

**Karuk Tribe – Health Board Meeting  
June 9, 2022 – Meeting Minutes**

**Meeting called to order at 10am by Chairman Attebery.**

**Present:**

Russell “Buster” Attebery, Chairman  
Robert Super, Vice-Chairman  
Michael Thom, Secretary/Treasurer  
Arron “Troy” Hockaday, Member at Large  
Renee Stauffer, Member at Large  
Arch Super, Member at Large  
Kristen King, Member at Large  
Elizabeth Bentley, Member at large (late)

**Arch Super provided a prayer and Buster read the Mission Statement.**

**Agenda:**

Robert Super moved and Kristen King seconded to approve the agenda with additions, 6 haa, 0 puuhara, 0 pupitihara.

**Consent Calendar:**

Darrel requested to have resolution 22-R-079 moved to closed session. Troy asked who the staff was that was on the consent calendar for travel. Rondi advised that they have been employees for a period of time.

Renee Stauffer moved and Kristen King seconded to approve the consent calendar, removing resolution 22-R-079 being moved to closed session, 5 haa, 0 puuhara, 1 pupitihara (Arch Super).

**Minutes of May 12, 2022:**

Arch Super moved and Michael Thom seconded to approve the minutes of May 12, 2022, 6 haa, 0 puuhara, 0 pupitihara.

**Guests:**

**1) Darrel Aubrey, Self-Governance Director:**

Darrel is present to seek approval of resolution 22-R-089 authorizing 22-A-077 with the NCTA. It adopts the charter for NCTCA and names the employees allowed to attend. Darrel reported that each member of the charter has to review this. Also, there is an annual \$1,000 fee to be a part of. Also, there needs to be a resolution in order to be in place.

Michael commented that normally the Chairman would be the representative and then if he chooses to have any other person attend then it shouldn't just be the Vice-Chairman, it should be any other Council Member to attend in his place. Michael noted that previously other Council Members could attend in the Chairman or Vice-Chairman's place. Darrel commented that the attendees can request this revision to the charter when needed.

Arch also asked about open space for numbers in formatting. Darrel commented that each Tribe has a constitution and those articles will be included by those Tribes.

Renee Stauffer moved and Troy Hockaday seconded to approve resolution 22-R-089, 6 haa, 0 puuhara, 0 pupitihara.

Troy Hockaday moved and Kristen King seconded to approve agreement 22-A-077, 6 haa, 0 puuhara, 0 pupitihara.

**2) Jacqueline Nushi, Emergency Manager:**

Jackie is present to provide a video that she would like to distribute to the Tribe on an active shooter training that will be online.

Jackie developed a slideshow which is meant to inform the staff and Tribe on an active shooter. She is requesting to distribute the video to the employees. Jackie noted that this is intended for all staff and considered in-house and the first step. Buster asked that Jackie mention that it is for the Karuk Tribe, not just Tribe.

Buster asked if this includes the casino. Jackie noted that she works separately with the Casino because they have already been actively trained. She does work with them on other items.

Buster thanked Jackie for her work on this and appreciates having some training provided to the employees on this.

**Old Business:**

Arch asked Jodi for an update on the AAAHC survey report. There were issues about it and she wasn't happy with the results. He asked if she was able to contact them. Jodi reported that she has not been in touch with them but she did submit an email to a person who works for them but they were not a part of the survey team, but they haven't responded. She plans on attending training in Nashville in October where she can obtain additional training. There were corrections made and corrective action plans developed for deficiencies. Lulu is working toward access to the Website to upload provider bios. Jodi was not happy with the outcome but she knows now.

Arch asked for an update on the awning in Orleans. Rondi reported that Ryan went down last week and measured and he is working on developing a design. Arch asked for a timeline to get that done and she was not sure. Ryan reported that he is working on a design and will get it out to an engineer to draft, that way it works with different weather. Buster asked Ryan for a timeline. Ryan hopes for time to get to it this week and send it to an engineer. Renee asked for a pergola or a covered roof. Ryan noted that it will be designed to expand the entire ambulance parking at the Clinic. Ryan hopes to have some rough engineering by the end of the month.

**Director Reports:**

**1) Dr. Vasquez, Medical Director:**

Not present, on training, written report submitted.

Michael asked if there have been any providers hired. Rondi noted that there is a provider starting June 13, 2022 in Happy Camp for 6 months. She is hoping to become permanent.

Arch Super moved and Michael Thom seconded to approve Dr. Vasquez's report, 6 haa, 0 puuhara, 0 pupitihara.

**2) Darryl McBride, Youth & Family Services:**

Not present, report provided.

Arch asked about an update on the Boys & Girls Club. Arch asked that Buster and Robert find out where that proposal is at and see it in an appropriate timeline. Arch will follow up on this proposal.

