

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

Volume 23 Number 16  
Council Chambers, Pablo, MT

Held: December 20, 2022  
Approved: December 29, 2022

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

**MEMBERS ABSENT:** James “Bing” Matt (Personal Time Off).

**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 Jennifer Finley.

The **Tribal Council Meeting Minutes** for December 15, 2022 were presented for approval.

**MOTION** by Mike Dolson to approve the Tribal Council Meeting Minutes for December 15, 2022, with corrections. Seconded by Jim Malatare. Carried, 8 for; 1 abstention (Len TwoTeeth).

The **agenda** was presented for approval.

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

**Chairman McDonald** discussed the weather forecast for Wednesday evening and early morning Thursday. It is forecasted to be up to 30 below zero without the windchill. If there is an office closure, he would prefer to let the membership and programs know in advance.

**MOTION** by Jennifer Finley to declare a snow day on Thursday due to the historically low predicted temperatures. Departments are allowed the flexibility to stay open. Seconded by Ellie Bundy. Carried, unanimous (9 present).

**Terry Pitts** informed council that tribal elder Delores Adams called him requesting assistance to get her driveway plowed. The snowplow told her he could not do that and that she needed to contact the Housing Authority. **Len TwoTeeth** commented that Delores called him so Len called Patti and asked to get her driveway plowed out, but he never heard back whether she was plowed out. **Jim Malatare** advised Delores also called him. Elders need assistance. Jimmy thinks if the plow truck is there, they should be able to push the snow out for elders. **Council** will request a report.

**Terry Pitts** informed council that Dale Neiman has had 400 head of elk in his haystack which is destroying a lot of hay and he wanted to know if the Tribes could do anything. Dale has called a number of tribal members to shoot the elk. Terry would like the hunter depredation program contacted for possible assistance. If the CSKT would purchase the fencing materials, Dale is willing to put it in. **Council** will follow up.

**Len TwoTeeth** informed council that he was contacted by Judge Dusty Deschamps. Judge Deschamps administers one of two ICWA courts in the state of Montana and he would like to have a tribal flag to display in his courtroom. It was the **consensus** of council to provide a tribal flag for Judge Deschamps's courtroom.

**Chairman McDonald** informed Patti Hibbeler of issues regarding snowplowing. Patti informed council that Lloyd Irvine and Jay Skellenger are the two snowplowers that plow across the reservation. Based on the number of elders that have asked for assistance, that averages 50 driveways per plow, which is impossible to plow out in one day. It is taking the plowers 3 days to get everyone plowed out. **Jim Malatare** stated Delores Adams had a snowplow right by her house and she asked him to push the snow out of her driveway, but he told her couldn't do that and that she needed to contact SKHA. They should be able to plow out the elders if they are already there. The tribal elders need help. Patti advised the Elderly Services program has their own mini-plow and has a list of elders that are homebound or have medical issues so they can be plowed out. Patti wants to make sure the elders are plowed out in case of emergency. **Terry Pitts** saw a guy with a four-wheeler and a plow on his way to Missoula. He asked if the residents there could get put on a list to get plowed out. Patti responded the snowplowers plow the driveways.

**Steve McDonald**, Tribal Forestry, requested approval of modification 1 for an extension of the cut and pay date for the BFS Lower Cable Logging Unit contract, due to a shortage of logging trucks being available to haul logs. The contractor cut 30 loads but cannot find a truck to haul them to the mill.

**MOTION** by Terry Pitts to approve by resolution an extension of the cut and pay date for the BFS Lower Cable Logging Unit contract to May 31, 2023,

without penalty. Seconded by Jim Malatare. Carried, 9 for; 0 opposed; 0 not voting.

**RESOLUTION 23-033**

**RESOLUTION APPROVING MODIFICATION BFS LOWER CABLE LOGGING UNIT CONTRACT NO. F203C22036**

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

**WHEREAS**, The Superintendent, Flathead Agency, Pablo, Montana approved Timber Contract No. F203C22036, BFS Lower Cable Logging Unit, between the Confederated Salish and Kootenai Tribes, the Seller; and Bitterroot Contracting LLC, the Purchaser; and

**WHEREAS**, Bitterroot Contracting LLC, the purchaser, has requested an extension of the cut and pay date on December 15, 2022, from December 31, 2022 to May 1, 2023. As stated in his request due to current shortage of timber haulers, he is requesting an extension; and

**WHEREAS**, the Superintendent and Seller agree with this request which will change contract Section A5, contract cut & pay date to May 1, 2023, without penalty; and

**NOW, THEREFORE, IT IS HEREBY AGREED THAT:** Section A5 of the BFS Lower Cable Logging Unit contract be modified to change Section A5, contract cut and pay date to May 1, 2023, without penalty.

