

Karuk Tribe - Health Board Meeting Minutes
Thursday, January 9th, 2025 at 10 am, Happy Camp CA.

Chairman Attebery called the meeting to order at 10am.

Present:

Russell Attebery Chairmen
Kenneth Brink Vice Chairmen
Scott Quinn Secretary Treasurer
Arch Super: Member at Large
Robert Super Member at Large
Laura Mayton Member at Large
Kristen King Member at Large
Jennifer Goodwin Member at Large

Absent:

Eli Hensher Aubrey, Member at Large

Chairman Attebery read the mission statement and Arch Super provided a prayer.

Agenda:

Scott Quinn motions to approve health board agenda Kenneth seconds the motion, it passes with 7 haa 0 puuhara 0 pupitihara

Consent Calendar:

Kenneth makes a motion to approve consent calendar minus 25-A004 Scott Quinn seconds the motion, it passes with 7 haa

Approval of Minutes: (December 5th, 2024)

Arch motions to approve meeting minuets Scott seconds the motion it passes with 7 haa 0 puuhara 0 pupitihara

Old Business:

Russell inquired about the status of flu shot distribution. Arch asked for updates on the CHR position, noting there is one applicant who is a former CHR.

The council discussed Alley, a new employee or contractor that works with horses as a form of therapy. They are working to lower costs and some activities are over zoom and here short periods. It is a continued discussion to determine how to minimize her program to meet the needs.

Approval of Resolution 25-A-004:

A resolution to accept an additional \$6,000 from the Resource Legacy Fund was discussed. Arch noted that while resolutions are generally not amended, agreements can be adjusted. Emma Lee clarified that since this involves grant funding, it follows a different process.

Approval to Purchase a Truck for the Men's Transitional House:

Approval was given to purchase a truck from Yreka Motors for \$37,277.50, as it was identified as the lowest available price. The grantor has authorized this expense. Robert asked about the possibility of sourcing vehicles from out of state for better deals, but Kenneth explained that regulations, including smog checks and inspections, would still apply.

Approval to Increase Credit Card Limit:

Authorization to raise Barry Hockaday's credit card limit from \$1,500 to \$3,000.

Approval of Modification #1 to Agreement 25-A-122 with eClinical Works, LLC:

This modification adds additional claim types to the system without any increase in cost.

Guests:**1) Dion Wood:**

Not present.

2) Eric Cutright:

Out of state travel to go to Texas for Microtip associate training, Eric says it's a rare training to be so close.

Arch motions to approve out of state travel for 2 IT employees Jennifer seconds the motion, it passes with 7 haa 0 puuhara 0 pupitihara

Kenneth makes a motion to approve 24-A-151 modification 1, Jennifer seconds the motion it passes with 7 haa 0 puuhara 0 pupitihara

3) Tewana Cervantes:

Tewana requested \$1,500 to cover plane tickets and additional costs for her son to participate in a Rio to Rivers rafting trip. She has currently raised \$457 towards the total cost of \$1,500. Scott inquired about the total expense, which Tewana confirmed. She mentioned that TANF will not cover out-of-state expenses, and although she asked for assistance, TANF declined. Jennifer suggested covering reimbursements, while Arch explored the possibility of combining funds from different programs. Tewana emphasized the urgency of the request, as payment must reach Rio to Rivers by January 16th. Wallace expressed his desire to attend, describing it as a life-changing opportunity that could inspire him.

4) Jack Lantz:

Jack sought council consensus to allow the Siskiyou County Sewer District to dig a ditch for installing fiberoptic lines and to set up monitors on Nugget Street. The land, held in trust, would require BIA approval. Jack noted the land is undeveloped and unlikely to be damaged, though Jennifer raised concerns about old sewer pipes in the area.

The council granted unanimous consensus for the project.

5) Darrell Frost:

Darrell announced an upcoming phone vote for a revised resolution to improve a grant, with a deadline of January 15th. The phone vote is scheduled for Monday. He also reported being contacted by Housing Security regarding creek damage near Oberlin Road, caused by homeless encampments. Plans are in place to close the creek over the next two years for cleanup. A meeting on this matter will be held in Yreka on January 17th, and Kenneth Brink volunteered to attend.

Director Reports:**1) Ray Elliot, Director of Human Services:**

Ray highlighted efforts to integrate cultural practices and traditional medicine into Human Services programs. He emphasized the importance of identifying natural healers within the community and asked for assistance in selecting individuals for this role.

Ray also mentioned recent hires, including a new employee for the family center in Happy Camp, and shared plans to expand services by bringing new providers to Orleans and Happy Camp. Kenneth inquired about additional funding sources to support these expansions. Ray confirmed ongoing efforts to secure funding, with aspirations to open housing for women and homeless individuals.

Ray reported that the Men's Transitional Housing is currently at full capacity. During a recent visit, he observed that the facility is well-maintained, with the residents actively cleaning and keeping the house in good condition. Robert suggested that the men could volunteer at the community garden as part of their engagement with the community.

