we need to make an amendment to that Ordinance.

Henry Speelman: Okay. I would like to make an amendment to that Ordinance.

Debra Charette: That's what we were looking at was for the vaccinated, it would be for everybody who's fully vaccinated because they got it, and then figure how much we can allocate, and get them paid.

Melissa Fisher: Well the ones who got paid to do it, they got \$500. They got two payments of \$250. And some of them were compensated for the booster. So, it's \$750 that's owed to those who willingly got vaccinated and got the booster. Because we already started paying out for the booster, so we have to be fair across the board.

Debra Charette: Yes. These are some of the ideas we came up with, and that's what we've been waiting for is a Budget/Finance, and we haven't had one yet, so...eventually we will have one.

And if you guys have more ideas of what you guys can bring forward. I know everybody has ideas, and it's good to put them out there on the table.

Henry Speelman: Okay, well my original request is to amend the Ordinance to make a payout next month with the additional \$1,000 that did go out in August.

ADD ON: AN ORDINANCE ESTABLISHING THE AMERICAN RESCUE PLAN ACT (ARPA) ASSISTANCE PROGRAM WITH THE INTENT TO PROVIDE ECONOMIC ASSISTANCE TO HOUSEHOLDS SUFFERING FROM NEGATIVE IMPACTS OF THE COVID-19 GLOBAL PANDEMIC

Motion made by Henry Speelman. Second by Eva Foote.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Melissa Fisher: That was a motion to add on? So that will be your last item?

Henry Speelman: Yep.

ELDERLY UPDATE

Silver Little Eagle: So, we're still in the renovation process. We're waiting for the quote for the renovation of the Shoulderblade Complex kitchen.

Henry Speelman: Is Head start still doing their meals?

Silver Little Eagle: No, they're back at the Elderly.

Henry Speelman: That's good. Was there any word from Jacero? Was there any word back from him on donations? James?

Silver Little Eagle: No.

Henry Speelman: Okay, I'll get in contact with him.

Diane Spotted Elk: Was that on the beef?

Henry Speelman: Yes. Okay, do you want to go to Budgets, or talk with I.H.S.?

Debra Charette: Since they're here, let's talk with I.H.S.

Debbie Bends and Mardell Nichols entered session @ 11:48 a.m.

Debbie Bends: Good morning everyone. I've asked Mardell, the Director of Nursing to come out and provide some information for you.

Mardell Nichols: Good morning everybody. This morning, we have 89 current active cases. Twenty of those will be coming off the list today for recovered. So, yesterday we had 36 new cases, so we're on an uptick. We've made a few adjustments for testing, we expanded our hours from 9am-3pm, for those who are symptomatic, so we can have less congregation of folks in the building. We're only able to run 12-16 COVID tests on our machine per hour. The samples are only good for one hour after collection. Testing for contacts, those called by our PHNs that they are a contact to a positive, we're having them come in from 9am-11am, in a different area. We've had to decrease services in our PT and optometry department ... to pull resources from areas that would affect the community the least. Dental is still open, just not hygiene. Our PHNs are very busy right now, they're calling positive patients, and calling those with their negative results as well. We have no hospitalizations and no deaths. The Omicron variant is very contagious and 2-3 more contagious than the measles. And we're seeing a lot of Influenza A and it mimics COVID exactly. With Omicron, the good news is that as the virus mutates, it's getting less powerful. That's why the incubation period is shorter compared to a year and a half ago. That's why the isolation period is shorter, because the incubation period is shorter. People aren't getting as sick, therefore no hospitalizations. We're also offering the antibody infusions through the clinic. We're identifying patients who are the best patients for that, elderly, high risk, obesity, etc. If they're willing to take that, we'll schedule that and have them come in for that infusion as well. I think this virus will hit a peak, we haven't hit that yet, and then it will drop back down.

Mardell Nichols continued to provide information regarding COVID.

Debbie Bends and Mardell Nichols exited session @ 12:07 p.m.

BUDGETS

**A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL
AUTHORIZING THE MODIFICATION AND OR ADOPTION OF CERTAIN BUDGETS
FOR THE EXPENDITURE OF AVAILABLE FUNDS**

Motion made by Lane Spotted Elk. Second by Henry Speelman.