**FURTHER**, it is mutually understood and agreed that except as herein expressly specified, the timber contract shall remain in full effect and force, binding upon the parties thereto, and this modification of contract shall become effective upon approval by the Approving Officer.

**Ruth Swaney**, Financial Management, requested approval of modification 5 to the fiscal year 2023 total budget allocations for General Fund and Compacts, Contracts, and Grants. The Tribal license plates are being phased out.

**MOTION** by Mike Dolson to approve by resolution modification 5 to the fiscal year 2023 total budget allocations for General Fund and Compacts, Contracts, and Grants. Seconded by Martin Charlo. Carried, 9 for; 0 opposed; 0 not voting.

**RESOLUTION 23-034**

**RESOLUTION APPROVING MODIFICATION 5 TO THE FISCAL YEAR 2023  
TOTAL BUDGET ALLOCATIONS FOR GENERAL FUND AND COMPACTS,  
CONTRACTS, AND GRANTS**

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

**WHEREAS**, new awards and prior year General Fund revenues 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 4 - 12/1/2022	Increase/ (Decrease) General Fund	Increase/ (Decrease) Compacts, Contracts and Grants	Total Increase/ (Decrease)	Total Revised Mod 5 - 12/20/2022
<b>PERMANENT</b>					
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
<b>SUBTOTAL, PERMANENT</b>	<b>\$15,686,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,686,000</b>
<b>MANDATORY</b>					
Government Services	\$14,708,862		\$1,635,400	\$1,635,400	\$16,344,262
Health and Human Services	\$84,304,956				\$84,304,956
Natural Resources	\$56,183,567		\$679,783	\$679,783	\$56,863,350
Government Operating	\$2,064,000				\$2,064,000
Education	\$1,613,631				\$1,613,631
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	\$5,676,655				\$5,676,655
Capital Programs	\$865,000				\$865,000
Indirect Costs	\$4,041,000				\$4,041,000
<b>SUBTOTAL, MANDATORY</b>	<b>\$199,187,944</b>	<b>\$0</b>	<b>\$2,315,183</b>	<b>\$2,315,183</b>	<b>\$201,503,127</b>

Function	Total Revised Mod 4 - 12/1/2022	Increase/ (Decrease) General Fund	Increase/ (Decrease) Compacts, Contracts	Total Increase/ (Decrease)	Total Revised Mod 5 - 12/20/2022
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			and Grants		
<b>DISCRETIONARY</b>					
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	\$573,000	\$12,845		\$12,845	\$585,845
Administration	\$172,000				\$172,000
Tribal Earmarks	\$3,270,919				\$3,270,919
<b>SUBTOTAL, DISCRETIONARY</b>	<b>\$45,525,769</b>	<b>\$12,845</b>	<b>\$0</b>	<b>\$12,845</b>	<b>\$45,538,614</b>
<b>TOTAL APPROPRIATIONS</b>	<b>\$260,399,713</b>	<b>\$12,845</b>	<b>\$2,315,183</b>	<b>\$2,328,028</b>	<b>\$262,727,741</b>

**BE IT RESOLVED** by the Tribal Council of the Confederated Salish and Kootenai Tribes to approve Modification 5 to the FY 2023 Total Budget Allocations for General Fund and Compacts, Contracts, and Grants for a net increase of \$2,328,028; and

**BE IT FURTHER RESOLVED** that the FY 2023 Total Budget Allocations are increased from \$260,399,713 to \$262,727,741; 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.

**Greg Spahr**, Financial Management, requested approval of a resolution authorizing the purchase of the Pablo Glacier Bank property.

**MOTION** by Len TwoTeeth to approve by resolution the purchase of the Pablo Glacier Bank property. Seconded by Mike Dolson. Carried, 9 for; 0 opposed; 0 not voting.

