

**White Earth Reservation Tribal Council
Special Meeting
December 27, 2016 – 9:00 a.m.
White Earth, MN**

Chairman Terrence "Terry" Tibbetts called the meeting to order at 10:35a.m., roll call was taken with a quorum present.

Present: Terrence "Terry" Tibbetts, Chairman
Tara Mason, Secretary/Treasurer
Steven "Punky" Clark, District I Representative
Kathy Goodwin, District II Representative
Eugene "Umsy" Tibbetts, District III Representative

Others Present: Tabitha Chilton, Recorder

Agenda Approval

Motion made by Umsy Tibbetts to approve agenda with additions, Seconded by Punky Clark.
Motion carried, 4 for, 0 against.

RTC Meeting Minutes (12/19/16)

Motion made by Tara Mason to approve agenda with corrections, Seconded by Kathy Goodwin.
Motion carried, 4 for, 0 against.

Calendar Review

Website Issues

Jesse Fain and Thomas Bement present. Thomas stated that around the time of the employee Christmas party there was a notification received about website issues. Administration rights were taken away, no back end work. Either move on or go back with KK Bold. Recommendations were technical, give money to start a new website that works properly. RFP was sent out to three different business for timelines and costs, there were three bids. The problem was that the RFP was not detailed enough. Different proposals that were all over the board. Met with IT over 44 proposal in detail, Mike Fairbanks met the salesman. Proposal is \$33,000, on the low end. Investing in a website is going to be a lot of money. Possibility of working in house. White earth, Oshki Manidoo and Language, pay \$550 a year with KK Bold. Move sights to GoDaddy.com account. Sites are flat, but can move so that IT can update job postings and Anishinaabeg Today. Jesse stated that it should be fine at the moment until contact with Dave. Three to four months to get the website up and running again. Arctic IT is building constituents portal, set up on the side and possible around the same cost. Will be more integrated. Internal option can be done today with moving to GoDaddy.com. Function the same way it has been but one person will only be able to designate changes. Weekly updates take

about fifteen to twenty minutes, Anishinaabeg Today will take around ten minutes. Tara requested that Org charts need to be updated. Planning on creating a new RFP with specific details. Jesse stated that he already talked to KK Bold and they are sending files over. Contacted on December 9th and said that they were shutting down because of a virus. Content management system stripped everything out completely, now it is flat html files. Job Postings need to be updated as soon as possible. An RFP being put together will be essential for future references and what will be needed. Add to Director and Manager's meetings to bring ideas. Power Point presentation was brought forth with pricing to decide what pieces they would want with Arctic IT. Consensus to go through GoDaddy.com website to get it up and running right away. Funding is going to be the main issue. Phasing out Kronos.

Meeting recessed at 11:19 a.m.

Meeting reconvened at 11:36 a.m.

Nursing Staff/Pay Scale

Pat Butler and Nakoa Graff were present. Currents nurses wages and propose change to a grade level twelve. Behavioral Health are currently close to grade level. Salary.com is where the information is received. Wages were taken from United States region, not demographically from the Midwest. Local stuff is from competitive numbers. Do not have overtime, if there is overtime, it is reimbursable. Move to a grade level 12 for RN and 8 for LPN. Use to attract and retain nurses. Third party billing would support, lost nurses to MOM's, MAT's and Sanford. Less billing is available because of losses of nurses, there is difficulty meeting the need with the current needs being very high.

Losing most experienced staff and people with special training. Most recently lost four or five and some before that. Biggest impact would be Home Health. Jeri Jasken would be brought in to decide. Competition with the new Sanford being opened up in West Fargo. Incentive Plans are being looked at as well. IHS has lost a few and traded employees. IHS has more negotiating power than they have in the past. Billing is done internally. Tara stated that experience and training needs to be looked at as well, with previous and new employees. Health is training people and then people decide to leave. Police department is the same way. Legal can be brought in to have people sign before trainings that they will stay on for a certain amount of time or reimburse. Create a new process for taking incentives and commitments, two year agreement. Motion made by Kathy Goodwin to accept the new rate of pay adjustment for Health departments, Seconded by Tara Mason. Motion carried, 4 for, 0 against.

Punky Clark left meeting at 12:03 p.m.

Punky Clark returned to meeting at 12:06 p.m.

Auditing/Background Licensing

Mike LaRoque present. LaRoque stated that back grounding for PD is crime history, which is not technically the same and is PD only. All Counties can run themselves. There have been a few emergency foster care background and law enforcement employees who are being hired.

Procedure is the Officer requests, then dispatch will request. Signature needs to be with paperwork so there is documentation.

ORI number is what PD goes by with charging and criminal histories. Housing was running their backgrounds through gaming and was in violation because they need their own ORI number. Does not receive full criminal history, when looking on State history there will be a notice on the bottom if there is an FBI file or not. Cannot go through Federal first, has to go through State first. There are many hoops to go through to get any information for federal crimes. HR contracts with a private outfit out of Albuquerque to get backgrounds. They can get extensive, but will be very vague.

Brad Athmann will be contacted for a meeting about 911. New armor system, officer is allowed to access channels to nearby agencies; \$300,000 to get consulate. To contract with Mahnomen, would be able to access 911 funds which would be around \$100,000 to \$200,000 a year. Chief's meeting did not turn out very well. LaRoque was the only person who showed up. Create proposal and present at next meeting.

C-Task met on different areas that PD can apply for. Go with just about everything that was there, with Council approval. Up to 2 million for a criminal justice building, Leech Lake received a couple of years ago. Figure out if money could be used in Mahnomen fund.

Kathy Goodwin left meeting at 12:59 p.m.

Kathy Goodwin returned to meeting at 1:02 p.m.

Other

Resolution – Industrial Hemp Code

Joe Plumer was present. Joe stated that he has not read public comments; website is down. Joe stated that everybody he talked to, was for it. Partnerships are going along good. Starting off with a small amount of acreage. Research for seeds that work well and value of the product. Seeds will come from Minnesota Department of Health or Canada. Request to MNDOH to receive seeds from Manitoba. Motion made by Tara Mason to accept the Hemp Ordinance, Resolution #001-17-007, Seconded by Kathy Goodwin. Motion carried, 4 for, 0 against.

Reappoint David Hartwell to Lessard-Sam's board. Tara stated that there needs to be a seat for a Tribal Member on the board.

1855 Treaty donation has not been released yet. Consensus to send out check.

Winona Laduke is requesting money for EIS.

Position Description – Tribal Strategic Affairs

Position description was reviewed; changes were made. Request was made that the description be given to economic development for review.

Donation Request – 2 lbs. Wild Rice (Mary Farley)

Motion made by Kathy Goodwin to approve, Seconded by Tara Mason. Motion carried, 4 for, 0 against.

Live Streaming - Brought to attention at TEC and word that somebody is wanting to live stream for the public. Terry Tibbetts stated that he would be open to live stream to Urban office, Cass Lake and other White Earth entities. If there is going to be live streaming, agenda needs to be extremely restructured with personnel issues. There are many private issues that occur along with work session.

Code of Conduct for Meetings - Decorum Policy

Bring in Decorum Policy to meeting.

Snow Plowing

Figure out how many people are out there plowing. The problem was there needed to be a plow on a pickup since it is insurable. Request a letter on why they want different plower's, but trying to have them balanced out.

Adjourn

Motion made by Kathy Goodwin to adjourn meeting at 1:33p.m., Seconded by Umsy Tibbetts. Motion carried, 4 for, 0 against.

Tara Mason, Secretary/Treasurer