

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

Volume 19 Number 74
Council Chambers, Pablo, MT

Held: August 1, 2019
Approved: August 8, 2019

MEMBERS PRESENT: Ronald Trahan, Chairman; Shelly Fyant, Secretary; Anita Matt, Treasurer; Myrna DuMontier; Fred Matt; Dennis Clairmont; Carole Lankford; and Charmel Gillin.

MEMBERS ABSENT: Leonard Gray, Vice-Chairman; (IBMP Meeting – Bozeman, Montana); and Leonard TwoTeeth (IBMP Meeting – Bozeman, Montana).

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 9:06 a.m. Quorum established.

The meeting was opened with a **prayer** by Anita Matt.

The **Tribal Council Meeting Minutes** for July 25, 2019 were presented for approval.

MOTION by Anita Matt to approve the Tribal Council Meeting Minutes for July 25, 2019, with corrections. Seconded by Shelly Fyant. Carried, unanimous (8 present).

The **agenda** was presented for approval.

MOTION by Charmel Gillin to approve the agenda, with additions. Seconded by Myrna DuMontier. Carried, unanimous (8 present).

Carole Lankford wanted to hold off on the executive session that is scheduled on the agenda since there is not a full council here today. **Council** will discuss further.

Bud Moran, Tribal Member, thanked the tribal council for their support during the loss of his wife.

Troy Felsman and **Chad Cottet**, S&K Technologies; **Bud Moran**, S&K Technologies Board of Directors; informed council that SKT currently has 950

Tribal Council Meeting Minutes
August 1, 2019

employees throughout the country and there is a good chance the company may be adding to that number. In line with that, SKT plans on having a Career Fair August 15 -16, 2019, from 9:30 a.m. to 2:00 p.m., at the KwaTaqNuk Resort. SKT decided to hold this Career Fair because of the increase of approximately 100 new employees that will be hired due to the T-Mobile contract. The main goal of the Career Fair is to inform tribal members of the opportunities that exist within the CSKT-owned tribal enterprises. This is the first attempt by the tribal enterprises to combine efforts for a Career Fair and if successful, it could be an annual event. Feedback will be collected from the attendees in order to discern what marketing efforts were most successful in advertising the event. The enterprises that will be participating in the fair is: S&K Technologies, S&K Electronics, S&K Gaming, Energy Keepers, Mission Valley Power, and Eagle Bank.

Kathleen Williams, US House Candidate, met with council to discuss her campaign for the upcoming election. She continues to support tribal sovereignty and tribal issues. There will be a tribal college tour planned for the fall. Kathleen was heavily involved in supporting the water compact. **Council** appreciated her support and asked Ms. Williams to return to council on a regular basis to discuss tribal issues.

Leonard Michel, Tribal Member, requested to meet with council in **executive session** to discuss a personal matter.

Dewey Schliep, Tribal Member, requested to meet with council in **executive session** to discuss a personal matter. **Natalie Kenmille**, Department of Human Resources Development, was present for discussion.

Council reconvened into **regular session**.

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

Art Soukkala and **Shannon Clairmont**, Natural Resources Department, conducted the permit drawings. There are 30 bull tags for Ferry Basin, and 8 rams and 2 ewe tags for Little Money.

Rich Janssen and **Dan Lozar**, Natural Resources Department; and **Melanie Piedalue**, Personnel Department; requested approval of a five-year contract with Scott Johnston to fill the SOD/Roads Program Manager position.

MOTION by Carole Lankford to approve a five-year contract with Scott Johnston to fill the SOD/Roads Program Manager position. Seconded by Fred Matt. Carried, unanimous (8 present).

Charmel Gillin is hoping that we can actually identify tribal members who might come up within this five-year period, through a career fair, outreach, or going through the Tribal Education Department. She has heard there is very little tribal presence at the Salish Kootenai College Career Fair. She wants to use those platforms for tribal departments to encourage tribal members to fill positions that are being filled by nontribal members. **Fred Matt** thought it would be a good idea for NRD to join in on the tribal enterprise Career Fair this month. **Rich Janssen** works with TED and he looks on Facebook to see who is going to school. He sends emails to students to see what they are doing after graduation. **Melanie Piedalue** commented that they do outreach.

Joe Durglo and **Dr. Corum**, Tribal Health Department, requested approval of a noncompetitive 60-day contract (ending September 30, 2019) with Shawna Buffalo to provide Suicide Safe Care training to the staff. She is employed on a part-time basis.

