

**Karuk Tribe – Council Meeting
October 26, 2023 – Meeting Minutes**

Meeting called to order at 10am by Chairman Attebery.

Present:

Russell “Buster” Attebery, Chairman
Kenneth “Binx” Brink, Vice-Chairman
Jennifer Goodwin, Member at Large
Arron “Troy” Hockaday, Member at Large
Arch Super, Member at Large
Elizabeth “Liz” Bentley, Member at Large
Kristen King, Member at Large
Renee Stauffer, Member at Large

Absent:

None.

Arch provided a prayer for the audience and Chairman Attebery read the Mission Statement.

Agenda:

Troy Hockaday moved and Kristen King seconded to approve the agenda with changes, 7 haa, 0 puuhara, 0 pupitihara.

Consent Calendar:

Arch asked Scott Aseltine did a correction for the education contract. It was noted that the updated contract still had errors.

Arch Super moved and Troy Hockaday seconded to approve the consent calendar removing contract 23-C-117, 7 haa, 0 puuhara, 0 pupitihara.

Minutes from September 28, 2023:

Arch Super moved and Renee Stauffer seconded to approve the minutes of September 28, 2023 with corrections, 7 haa, 0 puuhara, 0 pupitihara.

Jim would like to have some items added, in particular it should include Jakiim Jeffrey’s and AB44. Those changes shall be added.

Old Business:

Troy asked if there was follow up from Phil Albers request last month. There wasn’t information forwarded to Josh Saxon for review, and that was requested from Phil.

Arch asked if someone sent the correct spelling of the Karuk word. It was noted that Phil was in the audience and provided it.

Josh asked for Karuk word(s) for the mist on the river. Arch noted that it could be Puuk which is fog.

Puuk Yamiitch “beautiful fog”

Guests:

George Jennings:

George is present to seek a letter of support for the WCB Funding Application for the Siskiyou Mountains Interstate-5 Wildlife Crossings Planning Project. He hopes to create way to allow for wildlife to pass the interstate. There will be overpasses and underpasses for wildlife. Oregon is putting in some overcrossing already and ODOT is planning an overcrossing at the Siskiyou's as well.

Binx commented that this will be animal passage and will be a byway for animals. He would like to seek funding and obtain information on studies. So, his request is to seek a letter of intent. Arch asked how the animals know to migrate across. George noted that the animals have routes they use and they are driven to where they need to go for food, mating, etc.

They are also looking for young folks to collect camera information and collect data. Once this is done it would go to UC Berkeley for a collision study. Once this is funded then this will bring more opportunities.

Troy Hockaday moved and Renee Stauffer seconded to approve the letter of support to the Wildlife Conservation Board for Wildlife Crossings, 7 haa, 0 puuhara, 0 pupitihara.

Preston Bentley and Ivan Super:

Preston and Ivan are present to review their documents and do a presentation.

They are requesting support to attend a trip to the Galapagos islands. Renee asked if the youth did fundraise as of yet. Preston noted that they are reviewing fundraising opportunities. Florraine noted that the youth have really been involved with the Tribe and their schools. Ivan has been elected for class president and Preston has been elected as his class president. Both boys are a part of the Karuk culture, classes, ethics and very invested in their Tribe. When they are asking for donations it's because they are pulled within the school and Tribe so they spend a lot of time being involved already and that takes up a lot of time. Troy asked what the dates are, which was noted on the paperwork as June 19, 2024. Troy noted that the kids can do some fundraising and then bring this matter back. Buster explained that there are things that stand out and he noted that they represent the Tribe very well and do an excellent job. Binx would like to see including something into cultural or education, and not just fund someone's vacation. Renee told the kids to keep up the good work. Ivan noted that the trip provides information on science and culture. Troy asked that the youth come back in January to provide an update. Kristen asked if other Trial Members are going, but it was unknown.

Florraine also provided a flyer regarding YHS Theater/Old Gym which Ivan Super will be participating in.