ROLL CALL VOTE:

YES	NO	ABSTAIN	ABSENT

Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL AUTHORIZING THE MODIFICATION AND OR ADOPTION OF CERTAIN BUDGETS FOR THE EXPENDITURE OF AVAILABLE FUNDS

Motion made by Lane Spotted Elk. Second by Melissa Fisher.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL AUTHORIZING THE MODIFICATION AND OR ADOPTION OF CERTAIN BUDGETS FOR THE EXPENDITURE OF AVAILABLE FUNDS

Motion made by Lane Spotted Elk. Second by Henry Speelman.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			

Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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MINUTES

MOTION TO PASS MINUTES FROM THE JANUARY 3, 2022 COUNCIL MEETING

Motion made by Debra Charette. Second by Norma Gourneau.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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**A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL
CONCURRING WITH THE NOMINATION AND APPOINTMENT OF THE COURT
CLERK MARITA C. HAUGEN TO SERVE THE REMAINDER OF THE FORMER
COURT CLERK'S TERM OF OFFICE**

Motion made by Norma Gourneau. Second by Melissa Fisher.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			

Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Donnie Wetzel, Jr., Stephanie Iron Shooter, and Matthew Bell entered session via Zoom Meetings @ 12:17 p.m.

Donnie Wetzel, Jr., Director of Tribal Relations and Resiliency Unit, presented on their program and services. Stephanie Iron Shooter and Matthew Bell also introduced themselves and contributed to the presentation. Donnie Wetzel, Jr. discussed creating an office within OPI that provides a bridge between our school system and our tribal leadership, organizations, and departments.

Lane Spotted Elk exited session @ 12:29 p.m.

Lane Spotted Elk entered session and Silver Little Eagle exited session @ 12:32 p.m.

Silver Little Eagle entered session @ 12:35 p.m.

MOTION TO SUPPORT THE TRIBAL RELATIONS AND RESILIENCY UNIT WITH FORTHCOMING RESOLUTION

Motion made by Melissa Fisher. Second by Eva Foote.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Donnie Wetzel, Jr., Stephanie Iron Shooter, and Matthew Bell exited session @ 12:42 p.m.

**A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL
CONCERNING A COMPLAINT FOR REMOVAL AGAINST TRIBAL PRESIDENT
DONNA FISHER**

Serena Wetherelt: I did a complaint on January 11, 2022. I gave it to the Secretary on January 13th. It's a complaint for a hearing and removal of Donna Fisher as President of the Northern Cheyenne Tribe. Statement submitted to Donna Fisher, President, and members of the Northern Cheyenne Tribal Council. I will read the complaint. Article VII, Section 2 of the Northern Cheyenne Constitution states any officer or Councilman who shall fail to perform their duties assigned to him or shall be guilty of gross neglect may be removed by 2/3 vote of the Tribal Council after affording the accused member a fair opportunity to be heard in their own defense. The decision of the Tribal Council shall be final. Section 3 also states any complaint against the President, a member or officer of the Tribal Council shall be in writing and sworn to by the complainant. This statement submitted by Vice President Serena Wetherelt, is submitted to Miss Donna Fisher in her capacity as Tribal President and to all members of the Northern Cheyenne Tribal Council. Complainant requests a formal hearing on the charges of gross neglect, Article VII Section 2, and failure to discharge the duties and exercise the power of office in good faith. And in a manner in which the tribal officials believe will best serve the interest of the Tribe, Article VII Code of Ethics Section 2(a). The following is a chronology of events that occurred beginning on December 6, 2021: 1) In a memo dated December 6, 2021, President Donna Fisher delegated me, Serena Wetherelt, Vice President, as the Acting President of the Northern Cheyenne Tribe for December 6, 2021 and December 7, 2021, as she would be out of the office. The President authorized the Vice President as signatory on all official documents, including payment vouchers, leave slips, etc. (See Attachment A). 2) On December 7, 2021, I was presented with documents, a payment voucher, a Master card credit statement of Shawna Cooper, Northern Cheyenne Tribe, receipts from vendors, incomplete justifications for the charges and various emails from Finance staff requesting justifications from Shawna Cooper for purchases she authorized on the tribal credit card. The 10/22/21 credit card statement had various charges. The credit card statement included unauthorized purchases as determined by Finance and listed below: On 10/5/2021, there was a purchase to Lame Deer IGA, Lame Deer, MT, for \$151.00; on 10/5/2021, ACD Operations for an amount of \$3,699.99; 10/6/2021, a purchase from Dr. 8 ILL, Lame Deer, MT; on 10/16/2021 Homewood Suites, Bozeman, MT for \$254.73. For a total of \$6,935.72. See Attachment B. After review of the documents presented, review of the Tribe's Procurement and Finance Policies, along with the Personnel Policy, I determined that the Tribe's policies and audit protocols were not adhered to by Shawna Cooper. The credit card policy was disregarded. Purchases were made by Shawna Cooper without prior approval, without a requisition or purchase order, and no approval of an advanced travel authorization. Shawna Cooper bypassed Tribal policies and displayed a blatant disregard for financial management procedures for federal funds and credit card policy. 4) On December 7, 2021, I prepared a Letter of Termination to Shawna Cooper to be effective immediately, due to the egregious disregard of tribal policies. She refused to sign and acknowledge the Letter of Termination. 5) On December 8, 2021, I met with President Fisher regarding the termination action I had taken regarding Shawna Cooper. The following is a partial excerpt from an email I sent to President Fisher after

