

**Karuk Tribe – Council Meeting  
March 23, 2023 – Meeting Minutes**

**Meeting called to order at 10:01am by Chairman Attebery.**

**Present:**

Russell ‘Buster’ Attebery, Chairman  
Kenneth “Binx” Brink, Vice-Chairman  
Michael Thom, Secretary/Treasurer (late)  
Renee Stauffer, Member at Large  
Arron “Troy” Hockaday, Member at Large  
Kristen King, Member at Large  
Jennifer Goodwin, Member at Large  
Arch Super, Member at Large

**Absent:**

Elizabeth “Liz” Bentley, Member at Large

**Buster read the Mission Statement and Troy completed a prayer for the audience.**

**Agenda:**

Binx Brink moved and Jennifer Goodwin seconded to approve the agenda with changes, 6 haa, 0 puuhara, 0 pupitihara.

**Consent Calendar:**

Arch said Yootva to the staff for responding to consent calendar inquiries.

Arch Super moved and Binx Brink seconded to approve the consent calendar, 4 haa, 0 puuhara, 2 pupitihara (Troy/Jennifer).

**Minutes of March 2, 2023:**

Arch Super moved and Binx Brink seconded to approve the meeting minutes of March 2, 2023, 5 haa, 0 puuhara, 1 pupitihara (Troy Hockaday).

Arch asked about the waiting room in Orleans. Kristen asked if everyone is trying to find contractors from the coast. Jack noted that this may be a different scope and they need to receive bids but they will work on outreach. Emma Lee noted that that particular project is not out to bid as of yet.

Arch asked about a modification agreement 23-A-079, Barbara will check on it.

Arch then asked about Laura’s previous report and noting the grants compliance issues. Laura explained that the award letters are not getting into the system. Laura noted that there were award letters but no budget set up in the system, but it was because of not having someone follow through on the process.

Buster noted that there has been an issue with unplugging the unit and not having mics last a long time. It makes it difficult to have a meeting. Barbara will ask that the IT Department have a check on this prior to meetings to ensure they are working correctly.

**Language:**

We take care of all the people. Kovuva Kass Yaathee.

**Guests:**

**1) Maymi Donahue, Tribal Member:**

Maymi is present to seek information from the Tribal Council. She distributed documents to the Council for their review. She brought a guest as well which is Frankie Tripp.

Maymi asked that the Karuk Tribal Council to readdress the children in the workplace policy. She made a petition and distributed it to the wider Karuk community. She asked for input from the selected community and Karuk people. She has received some comments and over 200 signatures. She requested that the Karuk Tribe to make exceptions to the policy, they would like a policy similar to the Yurok Tribe. She listed each request from the group and compiled responses along with suggestions from others.

The group requested guarantees that Council provide regular updates on childcare for employees, or expectant fathers. The Yurok Policy has been in place for 12 years. Renee asked if Yurok has the same situation as Karuk which was crowded office space. Frankie noted that there is shared office space for some employees. Binx asked if they know that a daycare is being built in Orleans. People need to understand that a facility is being built and then there can be office spaces included to cross serve the employees as well as the babies. Josa Talley has expressed her interest in operating the Tribes daycare. Maymi noted that a part of obtaining Josa is that she wants to bring her child to work.

*Michael arrived at 10:21am.*

Binx noted that there are considerations that have to be discussed. Maymi agreed and it will not fit all of the working offices or worksites. Renee noted that the comments can be read as the Council has received a copy of them; Maymi noted that she has 10 minutes and they will be reading them.

Frankie read Aja Conrad's comments that were submitted. Daniel Anderson and wife are not able to move to the area due to lack of childcare options. Prioritizing young families by providing safe and affordable childcare is important.

Adia is asking that the Karuk Tribe show support by acting in changing policy.

Kathy McCovey provided a comment as well from her history of allowing children in the workplace while she was employed at the Forest Service.

Neva read her statements. She is relying on her elderly mother to assist in her personal daycare. Being able to take her daughter or young children to the office for one hour prior to dropping off at the local Head Start would be helpful.