Amada Lang:

Autumn Goodwin is present to review information as well as Ruby Williams. Paddle Tribal Waters has helped her become more of a leader in the community. She noted that the river isn't just a place to have fun but it is also something worth fighting for. It is a huge resource to the Tribal People. The program and presentation is long but it is all about whitewater kayaking. To see rivers and people and how it provides intent and information on what healthy rivers are and what will happen when restored is what they do. Paddle Tribal Waters was formed in the United States but due to COVID was quickly altered, but that lent the opportunity to provide education in the United States and resources on this river and education. Besides kayaking sharing space together, lessons, educational opportunities, 101 introductory projects provide exposure to this work. They try to include different cultural components. They did a salmon cook at Tish Tang, Salmon River, and everywhere they go they provide the youth tribal space and tribal adults to mentor education. The program has five tracks; youth, academy, first descendent, train the trainer, and community track.

Amada noted that Rios has empowered her and linked the ability to engage her higher education and lead and bring up the new leaders. The presentation that was submitted will be shared with all Tribal Council's. They will be traveling to Chili and they would like to see how the Tribe can support the youth.

Binx noted that Autumn and Ruby stuck with this program and he is proud of them. Troy noted that he has seen Ruby on her first video and has seen some videos at water summit meetings. Troy has told many congressman and reporters that the Klamath River is the Karuk Tribes lifeline. Buster thanked them for the presentation.

Jennifer noted good job for Autumn and Ruby and they are famous in hometowns and they set a good example for young kids.

Donna Hays:

Donna is present to seek the Tribes permission to use information that has a copyright. She is trying to put together a book which is a narrative genealogy. The stories are around gold miners and three generations after that. The book will be published. She has website knowusrememberus.com is her website. The stories were gathered by researching different resources. She would like to seek permission to use Karuk Ethnic Notes. She noted that a lawyer has told her that the permission must be granted. She noted that she will use pictures and other items as well in her book.

She is still writing her book and would like to have a response very soon. Arch noted that this is a good thing and any more information is out there and it's able to be gathered. Donna noted that she has not worked with Enrollment but she would like to. She has a lot of sources of information already. On the previous chart she has been working on family trees and treaties.

Marsha asked if there is family permission granted for this book. Donna noted that no, when someone dies she doesn't have to obtain that permission.

Marie Caldwell:

Marie is present to seek a letter of support. She noted that a cultural touch point of view provides assistance in education. Arch, Vina and Phil came in and taught Karuk Language at some schools. The youth now are children of people who came through some of the school programs. These students are stepping up and taking leadership roles and showing the community that everyone deserves an equal spot at the table. It is a goal to help the community members to sustain social and economic mobility. A living wage should be made and more if they choose. Siskiyou Works hosts opportunities to teach Cradle to Career and they hope to have information brought to the 10 northern counties.

Troy noted that this is a good job on outreach. He has not seen anything in the schools in Happy Camp and the kids have PTSD and fear from wildfires. His own daughter is terrified to go to school and this year with fires several kids became traumatized even further by fire nearby.

Both Happy Camp High School and Happy Camp Elementary School both have planning grants to ensure they're addressing trauma of wildfire events. There needs to be some projects that should be evaluated. Troy advises to look at housing issues as well. She just wanted to make sure that the Council is aware of the efforts that are being accomplished and collaborating in those efforts is important to her.

An example of relevant teaching they will do traditional gambling instead of youth addiction and gaming addition to teach culture items instead of having a negative approach.

Director Reports:

1) Neva Gibbons, DNR Deputy Director:

Neva is present to seek approval of a contract to remodel the house that DNR bought for workforce housing. The project went out to bid twice.

Binx Brink moved and Renee Stauffer seconded to approve contract 23-C-246, 5 haa, 0 puuhara, 2 pupitihara (Arch/Troy).

Jack commented that acquiring land in Orleans is difficult, remodels are difficult, it will be worth more money in the long run.

Troy then noted that who is going to run it after it's remodeled. Neva explained that they will contract with a property manager to operate it. The workforce housing is going to be a company.

She then submitted agreement 24-A-006. BBC is requesting additional information.