MOTION by Charmel Gillin to approve a 60-day noncompetitive contract (ending September 30, 2019) with Shawna Buffalo to provide Suicide Safe Care training to the staff. Seconded by Myrna DuMontier. Carried, unanimous (8 present).

Joe Durglo and **Dr. Corum**, Tribal Health Department, requested approval to hire Francis O'Neill on a two-year contract to fill the Clinic Nurse position. The vacancy was advertised and there were no tribal member applicants. **Charmel Gillin** questioned whether the positions are advertised after the end of the contract period with nonmembers. Joe responded that to provide continuity, he prefers to keep the nonmembers employed if they have performed well. If there is a tribal member that obtains a nursing degree, there are enough positions to get them a job. According to the Personnel Ordinance, all nontribal members must be hired on a contract and it needs to be approved by the tribal council. **Dr. Corum** is trying to get some stability for the people's care.

MOTION by Carole Lankford to approve the hire of Francis O'Neill on a two-year contract to fill the Clinic Nurse position. Seconded by Myrna DuMontier. Carried, unanimous (8 present).

Joe Durglo and **Dr. Corum**, Tribal Health Department, requested approval to hire Tiffany Naugle on a two-year contract to fill the Medical Assistant position. The vacancy was advertised and there were no qualified tribal member applicants.

MOTION by Dennis Clairmont to approve the hire of Tiffany Naugle on a two-year contract to fill the Medical Assistant position. Seconded by Anita Matt. Carried, unanimous (8 present).

Joe Durglo and **Dr. Corum**, Tribal Health Department, requested approval to hire Erica Weber on a three-year contract to fill the Behavioral Health Division Director position. The vacancy was advertised twice and there was only one qualified applicant. There were three tribal member applicants, but they were screened out due to not meeting the minimum qualifications. **Charmel Gillin** would like the vacancy to be readvertised. **Chairman Trahan** wants the Personnel Department scheduled on the agenda to explain to council how the screening process works. **Carole Lankford** commented that if the policy was followed, then it should be approved. We can keep trying to get tribal members to apply for jobs, but we cannot hold up business due to the lack of tribal member applicants. The elected leaders need to make sure services are provided to our tribal members. All of the council wants to employ tribal members, but they cannot make them apply for jobs.

MOTION by Carole Lankford to follow the recommendation of the department and transfer Erica Weber into the Behavioral Health Division Director position on a three-year contract. Seconded by Dennis Clairmont. Carried, 4 for; 3 opposed (Charmel Gillin, Myrna DuMontier and Shelly Fyant); 1 abstention (Anita Matt).

Joe Durglo informed council that he is willing to enter into a training/education plan with any THD tribal member employee that is interested so they can meet the minimum qualifications for positions within the department. **Anita Matt** asked if the Human Resources position was filled. Maybe that is something that position could work on. Joe advised that Amissa Kipp was hired in the HR position.

Joe Durglo and **Dr. Corum**, Tribal Health Department, requested to meet with council in **executive session** to discuss a personnel matter. **Melanie Piedalue**, Personnel Department, was present for discussion.

Council reconvened into **regular session**.

Kim Azure, Department of Human Resources Development, requested approval of a sole source facilitator agreement with the Boston Children's Hospital – Brazelton Touchpoints Center in the amount of \$54,600.00 to provide training.

MOTION by Myrna DuMontier to support the request for a sole source facilitator agreement with Boston Children's Hospital - Brazelton Touchpoints Center in the amount of \$54,600.00 to provide training. Seconded by Shelly Fyant. Carried, unanimous (8 present).

Kim Azure, Department of Human Resources Development, requested approval of a noncompetitive contractor agreement with Gwen Lankford Spencer,

Tribal Council Meeting Minutes
August 1, 2019

Sapphire Strategies, Inc., in the amount of \$19,250.00 to provide leadership and consultation on a media project.

MOTION by Anita Matt to approve the noncompetitive contractor agreement with Sapphire Strategies, Inc. in the amount of \$19,250.00, as recommended by the department. Seconded by Myrna DuMontier. Carried, 7 for; 1 abstention (Carole Lankford).

Kim Azure, Department of Human Resources Development, requested approval of a noncompetitive contractor agreement with Frank Tyro, Caribou Crossing, in an amount not to exceed \$12,000.00 to work on a video for a mental health consultation continuing in education course that LAUNCH is seeking to create.