Maymi also provided information on the pros of breastfeeding and the ongoing studies and health benefits of mothers and children who participate in breastfeeding.

Maymi noted that she did work for the Tribe and she left the position due to childcare needs.

Troy thanked the ladies for bringing this matter forward. This has been discussed for a while now and a survey was done, with the employees shooting this concept down. There are a lot of factors in changing policy and it affects the workforce as well. The Council understands that it is a need, and they are investing in childcare in the communities. The Council is addressing the needs of the people and the Council is a government who has to address the needs of the entire Tribe. The Council is actively pursuing these matters. Buster thanked the ladies for attending today and explained that the Council will look into reviewing the policy and take these concerns into consideration. Maymi noted that she strongly encourages the Tribe to use Social Media to communicate with the Membership.

**2) Tanya Busby, AOD Department:**

Tanya is present to seek approval of a renewal on licensing for substance use disorders. Troy asked why is this a late submittal. Binx asked what the license is for. This allows the Tribe to have services in all three areas.

Binx Brink moved and Jennifer Goodwin seconded to approve agreement 23-A-077, 5 haa, 0 puuhara, 2 pupitihara (Troy/Arch).

**3) Anthony Ballard,**

Anthony is present today to provide information on MMIP. This is quite a movement in Northern California. There is an event coming up April 22, 2023 and it is at Blue Lake. Anthony noted that this is the opportunity for several agencies to come together under DOJ which will share information and attention to MMIP. Several Council Members will attend.

The Yurok Tribe has the first ever in the Nation MMIP investigator. This is a great opportunity to work together bringing attention to this movement and understanding all of the issues related and connected.

He also noted that he has staff attending an event in Weed High School because some seniors did their senior project on MMIP.

May is national MMIP month. He has been doing red on the river for a few years. This is clothes and information. He is seeking approval on the encroachment permit to do this until May 25, 2023.

Arch asked about the permitting process. Erin noted that it was brought down to check it and there is no formal process for permit approval. This project gets the most rewarding feedback and gets the information out.

Consensus: to authorizing requesting a permit to Caltrans for the MMIP.

**4) Franklin Thom, Tribal Member:**

Franklin is present to seek approval of assistance for porta potties and dumpster for Jump Dance, May 15-19, 2023. There will be about 20-40 people.

The Council will take this into consideration.

**Director Reports:**

**1) Neva Gibbons, DNR Deputy Director:**

Neva is present to review DNR's written report. There is a lot coming up at the DNR meeting. There has been a lot going on with funding the inflation reduction act and the Biden funding.

Colleen is present to seek approval 23-R-052.

Renee Stauffer moved and Binx Brink seconded to approve resolution 23-R-052, 7 haa, 0 puuhara, 0 pupitihara.

Troy noted that he has something come up and asked that they come back into closed session.

Arch Super moved and Neva Gibbons seconded to approve Bill's report, 7 haa, 0 puuhara, 0 pupitihara.

Buster then asked about the funding coming in and the Administrative Program is overloaded with funding. She is hoping to add Administrative support staff into the grant budgets. Binx and Buster noted that with all this funding perhaps look into purchasing land, technical support, and not so many program deliverables so the department is seeking funding but they also are not taking on additional burdens.

Binx noted that a heads up is to expand DNR to Yreka and Happy Camp so they need to look into expansion into those areas and not just in Orleans.

Arch noted that with DNR, Administration, and KTHA and all this funding there is opportunity but at the same time accepting funding means additional tasks. The Tribe needs to consider growth vs funding and ensuring there is enough capacity to operate successfully. Troy added that there is so much funding coming down in the Klamath River Basin, then the funding has to be sought in this funding source because the funding won't be around forever.

There needs to be discussion on taking money and not able to produce what is required then it is non-compliant. There needs to be discussion.

**2) Lester Alford, TANF Director:**

No report, not present.

**3) April Attebury, Judicial Systems:**

April is present in Yreka to do her report. She has one action item which is to release the RFP for the Judicial Committee.