**RESOLUTION 23-035**

**RESOLUTION AUTHORIZING THE PURCHASE OF FEE LAND LOCATED IN LAKE, MONTANA**

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

**WHEREAS**, the Tribal Land Acquisition Program was approved by the Act of June 18, 1934 (48 Stat. 984); and the Act of July 18, 1968 (PL90-402);

**WHEREAS**, Glacier Bank has offered to sell all right, title and interest in property situated in Lake County, Montana, more particularly described as follows: The NE  $\frac{1}{4}$  SE  $\frac{1}{4}$  and the SE  $\frac{1}{4}$  NE  $\frac{1}{4}$  of Section 2, Township 21 North, Range 20 West, P.M.M., Lake County, Montana, further shown and described as being Lot 1 on Subdivision Pat No. 259, on file in the Clerk and Recorder of Lake County, Montana. The property is commonly known as 36042 Major Houle Drive, Pablo, MT 59855, totaling 2.5 acres, more or less.

**WHEREAS**, Glacier Bank and the Confederated Salish and Kootenai Tribes have accepted the negotiated value.

**NOW THEREFORE, BE IT RESOLVED**, that the above-described property be purchased from Pablo Glacier Bank, and that the Bureau of Indian Affairs, pursuant to the Act of June 18, 1934 (48 Stat. 984), transfer title to the property to the U.S.A. in trust for the Confederated Salish and Kootenai Tribes.

**BE IT FURTHER RESOLVED**, that the Chairman of the Tribal Council or his delegated representative is authorized to execute the transactional documents necessary to complete the land conveyance for real property situated in Lake County, Montana.

**Carole Lankford** asked what the plan was for the Pablo bank building. **Greg Spahr** advised the plan is to use it for two purposes. The short term use is to accommodate Three Chiefs as they transition from the Allard location; it's a temporary spot for them. They are determining what portions of the government would work well in a bank building, and it will be a pilot program.

**Greg Spahr**, Financial Management, requested approval of journal entries that require council approval. When the books are closed at the end of the fiscal year ending September 30, the programs are required to submit their journal entries by November 3 to accomplish those things. This information is provided to the auditors to be verified. CSKT receives \$125 million in grant funding and having a no findings audit is important for the organization as we apply for future grant funding. **Carole Lankford** suggested authorizing Greg to approve the journal entries in the future instead of requiring council action. Greg will review the policies. This policy has been in effect since 2012. Fire Control had a journal entry due to having a new five-year contract and payroll going into the prior contract which is closed; the expenses were moved into the current contract. There were also two gas bills from Exxon that were booked in the wrong accounts. Early Childhood Services has a journal entry to move payroll and benefit costs to their grant program. The Natural Resources Department has 3 journal entries that are moving the aquatic invasive species costs to the right program; they were misallocated and this journal entry puts them into the right place. The Preservation Office has 23 journal entries that they are trying to seek reimbursement for expenses that were accumulated during the year from the

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funding agency. Greg informed council that financial training is provided to staff within the organization. There are two training sessions scheduled for February and August. The Department of Human Resources Development has 17 journal entries to make sure the appropriate expenses are attributed to the right program.

**MOTION** by Martin Charlo to approve the journal entries. Seconded by Len TwoTeeth. Carried, unanimous (9 present).

**Chairman McDonald** asked Greg if he is identifying the ones that are due to gross negligence. **Greg Spahr** stated he is taking an active role to make sure the standards are being followed throughout the organization and he will make sure the training sessions are more impactful. He is always on alert for negligence and/or any wrongdoing.

**Mike Dolson** out of the room participating in a Bi-Op meeting.

**Council** met in **executive session**.

Council reconvened into **regular session**.

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

**Mike Dolson** returned to the meeting.

**Chairman McDonald** informed Jean Matt that the council took action to close the offices this Thursday due to frigid temperatures predicted. **Jean Matt** advised he let his staff know. The crews will still be available for any emergency outages. There has been snow on the ground since November 1 and there have only been 3 days in November that had temperatures above freezing.

