

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

REGULAR SESSION

MINUTES
April 5, 2021

CALL TO ORDER: President Donna Fisher called the meeting to order at 10:08 a.m.

INVOCATION: Henry Speelman

ROLL CALL:

	PRESENT	ABSENT	EXCUSED
Lane Spotted Elk	X		
Debra Charette	X		
Norma Gourneau	X		
Eva Foote	X		
Phillip Beckman *Absent today*			X
Serena Wetherelt, Vice President	X		
Donna Fisher, President	X		
Melissa Fisher	X		
Diane Spotted Elk	X		
Gwen Talawyma	X		
Silver Little Eagle	X		
Henry Speelman	X		
Total:	11		1

Quorum Established

Henry Speelman: Madame President, I would like to make a motion to have Alicia Cano as our Acting Secretary for this meeting.

MOTION TO APPOINT ALICIA CANO AS ACTING SECRETARY FOR THIS COUNCIL MEETING

Motion made by Henry Speelman. 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 *Absent*				X
Serena Wetherelt, Vice President	X			

Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

10 votes Yes	0 votes No	0 Abstentions	Motion Carried
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ELDERLY UPDATE
No updates at this time.

BUDGETS
No updates at this time.

DISTRICTS
No updates at this time.

MINUTES
MOTION TO PASS MINUTES FROM MARCH 15, 2021 COUNCIL MEETING
Motion made by Melissa Fisher. Second by Diane Spotted Elk.

ROLL CALL VOTE:

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

9 votes Yes	0 votes No	1 Abstention	Motion Carried
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A RESOLUTION MAKING A PERMANENT CHANGE TO THE PERSONNEL MANUAL GRANTING ADDITIONAL CARRYOVER LEAVE DUE TO THE COVID-19 PANDEMIC

Lane Spotted Elk: Therefore, be it resolved that the Tribal Council hereby reinstates up to 60 hours of leave for accrued leave hours lost for fiscal year 2020 only, up to maximum hours of 160, 210, or 260 hours, respectively.

Debra Charette: Wait, it's 140...

Lane Spotted Elk: It's 140, 190, and 240 respectively, depending on the years of consecutive employment. Also, making this a permanent amendment to the personnel policy. So, it would be going forward. Finally, be it resolved the Tribal Council hereby approves a leave payout to essential employees who lost leave beyond the previously mentioned 60 hours of reinstated leave. The leave payout is to be appropriated from the CARES ACT funding due to their inability to take leave in FY2020. This is a follow-up resolution from the previous meeting because the previous resolution didn't make it a permanent amendment. So, I had requested that the President not sign the previous one that was passed because it only would've affected 2020, but this one would actually make a permanent amendment going forward. So, it would increase those thresholds by 40 hours. Up to 2 years of service, 140 hours; 2-6 years, 190 hours; and over 6 years, 240 hours.

Debra Charette: On your last Whereas, the 60 should go to 40?

Lane Spotted Elk: Yep, 60 should go to 40. So, everything should be increased by 40. So, essentially the employees will be reinstated up to 40 hours, and any additional leave because of their essential status. And a big part of the response for the Tribe's pandemic response, would essentially be eligible for a leave payout as well. Therefore, it would make the employees, so they would either get a portion of it credited back to their leave bank and they would get paid out the difference. In essence, our employees would not be losing anything.

Donna Fisher: Do we have a number? Of how many employees?

Lane Spotted Elk: Yeah, HR said she would be right back, and she developed a spreadsheet. There she is. She calculated that out if we were to do that, so.

Denise Swank entered session @ 10:20 am.

Denise Swank: What it came down to is that once we changed the status of the additional 40 hours onto what they have existing, it will come out to about \$87,000. Give or take a few more.

Donna Fisher: How many employees?

Denise Swank: Oh geez, I didn't count the employees, we have quite a few. This is all of them. And it's one sheet per employee. And they range from 5 ½ hours, so the person with 5 ½ hours that they lost, they won't get a payout because their hours are going to be increased that carryover. But we did have one employee that had 280 hours, and one that had almost 100 hours that they lost. So, that person will get 40 hours taken from that and added to the one they can carry over, and they will get paid for 360 hours. Their payout will be for 360 instead of 400 hours.