Consensus: to release the RFP for the Judicial Committee.

The site visit for the DOJ in Yreka is at 9am in Yreka. Michael, Arch and Jack will attend tomorrow.

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

**4) Erin Hillman, Director of Operations:**

Erin is present to review her report. She noted that the Newsletter is wrapping up and there is a good response for articles. Rondi, Ryan and Erin had a meeting with Indian Health Services on grant reporting requirements and different compliance requirements to accept the funding for SAP for the medical admin building. Once the NEPA is done an agreement will be finalized and then the Tribal Chairman will sign. Then the RFP for design will go out with work from Jack and Emma Lee.

There is an approval or maybe soon from Orleans RV Park. The Happy Camp motel has had some issues and the motel closed for a few days due to water issues. They are working to access the secondary water source. Jack and Erin had a conversation with the neighbor and she is happy to work with the Tribe.

Troy noted that there is drought relief funding that can assist in extending the water lines to the motel. Binx asked about a holding tank. Jack noted that looking into this project there is already a well in the area and putting in a filtrating system will great serve the needs. Jack would like to use the existing funding since it is grant funding. Expanding water to a bridge to the ranch is a project

and an undertaking. Erin explained that the funding source Troy is discussing needs to be shared with Erin and Jack so they can determine if this is a possibility.

She has spoken with Penny Eckart and there is some work being done to upgrade the Orleans Mutual Water System. She sent the Tribe a letter and discussed the Tishaniik Farm and they are addressing the water issues and there is the opportunity to bring water to the farm.

She also asked for approval of procurement for gift cards to the Slater Fire Survivors. This is funding from the Community of the North state.

Arch Super moved and Kristen King seconded to approve procurement and authorize the purchase of gift cards, 7 haa, 0 puuhara, 0pupithara.

Arch Super moved and Kristen King seconded to approve Erin's report, 7 haa, 0 puuhara, 0 pupitihara.

**5) Josh Saxon, ED:**

Josh is present to review his report. He has discussed the update on the legislation and working with the USFS on MOU's for compliance. He has been providing administrative support for several projects.

He and the Vice-Chairman will be on a panel to discuss the Tribes legislation and furthering land back. Buster asked if there is land back if the question is for aboriginal territory. Josh noted that the constitution talks about pre-contact areas, areas of influence, and aboriginal territory.

The Strategic Plan has been finalized. The REDW report will be reviewed with Annelle and himself and that will be finalized soon.

The evaluations are being finalized and he is working on reimbursement from Titan for that disrupted work.

Josh then introduced Annelle. Annelle is present to introduce herself and is hitting the ground running and her department is currently short-staffed. She provided her background. She came from Tribal gaming recently. She noted that she is a city girl and is in awe of this area. She is from Washington and calls that home. She is happy to work for Native American businesses and Tribes so that she can see the difference that is made. The Council welcomed Annelle to the Tribe.

Jennifer thanked Josh for getting the employee evaluations completed. She noted that that communication is done and to ensure that all employees are getting them done. Buster then asked if there is any movement on the LIAP cards. Emma Lee noted that no, there is no movement. There is a code for grocery but a change is to allow household items so that is still being worked on.

Renee Stauffer moved and Troy Hockaday seconded to approve Josh's report, 6 haa, 0 puuhara, 1 pupitihara (Michael).

**6) Jack Lantz, Jr. Director of Public Works:**

Jack is present to review his report. Troy first thanked Jack for opening the road from Benjamin to ensure another route was available. Jack noted that it is open and there are driving requirements such as familiarity and mud to consider.

Jack asked for approval to progress with the microgrid further. There have been steps to move forward and they request an email and accept a \$10k stipend and it be treated like a grant.

Consensus: to have Jack reach out and accept a meeting and \$10k for stipends.

Troy Hockaday moved and Binx Brink seconded to approve lunch for GRIP Meeting 3/31, 7 haa, 0 puuhara, 0 pupitihara.