**Jean Matt**, Mission Valley Power General Manager; **Richard Erb**, **Gordon Fyant**, **Dan DePoe**, and **Cindy Benson**, Mission Valley Power Utility Board; presented the fiscal year 2022 Annual Report for Mission Valley Power. The main office is open Monday through Thursday from 7:00 a.m. to 5:30 p.m. Customer Service is closed during the lunch break from 12:00 p.m. to 12:30 p.m. MVP has 69 full-time employees; 3 temporary employment agreements, and 2 college students on temporary employment agreements. Pay by Phone continues to increase. MVP manages 24,000 meters, which equates to 20,000 customers. There has been a strain on the existing equipment due to increased services. The Utility Board meets twice monthly and works on how the utility is ran on a day-to-day basis. There is a Consumer Council that has 7 members. The Consumer Council meets on a monthly basis if needed. The 93-638 contract has a Consumer Council to advocate for our consumers. The Customer Service Manager retired in July so that position remains vacant. The online forms have

been updated to be more user friendly. MVP has some customer assistance programs. Credits are applied during winter months for seniors and disabled customers. 6 customer accounts are credited per month to prompt paying residential and general service customers along with 10 irrigation customers per year. **Len TwoTeeth** would like to offer tribal members a discount. **Cindy Benson** responded that the 638 contract requires the utility to treat all customers equally. The Engineering Department completed 333 work orders. The Ronan substation and Ronan west substation upgrades were completed. MVP has the capability to install security cameras at the substations. **Chairman McDonald** commented Fish & Game would like to have access to security cameras. Jean can follow up with Dan McClure. The Operations & Construction Department had 4 apprentice linemen that are in their first year of a four-year apprenticeship, plus 4 apprentice line clearance tree trimmers. The crews responded to 464 power outages that affected 22,292 customers with the average outage lasting 2.22 hours. The Support Services Department has a fleet of 67 vehicles, 35 trailers, and 30 pieces of equipment ready for use by the construction crews. A third party was hired to complete the revenue rate increase. The revenue for fiscal year 2022 was \$36,259,115.00; expenses were \$33,994,290.00; and the operating reserve was \$2,264,825.00. For every \$1.00 MVP spends on energy conservation, Bonneville Power Administration spends \$29.99 in our service area. Customers per rate class is residential at 70.14%, small commercial single phase at 1.53%, small commercial three phase at 1.79%, small commercial no demand at 14.23%, irrigation at 4.9%, street light at .1%, and area light at 7.31%.

**Jordan Thompson** and **Shane Morigeau**, Tribal Executive Office; **Mark Baker**, Lobbyist; and **Lynsey Gaudio**, Legal Department; requested to meet with council in **executive session** to give an update. **Dan Decker**, **Brian Upton**, **Katie Jones**, **John Harrison**, and **Chelsea Colwyn**, Legal Department; and **Gwen Lankford**; were present for discussion.

**Dan Decker**, **Brian Upton**, **Michael Wheeler**, **Lynsey Gaudio**, **Katie Jones**, **John Harrison**, and **Chelsea Colwyn**, Legal Department, requested to meet with council in **executive session** to discuss legal matters. **Jordan Thompson**, Tribal Executive Office; **Whisper Camel-Means**, Natural Resources Department; and **Mark Couture**, Tribal Lands Department; were present for discussion.

Council reconvened into **regular session**.

**MOTION** by Carole Lankford to approve the resolution supporting the 2023 application to the Bureau of Indian Affairs for invasive species funding for a mobile aquatic invasive species check station. Seconded by Martin Charlo. Carried, 9 for; 0 opposed; 0 not voting.

**RESOLUTION 23-036**



**A RESOLUTION SUPPORTING THE 2023 APPLICATION TO THE BUREAU OF INDIAN AFFAIRS FOR INVASIVE SPECIES PROGRAM FUNDING**

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

**WHEREAS**, the Confederated Salish and Kootenai Tribes' ("CSKT" or "Tribes") Tribal Council has the power and duty to protect the health, economy, security, and general welfare of the Tribes and thereby all the residents of the Flathead Reservation, and the power and duty to protect and preserve the tribal property, wildlife and natural resources of the Flathead Reservation; and

**WHEREAS**, the Tribal Council has identified aquatic invasive species as a risk to the health, security, and general welfare of the Tribes and to the tribal property, wildlife and natural resources of the Flathead Reservation; and

**WHEREAS**, the Tribes' Mission statement provides that the Tribes will "provide sound environmental stewardship to preserve, perpetuate, protect and enhance natural resources and ecosystems"; and