our meeting. On December 8, 2021: at the meeting that you called today in your office regarding disciplinary action on Shawna Cooper was not objective. Nothing happened to resolve your opinion on the disciplinary action I had taken on this issue. As we spoke, to try to resolve this issue, you indicated that she would no longer be using the credit card. After we called her in to resolve the issue on justifications for the items of concern, you told her you wanted her to not use the card and she said she didn't want to give it up. You allowed her to continue to use the card. The rest of the email included the following: when you gave me the delegation letter December 6, 2021, which covered 12/6 and 12/7/2021, I took action on this delicate issue on 12/7/2021. William Walksalong, Supervisor for Shawna Cooper has been absent from work for weeks and you are the aunt of Shawna and you should of recused yourself as the President from this issue. Since I was the Acting President and made my decision to terminate Shawna, I should not have any feedback from you because it is a conflict of interest. Since we didn't resolve anything at the meeting and she has taken no action to resolve the issues, I am going forth with termination letter and she has the right to appeal this decision. See attachment C. 6) On December 9, 2021 the President responded to my email regarding meeting on December 8, 2021 and wrote the following: there are three points you failed to address in your email. 1) My delegation letter did not delegate authority to you over personnel issues. 2) William Walksalong is Shawna's supervisor and he did not delegate any authority to you to discipline his employee in his absence. 3) In our system of operation, the Treasurer Keene Bends has the authority to interpret the procurement manual, not his staff. 4) It has come to my attention you were meeting with some Tribal Council representatives regarding this personnel issue. You are in violation of the Privacy Act to discuss any employee's confidential personnel issues, especially with Tribal Council members. In our personnel manual, the Privacy Act supersedes any Tribal or State policies and regulations governing an employee's rights to maintain confidential personnel information. Employees have the right to privacy and no one can force an authorized public or private office to violate federal law. The Privacy Act is discussed in the Personnel Manual. It is bad procedure to have Shawna's or other employee information shared with unauthorized persons which includes the Tribal Council. The conflict of interest has been addressed. William Walksalong will take care of this matter upon his return on Monday, December 13, 2021. As of January 7, 2021, Shawna Cooper is still employed by the Northern Cheyenne Tribe when the Tribal President failed to recognize the severity of Shawna's total disregard and purposeful violation of the Tribe's Financial and Procurement policies, more specifically the mismanagement of the Master card credit transactions. President Donna Fisher is now engaged in shielding and protecting an employee that willfully violated tribal financial and procurement procedures. It has recently come to light that there are other credit card violations that were initiated by Shawna Cooper that exceed the amount referenced in the termination letter to Shawna Cooper. The following statements are in support of this request for a hearing: Continuing the employment of Shawna Cooper is not in the best interest of the Tribe. Shawna's willful disregard of Tribal finance and procurement policies is wrong and there should be consequences for blatant misuse of a tribal credit card. I, as Vice President, was put in charge of tribal operations on December 7, 2021 and took responsibility for reviewing all documentation regarding Shawna's credit card transactions and determining that financial procurement policies were not adhered to by Shawna. The Tribal President should have recused herself from the employment matter and supported the decision of the Acting President as misuse of a tribal credit card is a serious matter. Nowhere in the President's email response to the Vice President on December 9, 2021 does the President discuss remedies to prevent Shawna Cooper's continued non-compliant behavior, or other