Troy Hockaday moved and Binx Brink seconded to approve agreement 24-A-006, 7 haa, 0 puuhara, 0 pupitihara.

She then sought approval for Bill Tripp to attend the First Nations in Denver November 14-17, 2023. Binx would like to have a written request.

Arch Super moved and Binx Brink seconded to approve out of state travel for Bill Tripp to the Native Nations Land, November 14-17, 2023, 6 haa, 0 puuhara, 1 pupitihara (Arch Super).

Troy then commented that he was supposed to get a Tribal Leaders meeting follow up with Randy Moore and he is supposed to send information to Troy. Buster asked that Troy follow up regarding this with DNR.

Troy Hockaday moved and Kristen King seconded to approve Bill's report, 7 haa, 0 puuhara, 0 pupitihara.

Arch thanked Neva and others for responding to their emails prior to the meeting. It makes it easier to send out email inquiries and the staff make corrections as necessary.

2) Sara Spence, KTHA ED:

Sara has no action items but she thanked the Council for reappointing Dolores Voyles to the KTHA BOC and to also thanked the Management Team for responding. Felicia started last week and that is very exciting. The Youth & Family Activities position is still vacant, the CFO position is vacant, and also a TRO position. Orleans will be the next site to focus on for construction.

Troy has one complaint. He noted that yesterday a housing vehicle was speeding. Sara noted that privately he would like to know who it is.

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

3) Dion Wood, TERO/Childcare/TANF:

Dion is present to review his report. Dion noted that the onsite training was well received. Scott is holding culinary courses. Everyone in his department is very busy. His last item is November 14, 2023 will be the annual meeting.

The TANF plan has been received and they want to go over it and they want to present it to the Council. That will be scheduled with the Tribal Council.

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

4) Ginny Shamel, CFO:

Ginny is present to review her report. She would like to cash out a CD. When reviewing them there is one that is not gaining sufficient interest. She then presented that she is looking for cyber insurance and flood insurance. They're still working on it. Ginny noted that we do not have flood insurance. There is a person from Mechanics Bank looking at our credit card charges; at the People's Center and Klamath RV Park.

The budgets have been entered into Microfund and the new fiscal year is up and running. Ginny was really impressed with the onsite training. Looking ahead she has talked to REDW which will hold the Tribes audit January/February which will be REDW. GASB 96 is a new rule that the Tribe must comply with. It will have to be implemented right away and she is working on re-doing the financial policies. She noted that she also believes that she should raise the fixed assets at \$5k to \$10k.

She has been reviewing insurance which is the FEHB plan which has 168 employees and the total cost is going to be \$XXX. Health insurance is going up about 5%. She gave Annelle, fiscal staff, some examples and there has been a lot of work in this last week to obtain insurance. She is looking over the policies and negotiating the costs. The dental plan and Cyprus will stay the same with a 2% increase. She reviewed quotes and information with increases.

VSP is going to work with the insurance but it has issues. The Tribe is on a two-year rate guarantee. Life insurance is currently at \$15k and age reduction. She broke down the ages and the loss of coverage over time.

Human Resources has different recommendations. Annelle noted that life insurance is pretty low. HR has been negotiating. Stay with the current plans and evaluate the costs, this will need to be finalized and presented so the Tribal Council can select appropriate insurance by the deadline.

Binx Brink moved and Renee Stauffer seconded to approve Ginny's report, 7 haa, 0 puuhara, 0 pupitihara.

5) April Attebury, Judicial Systems:

Not present on travel. One agreement 24-A-005. Council Members need to make the Judicial Committee Meetings.

Jennifer Goodwin moved and Renee Stauffer seconded to approve agreement 24-A-005, 5 haa, 0 puuhara, 2 pupitihara (Troy/Liz).

Jennifer Goodwin moved and Arch Super seconded to approve April's report, 7 haa, 0 puuhara, 0 pupitihara.

6) Jack Lantz, Director of Public Works:

Jack is present to review his report. The plans have been returned from Trinity Valley for changing of the land area at Skyline. The sewer lift station was upgraded. A new position will be posted for Orleans.