MOTION by Fred Matt to approve a noncompetitive contractor agreement with Frank Tyro, Caribou Crossing, in an amount not to exceed \$12,000.00. Seconded by Charmel Gillin. Carried, 8 for; 1 abstention (Shelly Fyant).

Mark Couture and **AJ Bigby**, Tribal Lands Department, presented a request for the Montana State University to film an education video on Medusahead Wild Rye on the Nicholson Ranch.

MOTION by Anita Matt to allow the Montana State University to film an education video on Medusahead Wild Rye on the Nicholson Ranch. Seconded by Charmel Gillin. Carried, unanimous (8 present).

Mark Couture and **AJ Bigby**, Tribal Lands Department, presented a request from Salish Kootenai College to build a memorial bench and information plaque for Pat Hurley on the SKC campus. Pat worked as an instructor and was the Environmental Science department head for many years.

MOTION by Anita Matt to approve the memorial bench at SKC. Seconded by Fred Matt. Carried, unanimous (8 present).

Mark Couture and **Tara Irvine**, Tribal Lands Department; and **Jenifer Blumberg**, Best Beginnings; gave an update and requested guidance on Jenifer's request. The Best Beginnings Children's Partnership is partnering with ECS to create playful learning centers on the reservation. It is located on Tribal Tract T-983 where the Assisted Living Center is. They are not an entity that could provide liability insurance, so they wanted to know if THD or ECS could work with the program or if the insurance could be waived. The insurance covers liability for any injuries that may occur. The grant funds need to be spent by the end of the year and it needs to be constructed by the end of summer. **No action taken.** **Council** suggested checking with those departments to see if they want to partner on the project so they could pay the insurance.

Mark Couture, Tribal Lands Department, informed council that there has not been a Land Committee meeting for the past couple of months and there are some items that need to be reviewed by the Committee or be brought directly in to the full council. **Chairman Trahan** suggested setting a land committee meeting during next week's chairman's meeting.

Aric Cooksley, Boys & Girls Club; **Eternity, Shawna, Brooklyn, Ivy, Brea, Malia**, and **Diesel**, Children; brought the council a thank-you poster for supporting the Boys & Girls Club and they took a picture with the tribal council members. **Chairman Trahan** presented Aric with a donation check to contribute to the Polson Boys & Girls Club.

Chairman Trahan announced that the investigation report was rescheduled for next Tuesday.

Leonard Michel, Tribal Member, requested to meet with council in **executive session** to discuss a personal matter.

Council reconvened into **regular session**.

***** **Lunch** *****

Dennis Clairmont left the meeting for the remainder of the day.

Craige Couture, Law & Order, discussed budget issues and gave an update on the rotation shift the officers work. He sent council a budget to show what it would cost and the item lines for operations, vehicle maintenance and training. Chief Couture is not requesting additional funding at this time. The detective has been investigating cases that Lake County is not investigating. Chief Couture provided active shooter training to the tribal council.

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

Chief Couture continued the active shooter training and made some recommendations on how to improve the safety and security in the tribal buildings and the tribal council chambers.

Laurence Kenmille, Enrollment Office, gave an update regarding direct deposit of per capita payments. They turned over the direct deposits on Monday. Eagle Bank changed their servers so they put us on the old system for the April per capita. The bank was going to save it, but they didn't save the server. The staff tried to work it out with Eagle Bank so they could use the old system. Everything went out on the direct deposits, but there was a computer glitch. There were over 100 of the accounts that were zeroed out. If that cannot be fixed, then the

Tribal Council Meeting Minutes
August 1, 2019

department will mail out a paper check. **Shelly Fyant** received a phone call and will provide the contact information to Laurence so the Enrollment Office can follow up.

Myrna DuMontier asked if anyone identified the tax issue that keeps popping up on Facebook. The other council members were not aware of the Facebook posts Myrna was referring to. **Council** referred the matter to the Tribal Lands Department to investigate.

MOTION by Myrna DuMontier to adjourn the meeting.

Council **adjourned** at 3:30 p.m., and is scheduled to meet again on Tuesday, August 6, 2019, at 9:00 a.m.

CONFEDERATED SALISH AND KOOTENAI TRIBES

/sgnd/

Shelly R. Fyant
Tribal Secretary