personnel actions that should have been taken against Shawna Cooper. Instead, after the President reviewed all the documentation that had been presented to her by the Vice President, Treasurer, Finance Director and Finance Accountant, the President opted to let Shawna Cooper keep the credit card. No sanctions were imposed by the Tribal President against Ms. Cooper. Instead, the President discussed four points that were irrelevant to the unlawful credit card transactions made by Shawna Cooper. The President has circumvented the Nepotism Policy, by first hiring Shawna Cooper as her Chief of Staff. When questioned on the hiring of Shawna Cooper—her niece, the President directed William Walksalong to serve as Shawna’s direct supervisor. Again, directly deviating from personnel policies for personal gain, the President used her authority to get around the Tribe’s personnel policy and kept Shawna Cooper as an employee of the Tribe. That the President did not use the tribal credit card held by Shawna Cooper does not shield her from liability for the misuse of a tribal credit card or for any other infractions committed by Shawna Cooper. A court will determine if there was criminal activity on the part of Shawna Cooper, however, those who aids, abets, counsels and willfully continues the offenses, is punishable as a principal, as though they had directly committed the deed himself. In this instance, after being made aware of the numerous infractions, not following established procedures and policies, incurring a debt for the Tribe on the misuse of a tribal credit card, the Tribal President allowed her to continue to use the card because Ms. Cooper, her niece, said she didn’t want to give it up (the tribal credit card). The Tribal President continued to aid and abet the misuse of the tribal credit card by simply doing nothing. This is a dereliction of duty, along with continuing Ms. Cooper’s employment with no consequences on the misuse of a tribal credit card. It is a violation of the oath the Tribal President Donna Fisher took by failing to carry out faithfully and impartially the duties of her office. For the reasons provided above and attachments provided, it is the complainant’s request to the Northern Cheyenne Tribal Council to accept this complaint as meeting the requirements for removal from office of the Tribal President Donna Fisher and to set an expeditious hearing date to afford the accused member a fair opportunity to be heard in her defense. Respectfully submitted, Serena Wetherelt, Vice President, Northern Cheyenne Tribal Council. Signed in front of Nizhoni Friesz, who is a notary for the state of Montana, County of Rosebud, signed and sworn to her or affirmed before me on 1/13/22 by making statement: Serena Wetherelt. Signed, Nizhoni Friesz. The first attachment is from December 6, which is the Delegation of Authority. It’s to Serena Wetherelt, Vice President of Northern Cheyenne Tribe. From Donna Fisher, President, Northern Cheyenne Tribe, regarding Delegation of Authority. This memorandum is a formal delegation of authority as the Acting President of the Northern Cheyenne Tribe on the following days: Monday, December 6, 2021 and Tuesday, December 7, 2021 from 8 a.m. to 5 p.m. I will be out of the office and your office is authorized as signatory on all official documents, including payment vouchers, leave slips, etc. If you have any questions or concerns regarding this delegation, please contact Tribal Secretary Nizhoni Friesz at 477-4847. CC: File, Tribal Programs, and Tribal Council. Attachment B is the credit card statement which has Shawna Cooper’s name on it and the Northern Cheyenne Tribe. It states all of the disallowed costs that were on here. Which is to Lame Deer Trading, ACD Operations 8009427732 SC for \$3,699.99; SQ Dr. Bill’s Repa, Lame Deer, MT; Homewood Suites, Bozeman MT for \$254.73. My third attachment is a memo from me, to Donna Fisher and CC’ed to Denise Swank, who is the HR Director on the meeting on December 8th, 2021. At the meeting that you called today in your office regarding disciplinary action on Shawna Cooper was not objective. Nothing happened to resolve your opinion on the disciplinary action I had taken on this issue. As we spoke to try to resolve this issue, you indicated that she would no longer be

using the credit card. After we called her in to resolve the issue on justifications for the items of concern, you told her you wanted her to not use the card and she said she didn't want to give it up. You allowed her to continue to use the card. I went down to see Trixy and Jordan in Finance regarding the justifications and they had questions on the one she sent to us last night. They have not received the other two justifications as of today and also had questions on the one she emailed. When you gave me the delegation letter December 6, 2021 which covered 12/6 and 7/2021, I took action on this delicate issue on 12/7/21. William Walksalong, Supervisor for Shawna Cooper has been absent from work for weeks and you are the Aunt of Shawna and you should of recused yourself as the President from this issue. Since I was the Acting President and made my decision to terminate Shawna, I should not have had any feedback from you because it is a Conflict of Interest. Since we didn't resolve anything at the meeting and she has taken no action to resolve the issues, I am going forth with the termination letter and she has the right to appeal this decision. Serena Wetherelt, Vice President, Northern Cheyenne Tribe, PO Box 128, Lame Deer, Montana. Attachment D was from Donna Fisher to myself and she CC'ed William, Denise Swank, and Christian Bends regarding meeting on December 8, 2021. Good morning, there are three points you failed to address in your email: 1) My delegation letter did not delegate authority to you over personnel issues. 2) William Walksalong is Shawna's supervisor and he did not delegate any authority to you to discipline his employees in his absence. 3) In our system of operation, the Treasurer, Keene Bends, has the authority to interpret the procurement manual, not his staff. 4) It has come to my attention you were meeting with some Tribal Council representatives regarding this personnel issue. You are in violation of the Privacy Act to discuss any employee's confidential personnel issues, especially with Tribal Council members. In our personnel manual, the Privacy Act supersedes any Tribal or State policies and regulations governing an employee's rights to maintain confidential personnel information. Employees have the right to privacy and no one can force an authorized public or private official to violate federal law. The Privacy Act is discussed in the Personnel Manual. It is bad procedure to have Shawna's or any other employee information shared with unauthorized persons which includes the Tribal Council. The conflict of interest has been addressed, William Walksalong will take care of this matter upon his return on Monday, December 13, 2021. Then I answered, and that was Attachment C, that she was answering that memo that I had sent to her. That is my complaint.