PG&E got involved with the microgrid after there was collaboration. The microgrid project was not funded. No other Tribes received it as well. There was already a grant written with Randy which will help develop a study that will be needed to start microgrid. Jack noted that if the Tribe did its own island power supply that may serve its needs.

Jack asked for consensus to transport logs from the Ishi Pishi and to store at the ranch. This will be used for cultural activities or firewood.

Consensus: to store the logs from the forest at the Ranch.

He then noted that he spoke with Sara Spence to put the water kiosk inside the building at Headway and the Orleans Senior Center.

Consensus: install water at the filtration machine inside the OR senior center.

Darrell Frost noted that the water filtration machines have been ordered and will be arriving soon.

Eric is present to seek approval of contract 24-C-009 which would be hiring a contractor to draft the plan.

Renee Stauffer moved and Kristen King seconded to approve contract 24-C-009, 6 haa, 0 puuhara, 0 pupitihara. (Binx Chairing).

Eric met with Frontier yesterday. There is a phone service that can provide better services. For every day the phones are out they can be bill can be reduced \$10 per Tribal Member home.

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

7) Erin Hillman, Director of Operations:

Erin is present to review her report. She has a meeting to discuss roll out with SBBCI. The newsletter should be arriving in the next day or so. She and Jack talked about the community foundation of the north state to dedicate that funding for lactation rooms.

There has been trailers, gift cards, construction, etc spend from that funding so far.

Erin noted that she is requesting information on the offices for the new medical and dental facilities prior to finalizing information on the new medical administration. Troy noted that he has been listening to staff and the offices are too large. Jack updated that Rondi and Ryan have provided a list of staffing. The building needs to be downsized and to identify office space that is needed. Josh noted that it would be helpful for Jack and the construction crew to have the Council request this information or support on the funding/size of the buildings going in.

ICDBG, Klamath River Resort Inn renovations. Misty did an excellent job in obtaining funding to get the parking lot finished in Happy Camp.

Jack wants to have Black Wolf bid on all the jobs not just the big ones, so that will be a discussion to have more contracting services for smaller projects.

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

8) Josh Saxon, ED:

Josh is present to review his report. Staff appreciation is tomorrow. Annelle and her team have assisted with the staff day.

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

Troy then noted that for Renee this will be her last meeting. He thanked Renee and for her work for the people.

9) James Davis, Self-Governance Director:

Jim is present to review his report. The bulk of his work is reviewing resolutions.

On Monday, October 30, 2023 at 10:30am there is a BOEM meeting scheduled. Troy then discussed the wind mills. Buster noted the leaders are to bring these issues up. James commented that he is new to the position and so he spent some time reading the Indian Self Determination Act. Erin stepped up and assisted with the Opioid settlement. He is thankful for Erin, Barbara, and Josh for the support.

Darrell Frost has stepped up and he sent the information and he will accept the Narcan medication that James identified. He was asked to look at a resolution for CRIHB he did that work and forwarded it on to the appropriate staff. Chairman Attebery should follow up on the CRIHB resolution.

He will have the opportunity to conduct some onsite training for the Council. Once the new Council is seated then it will be forthcoming. The working draft has been developed.

Binx Brink moved and Renee Stauffer seconded to approve James' report, 7 haa, 0 puuhara, 0 pupitihara.

Phone Votes:

1. Request approval of agreement 23-A-135 authorizing land use for Oak Knoll. Passed.
2. Request approval of resolution 23-R-162 authorizing submission of the ICDBG grant. Passed.
3. Request approval of burial assistance for out of the area TM. Passed.
4. Request approval of NTE \$10,000 at Talisman. Passed.
5. Request approval of NTE \$10,000 at Sea Around Us. Passed.
6. Request approval of procurement and authorize contract 23-C-244. Passed.
7. Request approval to provide \$1,000 Gift Card for retiring employee MP. Passed.
8. Request approval for Bill Tripp to speak regarding fire within his scope of work. Passed.
9. Request approval of agreement 23-A-146, RES. Passed.
10. Request approval to provide water, porta potties, dumpster for Katimiin. Passed.
11. Request approval of agreement 23-A-142 authorizing Aan Chupaan USFS use agreement. Passed.
12. Request approval of contract 23-C-233 NTE \$50,000. Passed.
13. Request approval of HHS policy 02-000-045, Credentialing. Passed.
14. Request approval of press release regarding California Water Control Board water flows. Passed.