A volunteer schedule of shifts at the fair booth should be signed up for. Arch asked for people to sign up for open shifts, August 10-15, 2022.

Michael Thom moved and Troy Hockaday seconded to approve Darryl's report, 6 haa, 0 puuhara, 0 pupitihara.

**3) Ryan Hammer, Operations Manager:**

Ryan is present in Yreka to review his report. They worked up some preliminary designs for the medical administration SAP application. Also, he has been working on the Orleans Clinic, cover for emergency vehicles.

The Groundbreaking turned out well and he thanked those that showed up.

They continue to work on the agenda for an annual manager meeting. He is working on developing that agenda as well.

Troy asked about the trees that are marked that will come out whole and how they will be fell. Ryan will review those trees again and work with Bobby Perez. Ryan will go back onsite and look at the trees that are marked.

Emma Lee asked where the trees were located. Troy noted that the trees that are concerning and wait because of where they were located. The road has been taken under consideration.

Arch Super moved and Troy Hockaday seconded to approve Ryan's report, 6 haa, 0 puuhara, 0 pupitihara.

**4) Nicole Campbell, PHN:**

Nickie is present to review her report. She first reported on the client service numbers. She attributes the low number to the elder's bags and the diabetic shoe fitting event. In two weeks they are doing training for the community health assessment surveys that the staff will be conducting.

Troy announced that he will talk to the CHR's to hold an elder's circle on June 21<sup>st</sup> or 27<sup>th</sup> and she would prefer the 27<sup>th</sup> but she will confirm with Troy.

Buster asked if there is additional staffing needed for CHR's. Nickie will be happy to review and assess if there is a need for another CHR and in what area. Troy commented that if there was another transporter that may be a good idea as well, because the CHR's are out of the office on transports a lot of time. Rondi advised that that can be discussed in closed session. Buster commented that as she looks to increase staffing to consider keeping Laura Mayton informed for budgets.

Troy Hockaday moved and Renee Stauffer seconded to approve Nickie's report, 6 haa, 0 puuhara, 0 pupitihara.

**5) Cindy Hayes, Yreka Clinic Manager:**

Cindy is present in Yreka to review her report. She commented that telehealth is connected to her report.

The Yreka City workers have been completing repairs to the water issues. There have been leaks on the City's side which was temporarily fixed and then once the complete fix will be scheduled they will need to close for the day. An estimate from SBM for work is needed is a little over \$5k to complete repairs on the Tribes side. Buster would like to ensure this is not going to stretch into 2-3 days. Ryan doesn't believe that the work would need to close the clinic down and it can be done after hours or on the weekends when the clinic is closed. Rondi asked if also June 20<sup>th</sup> would be a good day since that day the Tribe is closed.

Arch Super moved and Troy Hockaday seconded to approve Cindy's report, 6 haa, 0 puuhara, 0 pupitihara.

**6) Joe Snapp, Interim Child & Family Services Director:**

Joe is present in Yreka to review his report. Arch asked about the audit of the DUI program. The report has not been received as of yet.

Arch asked how it is going with the delinquent reports that are needed to be submitted. Joe noted that they are just behind with CalWORKS now. They have completed four delinquent reports and the statistics for the DUI program. Robert asked how that is going because there isn't staff to do the DUI program or the batterers program. The Tribes DUI program is closed down from DMV's standpoint so that cannot move forward. Joe has been evaluating contracting some of this work out and a timeline to get this done. Joe noted that the only contracting help that can be provided is mental health services. Joe commented that Rondi needs to help him with the contract. Rondi noted that she is having billing look it over right now to identify if anything different needs to happen.

Buster asked about the budgets and grants. The budgets will be moved to closed session to discuss it further.

Arch Super moved and Renee Stauffer seconded to approve Joe's report, 6 haa, 0 puuhara, 0 pupitihara.

*Liz arrived at 10:58am*

**7) Dr. Lew, Dental Director:**

Dr. Lew is present to review her report in Yreka. She has an action item which is 22-A-091 with Dentrix.

Staffing in Yreka has one employee taking her last training to become an RDA. After her there will be five RDA's at the Yreka Clinic. She is very proud of her team by achieving that certification.

She commented that there will be onsite training at the end of this month to utilize new equipment. Last Friday, she was very happy to be a part of the groundbreaking ceremony in Happy Camp. She felt privileged to be there and feels a large responsibility to operate the new Dental Clinic. They purchased all the equipment, chairs, cabinets, etc for furnishing equipment for the new clinic and she was glad when she did because it saved money. In Happy Camp there is a permanent dentist in Happy Camp. There are three back office staff, which they are new, but they are doing an awesome job. She hopes that they will become RDA's sometime soon.