Kenneth makes a motion to approve the director of human services report Russell seconds the motion, it passes with 7 haa 0 puuhara 0 pupitihara.

2) Merris Obie, Child Welfare Operations Administrator

Is seeking approval of 25-R-011 Kenneth makes a motion to approve 25-R-011, Jennifer seconds the motion, it passes with 7 haa 0 puuhara 0 pupitihara.

In her report, she highlighted maintaining progress with child support programs and noted the anticipation of two additional grants. Looking ahead, she expressed her intent to collaborate with the county to finalize Memorandums of Understanding (MOUs).

Arch makes a motion to approve the child welfare operations report Robert seconds the motion it passes with 7 haa 0 puuhara 0 pupitihara.

3) Cecilli Gonzalez, PHN (written report)

Not present, report provided.

Kenneth makes a motion to approve the PHN Arch seconds the motion it passes with 7 haa 0 puuhara 0 pupitihara.

4) Dr. Lew, Dental Director (written report)

A new assistant has joined the dental clinics and is willing to travel to Happy Camp to work one day a week. There were 494 patient visits in December, a decrease compared to previous months due to the holiday closures. Dr. Lew noted that she will provide detailed clinic statistics during the closed session.

Arch commented on the office decorations, suggesting the addition of Karuk words on the walls. Robert inquired about appointment availability, to which Dr. Lew responded that emergency appointments are typically scheduled within a week, while non-emergency appointments have a waiting period of 6 to 8 weeks.

Arch motions to approve the dental director report Robert seconds the motion it passes with 7 haa 0 puuhara 0 pupitihara.

5) Tonia Begrin, Orleans Clinic Manager

Kenneth makes a motion to approve the Orleans clinic managers report Jennifer seconds the motion it passes with 7 haa 0 puuhara 0 pupitihara.

6) Rondi Johnson, Health CEO

Robert inquired about the number of patients seen by the doctors last month, noting that the goal of 12 patients per day has not yet been met. Kenneth asked if any providers had been found to replace Dr. V, to which Rondi responded that no replacements have been identified. Laura suggested reaching out to Lisa Henderson, as she has experience in recruiting new staff, which could be beneficial.

7) Susanna Greeno, Happy Camp Clinic Manager (written report)

Sadie is currently handling referrals and managing the front desk. She inquired about the possibility of displaying some artwork in her building. Additionally, she expressed interest in incorporating Karuk language recordings into the clinics, as well as featuring Karuk words on the walls.

Arch makes a motion to approve the happy camp clinic manager report Kenneth seconds the motion it passes with 7 haa and 0 puuhara 0 pupitihara

8) Tonya Albers, RPMS Site Manager

Kenneth makes a motion to approve RPMS site managers reports it passes with 7 haa, 0 puuhara, 0 pupitihara.

9) Cindy Hayes, Yreka Clinic Manager

Not present, report provided.

Kenneth makes a motion to approve Yreka clinic managers' report Jennifer seconds the motion and it passes with 7 haa 0 puuhara 0 pupitihara.

10) Dr. Vasquez, Medical Director (written report)

Not present, report provided.

Kenneth makes a motion to approve medical director report Laura seconds the motion it passes with 6 haa 0 puuhara 1 pupitihara

11) Jodi Henderson, Operations Manager

Yreka served 513 seniors, Orleans completed 278 home deliveries and served 248 individuals in-house, while Happy Camp made 782 home deliveries and served 200 people in-house. Laura inquired about the date of the PRC meeting, and Rondi mentioned it typically takes place around September. Laura requested an invitation to the meeting.

Kenneth makes a motion to approve operations manager report Laura seconds the motion and it passes with 7 haa 0 puuhara 0 pupitihara.

Closed Session

Kenneth makes a motion to approve a check in the amount of \$1,500 to go to Tribal Paddle Waters Jennifer seconds the motion from ICWA funding for TM #W. It passes with 7 haa 0 puuhara 0 pupitihara

Consensus: Merris to move forward with payment.

Kenneth made a motion to approve out of state travel for Russell and Ray to Washington DC to attend the Coquille hearing once set (TBD), 7 haa, 0 puuhara, 0 pupitihara.

Consensus: to offer CFO candidate in-person interview

E-Clinical pending on a clearing house

Buster left the room. Binx chairing.

Russell says he would like a quarterly report on billing v revenue. He also wants to know if there is an issue with billing.

Patient volume was reported as an issue

Scott motion to approve 3 months of Cobra insurance for the Director of Public Information 6 haa 0 puuhara 1 pupitihara, Arch super

Informational: Concerns were raised about delays in filling the CHR position in Happy Camp. Follow-up will be conducted.

Jennifer makes a motion to approve a pay increase for employee #JG of \$3 per hour, Laura seconds the motion it passes with 5 haa 0 puuhara 2 Pupitihara, Arch Super Robert Super.