Closed Session:

Renee Stauffer moved and Binx Brink seconded to approve updated restructuring plan and layoff employee #RB, 2 haa, 0 puuhara, 4 pupitihara (Arch, Jennifer, Kristen, Liz).

Jennifer Goodwin moved and Renee Stauffer seconded to deny payment to A-1 Auto for client #RS, 5 haa, 0 puuhara, 1 pupitihara (Arch).

Arch Super moved and Renee Stauffer seconded to write up Council Member for violation of the code of conduct for leaving meeting without approval and removing the quorum, 4 haa, 0 puuhara, 2 pupitihara (Binx, Liz).

Binx Brink moved and Troy Hockaday seconded to waive the delinquent list for Tribal Member #BG for 6 months to obtain services, and create a new payment agreement, 6 haa, 0 puuhara, 1 pupitihara (Liz Bentley).

Informational: Tribal Member referred to the Gaming Authority to note the issues and concern with recent termination.

Informational: Request to receive percapta was discussed. Clarification that it takes money to make money was provided and the Tribe is investing in long term investments for the future.

Informational: Gaming Authority Meetings should be posted so the employees know when they can go.

Troy Hockaday moved and Kristen King seconded to approve resolution 23-R-151 authorizing agreement 23-A-141, 7 haa, 0 puuhara, 0 pupitihara.

Jennifer Goodwin moved and Renee Stauffer seconded to approve resolution 23-R-175 authorizing MOU 23-M-005, 7 haa, 0 puuhara, 0 pupitihara.

Council Member stepped down as a Council Member to address the Council as a Tribal Member.

Informational: Complaints on timeliness of items being processed by TANF are ongoing. Frustration and lack of communication is overwhelming and staff need to do their jobs timely.

Jennifer Goodwin moved and Renee Stauffer seconded to approve procurement and authorize contract 24-C-011, 5 haa, 1 puuhara (Troy), 1 pupitihara (Arch).

Troy Hockaday moved and Jennifer Goodwin seconded to deny supporting a letter that addresses another nation while the first Americans are still under attack and until indigenous land is returned to its rightful stewards, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Jennifer Goodwin seconded to approve changing a CD earning 3%, 6 haa, 0 puuhara, 0 pupitihara (Liz).

Informational: Chairman Attebery will meet with the CFO to determine how operations are going and to remind her of open session/closed session topics.

Council Caucus. No minutes recorded.

Informational: Council Member Jennifer Goodwin noted that she is receiving multiple complaints. She would like information to go out to the clients immediately addressing the concerns, staff turnover, and what items will not be reimbursed.

Informational: Determine if the FY24 budgets are in the system and which ones are still not active.

Informational: AAR will be done for onsite trainings that were held. Future trainings should have sign-in sheets submitted so the Council can guide employees to attend if they need to.

Informational: Chairman Attebery will communicate with HHS CEO on meetings the PHN is taking and how onboarding is going.

Informational: Chairman Attebery addressed the frustrations of obtaining appointments to receive a referral for services. This is frustrating for the membership.

Informational: Council Member discussed recent travel for Directors that sometimes struggle and that should be monitored to ensure support.

Renee Stauffer moved and Liz Bentley seconded to approve contract 24-C-117, 6 haa, 0 puuhara, 0 pupitihara.

Next Meeting Date: November 16, 2023 at 10am in Happy Camp, CA.

Adjourned at 5:08pm.

Respectfully Submitted,

Russell “Buster” Attebery, Chairman

Recording Secretary, Barbara Snider