Orleans had some Head Start screenings. Happy Camp dental screening is next school year. In May they had 554 patient visits.

Troy Hockaday moved and Renee Stauffer seconded to approve agreement 22-A-091, 5 haa, 0 puuhara, 2 pupitihara (Arch/Liz).

Arch Super moved and Troy Hockaday seconded to approve Dr. Lew's report, 7 haa, 0 puuhara, 0 pupitihara.

**8) Samala Maloney, Child Welfare Services:**

Tanya is present to review Samala's report. There are ongoing cases being shared between TANF and Social Services.

There is one out of state travel for Frankie Snider to conduct a home review however Samala did not include another traveler.

At the meeting there was discussion about having some sort of having a planning meeting with the Council on the future of the department and adding an adult social worker case manager. Arch asked if there could be a travel form for the request. Tanya noted that she will be checking on additional information on flights vs driving.

Troy Hockaday moved and Renee Stauffer seconded to approve Samala's report, 7 haa, 0 puuhara, 0 pupitihara.

**9) Tonia Bergin, Orleans Clinic Manager:**

Tonia is not present, report provided. The entire Clinic in Orleans was out ill but they will be returning to work as available.

Arch Super moved and Renee Stauffer seconded to approve Tonia's report, 7 haa, 0 puuhara, 0 pupitihara.

**10) Rondi Johnson, HHS CEO:**

Rondi is present to review her report. She is working on the SAP proposal to determine if she can get a HHS administration facility built in Happy Camp. There is ongoing work on the locum contract for services. She worked with Walking Shield to follow up on additional opportunities such as a clinic in Yreka or another eye glass event.

Rondi thanked Nickie and all the staff who coordinated and provided their assistance in fulfilling the elders bag project.

She commented the budget and SUD, PRC, DME, adult services, etc.

The medical/dental clinics groundbreaking was a success.

The HHS Planning Session needs to be confirmed. Liz commented on the groundbreaking, and it wasn't known about the announcement. If it can be confirmed sooner than more would have attended. Rondi apologized for that as well. There was good intentions and the Council supported it even if they didn't know about it in advance.

Robert asked about the two counselors attending training and if they considered attending CRIHB training, CEU's, and if there are a native American training provided. Rondi noted that it is medical staff not counselors.

Arch Super moved and Michael Thom seconded to approve Rondi's report, 7 haa, 0 puuhara, 0 pupitihara.

**11) Jodi Henderson, HRSA, Compliance Accreditation Manager:**

Jodi is present to introduce her new employee, Edwina, which is serving as a new Quality Manager/Accreditation position. The Council welcomed her. Buster welcomed her and noted that if there are any questions or concerns then she may contact him.

Patti and Jodi have been working on the patient handbook, patient satisfaction surveys, policies and procedures. They are updating some procedures as well. They are having more and more complaints with bad behavior with patients. Tammy in risk management has been updating CEU's and C&P files.

Troy Hockaday moved and Renee Stauffer seconded to approve Jodi's report, 7 haa, 0 puuhara, 0 pupitihara.

**12) Krista Reynolds, RPMS Site Manager:**

Krista is present to review her report in Yreka.

Renee Stauffer moved and Arch Super seconded to approve Krista's report, 7 haa, 0 puuhara, 0 pupitihara.

**13) Susanna Greeno, Happy Camp Clinic Manager:**

Susanna is present to review her report. She has been covering for the front office as needed, she worked on the Holiday and also delivers medications to elders when needed.

The transporter budgets are high due to vehicle damages. She is working on replacement or repairs.

Two staff members have been trained to provide CPR which is good. The Health Information Clerk position will be filled June 21, 2022.

She was very excited to attend the groundbreaking ceremony.

She is excited to get back to her office and not cover three positions at one time. There will be some new cross training for the Health Information Clerk position.

The CQI / Partnership was supposed to start back in-person, but they will be virtual with the new rep.

Michael commented that he wanted to bring up the groundbreaking. It turned out very good. Michael asked staff attend and include Jody Waddell as well. Michael commented that he asked community, staff and Council Members to attend which is a good thing. Susanna was very honored to do this. Jodi noted that when the event was over, Jodi spoke and he thanked the Tribe for their Health Program and all they have done for the community or him personally.

Arch Super moved and Michael Thom seconded to approve Susanna's report, 7 haa, 0 puuhara, 0 pupitihara.

Troy thanked all of the Happy Camp staff for keeping the Happy Camp clinic operating during staff shortages.

**Closed Session:**

Troy Hockaday moved and Renee Stauffer seconded to uphold the PRC denial and pay \$552 from Third Party for PRC #353, 5 haa, 0 puuhara, 2 pupitihara (Arch/Robert).

Troy Hockaday moved and Arch Super seconded to approve the billing delinquent write-off of \$20,030.97, 7 haa, 0 puuhara, 0 pupitihara.