Jack then went on to note that they continue to work aggressively on the Microgrid and there are no guarantees but this needs to be vetted further.

Workforce housing update is that the plans are being updated and the cost analysis is underway. Infrastructure will be costly so he appreciates the funding.

He has been working on the farm to explore additional information and options for that site.

The Tribal Court facility is ongoing and has issues. He found another water source in Yreka that is owned by the Tribe and asked about water connection. It was determined as usable.

Jack does understand that there is ongoing work with Caltrans and collaboration in working together is important.

Troy asked about cross training and having current staff work as apprentices under an electrician so that this can assist in providing training. Buster noted that there hasn't been much response in people wanting to do collaborative efforts. Jack noted that he has brought this to the attention of the Happy Camp crew and if there is something that the current employees desire then they are working to communicate in that direction. He also asked that this information be provided in the Newsletter and via Social Media.

Kristen asked if Jack is able to work on the Orleans facility and has reached out to the employees and find someone to bid on that job.

Buster noted that the comment of the lower bidder is not the best option, and added that there is a process to not accept the lowest bidder moving forward once that information is received and documented.

Jack noted that the medical clinic repairs were done and the dental clinic is now sluffing out. The issue is that the facility is too close to the edge, and to work on the repairs to make it as secure as possible are underway.

Troy understands what he is talking about but the walls are going up as of right now. The medical side has been repaired. On the dental side the building was already up and the roof is already on. Renee asked if the contractor is responsible for this mishap. It is still being looked into.

Darrell Frost is present and is working with Rick Hill on a grant proposal to FEMA. He first presented a grant application for \$200k which will provide for training and response training. This will pay to hire a part-time person and assist in administering the grant and conduct some training. If the Council approves the grant then they will receive a response sometime in June.

Kristen asked who will benefit from the trainings. Darrell noted that it will be open to the community. Darrell has been working with Rose Whittaker and the Yreka Wellness Center, so additional trainings will happen and they will collaborate on several collaborations.

Troy Hockaday moved and Jennifer Goodwin seconded to approve resolution 23-R-055, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Darrell noted that he paid his tuition for an EMT course so the Council will be discussing this.

Troy noted that he has been talking to Randy as well and he would like to meet with him and Randy on emergency response times.

Colleen thanked Jack for all his help.

Michael Thom moved and Binx Brink seconded to approve Jack's report, 7 haa, 0 puuhara, 0 pupitihara.

**7) Sara Spence, KTHA ED:**

Sara is present to review her report. The KTHA BOC agenda is coming up and to add items if needed, just let her know.

Binx Brink moved and Jennifer Goodwin seconded to approve Sara's report, 7 haa, 0 puuhara, 0 pupitihara.

**8) Dion Wood, TERO/Childcare:**

Dion noted that he has an MOU request from Caltrans, 23-M-002 is a project from Clear Creek to Oak Flat. It was received late and was submitted for internal review.

Binx Brink moved and Renee Stauffer seconded to approve 23-M-002, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Scott then sought approval for 15 students for out of the area travel/training for college trips.

Will be brought into closed session and Scott will drive down to attend the meeting in closed session.

Troy Hockaday moved and Binx Brink seconded to approve Dion's report, 7 haa, 0 puuhara, 0 pupitihara.

Dion also added that he needs time at the Planning Meeting.

**9) Laura Mayton, CFO:**

Laura is present to review her report.

Jennifer Goodwin moved and Renee Stauffer seconded to approve Laura's report, 7 haa, 0 puuhara, 0 pupitihara.

Troy thanked Laura for bringing Tamara onboard. Troy asked for a spreadsheet of when grants are due. This would be a spreadsheet that has a due date and fiscal reports and programmatic grants. The position that has the lists and tracking has not been hired to date.

**Closed Session:**

Informational: potential CFO candidate will be interviewed virtually.

Troy Hockaday moved and Binx seconded to approve SB310 amended with change to Federally Recognized Tribes in California, 7 haa, 0 puuhara, 0 pupitihara. Even if not changed throughout the document then it will move forward with at least section (4) being in the bill.