Lane Spotted Elk: And primarily, one of the largest departments is the Board of Health?

Denise Swank: Yeah.

Lane Spotted Elk: Yeah. And I know the employees really appreciate the Tribe doing this.

Denise Swank: Board of Health, and we have Finance.

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 *Absent*				X
Serena Wetherelt, Vice President	X			
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

10 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Mena Limpy entered session @ 10:32 am.

A RESOLUTION AUTHORIZING AND APPROVING THE NORTHERN CHEYENNE TRIBAL BOARD OF HEALTH TO CONTRACT WITH THE INDIAN HEALTH SERVICE UNDER THE INDIAN SELF-DETERMINATION AND EDUCATION ASSISTANCE ACT FOR THE TRIBE’S PUBLIC HEALTH NURSING PROGRAM AND ASSOCIATED FUNDING

Mena Limpy: Good morning, everyone. So, myself and President Fisher and our Attorney have been working on plans for contracting the PHN program. I’m here today to present the resolution to get back our PHN program, so that it’s tribally-run. (Mena Limpy reads the Resolution). Does anybody have any questions on it?

Silver Little Eagle: Is there a pool of nurses ready for the PHN program?

Mena Limpy: No, but we would advertise. There are some nurses in our THIP program that would be interested. I can tell you when IHS did take over, there was, at the time, 6 nurses and 1 LPN and 1 Administrative Secretary.

Silver Little Eagle: So, last time we gave the nursing program to IHS, was because of the pandemic? Or, what was the history as to why we let go of the PHN?

Lane Spotted Elk: I think this could warrant an internal discussion, just because there was litigation involved. So, the Tribe had to litigate to work to where we are now. But right now, I guess, requesting this contract back is within the Tribe’s right. There were other circumstances, but I guess that would take more discussion. And probably have the Attorneys present to talk

about it. But there was a lengthy issue that happened, but this is a good step today, that the Tribe is going to ask for this back. And operate it, and we have the qualified individuals here, Tribal members too, who could operate this program. And I know on staff, we have how many nurses?

Mena Limpy: Four.

Lane Spotted Elk: We have four registered nurses, and I think this would be a good step in exercising our self-determination.

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 *Absent*				X
Serena Wetherelt, Vice President	X			
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

10 votes Yes	0 votes No	0 Abstentions	Motion Carried
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A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL ACCEPTS FUNDING FROM THE BUREAU OF INDIAN AFFAIRS AUTHORIZING THE NORTHERN CHEYENNE NATURAL RESOURCES DEPARTMENT TO IMPLEMENT INVASIVE SPECIES MONITORING AND TREATMENT PROJECT OF THE BURNED AREA EMERGENCY RESPONSE PLAN (BAER) IN THE 2020 SARPY FIRE ON THE NORTHERN CHEYENNE RESERVATION

Henry Speelman: Madame President, Jason Whiteman isn't here to present this resolution. Do you want to table it?

Donna Fisher: Yeah. So, we wanted to go into Executive.

Melissa Fisher: So, should we motion to table this?

Donna Fisher: Yeah. Motion to table this. We can even have a special or something tomorrow.

MOTION TO TABLE 2020 SARPY FIRE 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 *Absent*				X
Serena Wetherelt, Vice President	X			
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

10 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Council went into Executive Session @ 10:47 am.

Council exited Executive Session and Reconvened Regular Council Meeting @ 11:04 am.

MOTION TO ADJOURN MEETING @ 11:06 A.M.

Motion made by Debra Charette. 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 *Absent*				X
Serena Wetherelt, Vice President	X			
Melissa Fisher	X			
Diane Spotted Elk	X			
Gwen Talawyma	X			
Silver Little Eagle	X			
Henry Speelman	X			

10 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Meeting Adjourned @ 11:06 a.m.

PASSED, ADOPTED, AND APPROVED by the Northern Cheyenne Tribal Council with 10 votes for passage and adoption, 0 votes against passage and adoption, and 0 abstentions this 5th day of April 2021.



Alicia Cano, Acting Secretary
Northern Cheyenne Tribe