Renee Stauffer moved and Troy Hockaday seconded to approve agreement 22-A-087, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Renee Stauffer moved and Troy Hockaday seconded to approve agreement 22-A-086, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Troy Hockaday moved and Kristen King seconded to approve resolution 22-R-071, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Troy Hockaday moved and Renee Stauffer seconded to approve agreement 22-A-092 with REDW, 7 haa, 0 puuhara, 0 pupitihara.

Renee Stauffer moved and Michael Thom seconded to approve agreement 22-A-090, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Renee Stauffer moved and Michael Thom seconded to approve ending the sign-on bonuses effective July 1<sup>st</sup>, 2022 (hired), 6 haa, 0 puuhara, 1 pupitihara (Troy).

Michael Thom moved and Renee Stauffer seconded to approve resolution 22-R-079 with minor change, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Informational: Self-Governance Director asked for direction on posting the meeting minutes to the website. The Council will post them again.

Troy Hockaday moved and Renee Stauffer allowed Michael to volunteer to assist HHS program for a short period of time, 6 haa, 0 puuhara, 1 pupitihara (Michael).

Consensus: to authorize the HHS CEO to use the Tribes seal for bi-annual meeting t-shirts. A Council Member will provide the opening prayer.

Troy Hockaday moved and Liz Bentley seconded to approve altering FNP #LA work agreement, 6 haa, 1 puuhara (Arch), 0 pupitihara.

Informational: HHS Strategic Planning will be held in August.

Informational: Employee advised the Health Board of patient complaints and follow up. Also, advised about an increase in patients being disruptive or abusive to employees. Communication with HHS

employees regarding following the chain of command was provided. Discussion on reviewing the Open-Door Policy of the Tribe was provided to the HHS staff.

Informational: Council Member Renee Stauffer requested an update on the tables and chairs requested to be ordered. Those are pending delivery. Also, keys are available for the on-call cook position should they need them.

Informational: Employee advised that the interaction with other Directors is increasingly difficult, feels mistreated, disrespected, and is constantly questioned and undermined. Concerns over feeling undervalued and directly being attacked is hurtful. Request the Council to communicate directly if there is an issue with work performance.

Informational: Chairman shall send notice to all employees regarding violation of traffic laws and employees traveling in work vehicles violating traffic laws.

Kristen King moved and Renee Stauffer seconded to uphold the recommendation of the Gaming Authority and deny Tribal Member #1248 to the GA, 3 yes, 0 puuhara, 4 pupitihara (Arch, Robert, Troy, Michael).

Troy Hockaday moved and Renee Stauffer seconded to approve the most recently revised Senate Version of 3062 with potential language from cooperative agreement (pending Bezdek's recommendation), 6 haa, 0 puuhara, 1 pupitihara (Arch). It was noted that the wild & scenic byway will not be included because they won't give up that jurisdiction.

Phone Vote: Liz provided a yes vote finalizing the counter offer for the HR Director.

Renee Stauffer moved and Robert Super seconded to approve a VISA for \$5,000 for Robert Perez, 7 haa, 0 puuhara, 0 pupitihara.

Liz Bentley moved and Kristen King seconded to approve issuing a PAN to employee #DM for failing to provide adequate services to the Community and take Council direction, 7 haa, 0 puuhara, 0 pupitihara.

Informational: Council Members request training for Council Chambers. Executive Secretary will coordinate with Emergency Manager and SOA to conduct training.

Informational: Council Member Hockaday will provide a training report later today and briefed the Council on his meeting yesterday. He discussed co-management with Tribes. When it comes to a veto vote on projects that needs to be done.

Renee Stauffer moved and Kristen King seconded to pay or the Yurok / Karuk Tribe dinner on 6/8 from discretionary that was put on Troy's VISA, 7 haa, 0 puuhara, 0 pupitihara.

Informational: REDW Draft report was reviewed. It has final information that still needs included and updated. It will not be finalized by the Council Planning Session time.

Troy Hockaday moved and Renee Stauffer seconded to approve reimbursement to Joe Snapp for Tribal Member #DD for \$150 with receipt from third party, 6 haa, 0 puuhara, 1 pupitihara (Robert).

Council Caucus: minutes captured from the Tribal Council.



Informational: Planning Session agenda for the Council will discuss professionalism, team work, supporting each other, etc.

Informational: Documentation of threats by residents, clients, Tribal Members needs to happen.

**Next Meeting Date:** July 14, 2022 at 10am in ORLEANS.

Renee Stauffer moved and Michael Thom seconded to adjourn at 5:02pm.

**Respectfully Submitted,**

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**Russell “Buster” Attebery, Chairman**

**Recording Secretary, Barbara Snider**