Binx Brink moved and Renee Stauffer seconded to approve resolution 23-R-057 authorizing agreement 23-A-073, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Jennifer Goodwin seconded to approve agreement 23-A-072, 6 haa, 1 puuhara (Troy), 0 pupitihara. (will not accept if there is no clean title).

Binx Brink moved and Michael Thom seconded to approve resolution 23-R-053 authorizing agreement, 6 haa, 0 puuhara, 1 pupitihara (Troy).

Consensus: to allow for the Yreka DOT property to become DOT/Administration and ask that renters leave effective 60 days and then wait 30 before progressing forward.

Consensus: approval response to RNP for no cost fees.

Troy Hockaday moved and Kristen King seconded to approve agreement 23-A-080, 7 haa, 0 puuhara, 0 pupitihara.

Informational: TANF ED questioned the ability to have others make inquiries and review information. Would like clarification on TFAP guidelines.

Troy Hockaday moved and Binx Brink seconded to seat Verna Reece to the KTHA BOC, 6 haa, 0 puuhara, 0 pupitihara (Arch absent for vote).

Renee Stauffer moved and Michael Thom seconded to reappoint Debbie Whitman to the KTHA BOC, 6 haa, 0 puuhara, 0 pupitihara (Arch absent for vote).

Renee Stauffer moved and Binx Brink seconded to approve \$4,500 from KTHA discretionary for donation to the SisQ Elite Basketball Program, 7 haa, 0 puuhara, 0 pupitihara.

Informational: Tribal Member #IG is present with other parents to discuss ongoing issues with the local school and heating. The Tribal Council will assign Erin and Josh to assist in communications for the project.

Binx Brink moved and Renee Stauffer seconded to approve travel for 15 youth for college tours, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Michael Thom seconded to approve both contracts 22-C-047 (1) and 21-C-048 (2), 5 haa, 0 puuhara, 2 pupitihara (Arch/Troy).

Consensus: to deny the tent for personal use (wedding).

Troy Hockaday moved and Jennifer Goodwin seconded to waive the delinquency for Tribal Member #JS for 3 months or until a regular payment, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Renee Stauffer seconded to approve agreement 23-A-076, 7 haa, 0 puuhara, 0 pupitihara.

Renee Stauffer moved and Michael Thom seconded to approve the Management Team agenda, 5 haa, 0 puuhara, 0 pupitihara.

agreement Renee Stauffer moved and Kristen King seconded to approve agreement 23-A-065, 5 haa, 0 puuhara, 0 pupitihara.

Informational: ED will be assigned to conduct an internal review and sample file review to ensure policy is being followed consistently and applied across the board.

Informational: Council Member Hockaday asked for follow up regarding Tribal Member who approached the Council for work and development opportunities. ED identified that there were additional items to be considered with that request.

Informational: Council Member Hockaday asked about pay increases not being conducted timely and if staff that are resigning is from lack of follow up. This will be referred to ED and Construction Manger to look into.

Informational: Council Member Jennifer would like to put together small gift bags for the march for kindness kids. She will use the chairman's fund for this activity.

Informational: Council Member Renee would like to further discuss an integrated fiscal management system and invite the Tribes CFO to the Council Planning Session.

Troy Hockaday moved and Jennifer Goodwin seconded to approve support of SB832, 6 haa, 0 puuhara, 0 pupitihara.

Informational: Onboarding of employees needs to be done better. Directors should be spending time and removing barriers to having successful employees. There have been recent examples of terrible onboarding experiences by staff.

Informational: Chairman Attebery would like a link to the recent testimony by Council Member Troy Hockaday.

Informational: Chairman Attebery reminded people to raise their hands before speaking at meetings.

Informational: Requests information on the Operations Manager duties and the ongoing issues surrounding previous construction projects.

Next Meeting Date: April 27, 2023 at 10am in Yreka

**Adjourned at 4:38pm**

**Respectfully Submitted,**

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**Russell Attebery, Chairman**

**Recording Secretary, Barbara Snider**