Gwen Talawyma: I just have a question. What's been going on since the beginning, why weren't we all informed and able to sit down in a meeting together with all departments. For everyone that's involved. I've been out sick for two weeks and I understand that I have catching up to do. But I would just like to know.

Serena Wetherelt: Okay, the merits of the case will need to be heard. This is to accept my complaint. And there will be a hearing and a hearing date set. And we will be able to hear from the complainant and their respondent.

Diane Spotted Elk: This is just to have a hearing.

Gwen Talawyma: Oh, okay.

Norma Gourneau: I wanted to have a point of order, here. I'm not sure what your motion is, but under our system, there is a complaint against the President and she has the right to be heard.

And so, that's why in the Constitution, it requires a hearing. So, we have to hear her side. Today is not a removal hearing. Today, based on this resolution that was presented along with the Vice President's complaint, it requests a hearing for the removal against Tribal President Donna Fisher. Is that your motion, then?

Diane Spotted Elk: So, my motion is to have a hearing, set a date and time, to hear President Fisher's side of the story, all sides of the story.

Norma Gourneau: And this is the resolution that was provided with her.

Diane Spotted Elk: Yeah.

Norma Gourneau: So, there are some blanks in here that I think we should fill those in, but there's no question. Because she has a right to be heard and we have an obligation to provide a hearing.

Diane Spotted Elk: Right.

Norma Gourneau: I recommend February 2nd is on a Wednesday, so everyone should be here.

Debra Charette: Is that fine with you?

Norma Gourneau: Is that fine with you Diane? February 2nd at a time?

Diane Spotted Elk: Are there any suggestions on a time that everyone is available. If your calendars are cleared? 10:00 a.m., February 2nd? So, the hearing date will be set for February 2nd at 10:00 a.m. to hear all sides of the complaint.

Melissa Fisher: This is clearly a personnel issue, and personnel issues should not be heard on the floor, so my vote is "no."

Motion made by Diane Spotted Elk. Second by Eva Foote.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher		X		
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

8 votes Yes	1 vote No	0 Abstentions	Motion Carried
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Henry Speelman: So, hearing is set for February 2nd at 10:00 a.m. Okay, Item #8, there's a lot of people needing help out there in more ways than one, so I'd like to amend a payout that was supposed to be in August, and I'd like to move it up to February for the \$1,000. That way, depending on the membership, and it starts to help them get supplies and whatever they need for their household. We need to set a time, when is the next enrollment meeting?

Diane Spotted Elk: I think they're out and they probably won't be returning until next week. So, probably until next week.

Henry Speelman: Would we need to go through the application process and can we already use...

Lane Spotted Elk: I think we can research that, if we can use that initial application.

Henry Speelman: Alright, let's work on that as soon as possible.

Lane Spotted Elk: So, Councilman Speelman, your motion is to modify the Ordinance to change the date from August 2022 to February 2022?

Henry Speelman: Yeah.

Lane Spotted Elk: Okay.

Motion made by Henry Speelman. Second by Gwen Talawyma.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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MOTION TO ADJOURN MEETING

Motion made by Henry Speelman. Second by Lane Spotted Elk.


ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Lane Spotted Elk	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Phillip Beckman				X
Serena Wetherelt, Vice President *No vote, VP is presiding over meeting				
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

9 votes Yes	0 votes No	0 Abstentions	Motion Carried
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MEETING ADJOURNED @ 1:15 P.M.

PASSED, ADOPTED, AND APPROVED by the Northern Cheyenne Tribal Council with 9 votes for passage and adoption, 0 votes against passage and adoption, and 0 abstentions this 19th day of January 2022.


Nizhoni Friesz, Secretary
Northern Cheyenne Tribe