Kenneth makes a motion to approve all 4 raises for the employees and retroactive pay them from November 3rd Jennifer seconds the motion employees #CA, PB, SB, JK, 6 haa 0 puuhara 1 pupitihara: Arch Super

Scott Quinn moved and Kristen King seconded to allow insurance to retain outside counsel to defend Chairman Attebery in at-fault accident, 6 haa, 0 puuhara, 0 pupitihara (Binx Chairing)

Scott Quinn moved and Binx Brink Seconded to approve employee RM 10 days of annual to be used in 2025, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Jennifer Goodwin seconded to approve employee RM use of tribal vehicle and fuel costs for commuting Roseburg to Tribe, 6 haa, 0 puuhara, 1 pupitihara.

Consensus: to require in-person anger management for employee KB

Consensus: to assign General Counsel to assist Vice-Chairman Brink and Council Member Goodwin in Leadership training

Informational: The Dental Director shared a story about a man who faced significant challenges, but ultimately turned his life around. A tribal descendant had struggled with drug addiction for many years, which led to neglect of his oral hygiene. He was missing many teeth and had issues with the remaining ones. However, he managed to get his teeth fixed, overcame his drug addiction. His story is deeply inspirational and reflects the challenges faced by many people.

Kenneth makes a motion to approve to pay raises for employees #AA, CB, and AC Laura seconds it, it passes with 6 haa 0 puuhara 1 pupitihara, Arch Super

Informational: HHS program provided near misses, incidents, and patient complaints. Training of employees regarding proper medication disposal, data entry, and polices was provided.

Laura makes a motion to approve 25-A-034 Kenneth seconds the motion, it passes with 6 haa 0 puuhara 1 pupitihara: Scott Quinn.

Informational: Siskiyou County Public Health has inquired about the possibility of coming to our service area to offer services to our people.

Informational: Quarterly revenue reports will be provided to the Health Board.

Informational: Health Board reports should include an understanding by employees of their roles and responsibilities, perhaps training in report writing is an option.

Jennifer Goodwin leaves at 3:04 pm

Kenneth make a motion to approve 25-R-004 Kristen seconded the motion, it passes with 6 haa 0 puuhara 0 pupitihara

Kenneth makes a motion approve Leaf and Toz to attend the interview passes with 6 haa 0 puuhara 0 pupitihara

Kenneth makes a motion to move employee #TB to exempt status Kristen seconds the motion, it passes with 6 haa 0 puuhara 0 pupitihara.

Informational: HR will finish the Holiday Party shirt projects and ED will assist to have it accomplished.

Informational: A request was made for assistance in reviewing and approving job descriptions for HR. Due to the large volume of health-related job descriptions.

Laura made a motion to approve a \$5,000 credit card for Mike Haskell, and Kenneth seconded the motion. It passed with 6 haa, 0 puuhara, and 0 puupitiharra.

Informational: the Council has already approved a phase out plan for the trailer program and there are steps in place to resolve it and move on. ED assigned to the program.

Kenneth made a motion to approve the letter of support regarding the dietary guidelines, and Arch seconded the motion. It passed with 5 haa, 0 puuhara, and 1 puupitiharra.

Kenneth made a motion to approve a credit card for Robert in the amount of \$5,000, and Arch seconded the motion. It passed with 5 haa, 0 puuhara, and 1 puupitiharra.

A consensus was reached for Scott to proceed with procuring land.

Informational: Discussion on a procurement clerk to determine waste and costs, and tracking of the Tribes equipment.

Informational: Disclosure of PG&E cutting trees near a cultural site and over power lines, which may become a topic of discussion soon.

Informational: False news media was discussed regarding dam removal. It is important for PR to publish information that is factual regarding dam removal and water to the LA area.

Informational: Council Member King requested information on the Administration remodel. Executive Secretary will forward designs to the Council.

Siletz tribe acquired Table Rock and historical ties. He believes there should be some investigation.

Kenneth made a motion to approve a \$1 raise for employee #MS, which passed with 5 haa, 0 puuhara, and 1 puupitiharra (Arch Super).

Informational: Directive to KTHA to review empty homes, and timeline for access to homes.

Informational: Chairman Attebery and Self-Governance Director will provide name and information on recent Arizona conference 'organizational training' track that was attended, so the information can be shared with employee who lacks organizational skills.

Informational: Follow up on exit interviews will be held with the HR Director and the executive director

Informational: Available Council Members shall attend evaluations.

Informational: if employees are sick encouraged to stay home or come in with mask on.

Debt list discussion

Next Meeting: February 13, 2025 at 10am in Happy Camp.

Kenneth makes a motion to adjourn Scott seconds the motion it passes with 6 haa 0 puuhara 0 pupitihara adjourned at 5:53pm

Respectfully Submitted,

Russell Attebery, Chairman

Recording Secretary, Jacob Lantz