**WHEREAS**, the Confederated Salish and Kootenai Tribes have established an Aquatic Invasive Species Program within the Natural Resources Department and are protecting the Flathead Reservation, the Flathead Basin, and the Columbia River Basin, from the introduction of aquatic invasive species; and

**WHEREAS**, the Office of Trust Services, Division of Natural Resources, Branch of Fisheries, Wildlife, and Recreation Programs in the Bureau of Indian Affairs has funding available for invasive species programs;

**NOW, THEREFORE BE IT RESOLVED**, that the Tribal Council hereby approves the submission of an application to the Bureau of Indian Affairs to fund a mobile aquatic invasive species watercraft inspection and education station;

**AND BE IT FURTHER RESOLVED**, that the Chairperson of the Tribal Council or his designated representatives are authorized to negotiate and execute the application on behalf of the Tribes.

**MOTION** by Carole Lankford to approve the resolution supporting the 2023 application to the Bureau of Indian Affairs for invasive species funding for a permanent aquatic invasive species check station. Seconded by Martin Charlo. Carried, 8 for; 1 opposed (Terry Pitts); 0 not voting.

**RESOLUTION 23-037**

**A RESOLUTION SUPPORTING THE 2023 APPLICATION TO THE BUREAU OF INDIAN AFFAIRS FOR INVASIVE SPECIES PROGRAM FUNDING**

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

**WHEREAS**, the Confederated Salish and Kootenai Tribes' ("CSKT" or "Tribes") Tribal Council has the power and duty to protect the health, economy, security, and general welfare of the Tribes and thereby all the residents of the Flathead Reservation, and the power and duty to protect and preserve the tribal property, wildlife and natural resources of the Flathead Reservation; and

**WHEREAS**, the Tribal Council has identified aquatic invasive species as a risk to the health, security, and general welfare of the Tribes and to the tribal property, wildlife and natural resources of the Flathead Reservation; and

**WHEREAS**, the Tribes' Mission statement provides that the Tribes will "provide sound environmental stewardship to preserve, perpetuate, protect and enhance natural resources and ecosystems"; and

**WHEREAS**, the Confederated Salish and Kootenai Tribes have established an Aquatic Invasive Species Program within the Natural Resources Department and are protecting the Flathead Reservation, the Flathead Basin, and the Columbia River Basin, from the introduction of aquatic invasive species; and

**WHEREAS**, the Office of Trust Services, Division of Natural Resources, Branch of Fisheries, Wildlife, and Recreation Programs in the Bureau of Indian Affairs has funding available for invasive species programs;

**NOW, THEREFORE BE IT RESOLVED**, that the Tribal Council hereby approves the submission of an application to the Bureau of Indian Affairs to fund a permanent roadside aquatic invasive species watercraft inspection station and associated infrastructure;

**AND BE IT FURTHER RESOLVED**, that the Chairperson of the Tribal Council or his designated representatives are authorized to negotiate and execute the application on behalf of the Tribes.

**MOTION** by Len TwoTeeth to approve the marijuana taxation agreement with the state of Montana. Seconded by Ellie Bundy. Carried, 8 for; 1 opposed (Mike Dolson).

**MOTION** by Mike Dolson to approve by resolution the attorney contract with Zach Zipfel. Seconded by Jennifer Finley. Carried, 9 for; 0 opposed; 0 not voting.

**RESOLUTION 23-038**

**A RESOLUTION TO ENTER INTO AN ATTORNEY CONTRACT WITH ZACH ZIPFEL**

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

**WHEREAS**, the Tribal Council, as primary governing body of the Flathead Nation, is entrusted with the responsibility to operate the Tribes' governmental business and protect and preserve Tribal property, wildlife and natural resources, and to protect the health, security and general welfare of the Tribes;

**WHEREAS**, protection and preservation of property, wildlife, natural resources, health, security, and general welfare of the Tribes is among the highest priorities of the Tribes;

**WHEREAS**, the Tribal government maintains a Legal Department, employs contract attorneys to staff that department, and contracts with additional attorneys, with Legal Department coordination, when such outside assistance is needed;

**WHEREAS**, the Legal Department provides to the Tribal Council and Tribal government its civil legal services;

**WHEREAS**, Zach Zipfel is a licensed attorney in the State of Montana, and wishes to provide legal services to the Tribes through the Legal Department;

**WHEREAS**, Zach Zipfel, Attorney, has agreed to provide his legal services according to the terms and conditions of his Attorney Contract;

**NOW THEREFORE BE IT RESOLVED**, the Tribal Council approves said agreement and authorizes its execution by the Chairman and the Tribal Secretary.

**Dan Decker** and **Michael Wheeler**, Legal Department, requested to meet with council in **executive session** to discuss legal matters. **John Harrison, Lynsey Gaudioso, Chelsea Colwyn**, and **Katie Jones**, Legal Department, were present for discussion.

Council reconvened into **regular session**.

**MOTION** by Len TwoTeeth to accept the fiscal year 2022 Annual Report for Mission Valley Power. Seconded by Martin Charlo. Carried, unanimous (9 present).

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

**Michelle Mitchell**, Tribal Education Department; and **Steve Love**, Charlo School District; presented the annual Indian Education Report for the Charlo School District. The school is starting to bounce back from the COVID-19 pandemic and having in-person classes. The enrollment continues to decrease. The school received funding to hire a school counselor, a school nurse, and a technology coordinator position. Mental health is an issue in all schools. There is still a struggle to improve attendance. Charlo School receives between \$12,000 and \$15,000 for Indian Education For All. The JOM funding does not go to the school district. **Jennifer Finley** requested the data for the past 3 years.

**Laurence Walchuk**, **Larry Hall**, **Cam Ulvick**, and **Janet Brass**, Hot Springs Telephone Company; **Michelle Marengo** and **Jay Preston**, Ronan Telephone Company; presented the annual report for the Hot Springs Telephone Company and the Ronan Telephone Company. Since 2012, the Federal Communications Commission has required providers of telecommunications providers that receive support from the Universal Service Fund for the provision of telecommunications services and infrastructure on tribal lands to formally engage with the leaders of Tribal government on an annual basis. The purpose is to report on the provider's current and planned provision of telecommunications services and infrastructure for tribal communities. The HSTC received funding for several projects that are ongoing, including getting fiber to as many residents as possible. The phone company is doing a needs assessment and deployment planning with a focus on anchor institutions; feasibility and sustainability planning; marketing in a culturally and sensitive manner; rights-of-way, land use permitting, facilities siting, and environmental and cultural preservation review process; and compliance with Tribal business and licensing. The phone companies go through the Indian Preference Office when they have projects or are hiring staff. Laurence would like the Tribes' support to get the last mile of the walking path finished.

**MOTION** by Martin Charlo to accept the annual report for the Hot Springs Telephone Company and Ronan Telephone Company. Seconded by Mike Dolson. Carried, unanimous (9 present).

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

**Alyssa Kelly**, ACLU of Montana, Indigenous Justice Organizer; **Sharon Kickingwoman**, Organizing Associate Director; and **Keegan Medrano**, Director of Policy & Advocacy; introduced themselves to the council and discussed

potential collaboration with CSKT, including the upcoming legislative session, specific bill tracking, connecting as a resource/collaborator, and CSKT lobbying efforts. The ACLU's top two priorities are indigenous justice and criminal legal reform. The ACLU is a nonprofit organization and operates on donations. **Len TwoTeeth** encouraged the group to get on the agenda to give a presentation to the Rocky Mountain Tribal Leaders Council. The UCLA has joined *Brackeen vs. Haaland*, which is an Indian Child Welfare Act case. **Martin Charlo** suggested they attend the legislative reception in Helena.

**Martin Charlo** discussed an email that was sent out to the employees regarding PayScale. Some of the employees were erroneously overpaid but they thought it was retro pay and already spent the money. Martin hopes the employees that cannot repay the overpayment can make payments on it. He is not sure how the Tribes are going to collect the overpayments. There are some employees that received a pay increase and some employees who are doing the exact same job that did not receive a pay increase, which is causing inequities within departments. **Chairman McDonald** can follow up with Greg Spahr.

**Chuck Reese** and **Crystal Reese**, Tribal Employees, met with council in **executive session** to discuss a personnel matter.

**Council** met in **executive session**. **Rick Eneas**, Tribal Executive Officer, joined the discussion.

Council reconvened into **regular session**.

Council **adjourned** at 4:42 p.m., and is scheduled to meet again on December 27, 2022, at 9:00 a.m.

## CONFEDERATED SALISH AND KOOTENAI TRIBES

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Martin A. Charlo  
Tribal Council Secretary