

PONCA TRIBE OF NEBRASKA
TRIBAL COUNCIL
AGENDA

APRIL 19, 2022
9:00 AM
LIFESIZE

- I. CALL TO ORDER
 - a. Invocation
 - b. Roll Call
- II. APPROVAL OF AGENDA
- III. CONSENT CALENDAR
 - a. April 12, 2022 Minutes
 - b. Brad Jolly Legal Billing Statement
 - c. Merit Increase Allowances – Outside the Range
 - d. ITBC Funding Proposal Renewal - RESOLUTION
 - e. Ratifications
- IV. TIM TROUTMAN, CONSULTANT WITH UNIVERSITY OF ALABAMA
 - a. Disaster and Climate Change Resiliency Projects
- V. VICE CHAIRWOMAN’S REPORT
- VI. JOEY NATHAN, EXECUTIVE DIRECTOR – NPHA
 - a. First Quarter Report
- VII. VICTORIA CHAMPAIGN, TESC
 - a. Monthly Report March 2022
- VIII. DAVID GLEISER, EXECUTIVE DIRECTOR OF TRIBAL AFFAIRS
 - a. BIA End of Year Funding for Tribal Education Program – RESOLUTION (tabled from 4/12/22)
 - b. Moving of Program Outreach Department from IT to Tribal Affairs - MOTION
 - c. Program Outreach Coordinator Job Description Revised- MOTION
 - d. Multimedia Specialist Job Description Revised - MOTION
- IX. NEW BUSINESS
 - a. Appointment to Elders Committee - MOTION
- X. OTHER BUSINESS
- XI. EXECUTIVE SESSION
 - a. Tribal Member Request to Address Tribal Council
 - b. 90 Day Evaluation Employee #1788 – DISCUSSION/MOTION
- XII. ADJOURN

AGENDA ITEM REQUEST

(For employees only)

DATE SUBMITTED: 04/13/22

All agenda item requests must be approved by Executive Management and forwarded to the Niobrara Office, Attn: Jan Colwell **five (5) working days before the meeting.**

Meeting of: Tribal Council
 X Executive Session

Meeting Date: 04/19/22

Subject: Merit increase allowances – outside the range

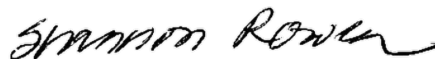
ACTION REQUEST: (Please describe request in the form of a motion)

HR is requesting approval for merit increases to go outside of the current salary grade range for any employee who is at or near their salary grade cap whose position will be recommended for salary range increase adjustment prior to the salary grade review in June/July of 2022. It is estimated there will be 5-10 employees affected.

Supporting Documentation: NO

Submitted By: Shannon Rowen, Human Resources Director
 Jessica Gaden, CFO

APPROVED



 Shannon Rowen, Human Resources Director

AGENDA ITEM REQUEST

(for employees only)

DATE SUBMITTED: 4/11/2022

All agenda item requests must be approved by the Tribal Business Manager and forwarded to the Niobrara Office, Attn: Jan Colwell **five (5) working days before the meeting.**

Meeting of: Tribal Council
 Executive Committee

Meeting Date: 4/19/2022Subject: InterTribal Buffalo Council Herd Development Program

ACTION REQUEST: (Please describe request in the form of a motion).

Motion to approve applying for InterTribal Buffalo Council Herd Development Program funding.

Will there be support materials for this agenda item? Yes No
 (If there are support materials, one copy must be attached)

Submitted By: 
 Stephanie Geery-Zink, Grants Manager

APPROVED _____
 Executive Management

PONCA TRIBE OF NEBRASKA
TRIBAL COUNCIL

RESOLUTION 22-____

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WHEREAS: The Ponca Tribe of Nebraska is a federally recognized Indian Tribe (P.L. 101-484) whose business affairs are conducted by the Ponca Tribal Council as defined in the Constitution approved July 22, 1994 by the Acting Deputy Commissioner of Indian Affairs; and

WHEREAS: Pursuant to the Constitution of the Ponca Tribe of Nebraska, the Ponca Tribal Council exercises legislative powers to enact and promulgate resolutions and ordinances subject to all express restrictions upon such powers contained in the constitution; and

WHEREAS: The Tribe has the authority to submit an application on behalf of the Native American individuals in the Tribe and to administer programs and activities under this program; and

WHEREAS: The Tribe is a member of the InterTribal Buffalo Council in good standing; and

WHEREAS: The Tribe agrees to continue its support of the Buffalo Herd Development Program through in-kind contributions and financial assistance in perpetuity; and

WHEREAS: An InterTribal Buffalo Council herd development grant will allow the Tribe to maintain and expand its herd, as well as develop health initiatives and cultural activities pertaining to buffalo that will lead to long-term sustainability of the program.

THEREFORE, BE IT RESOLVED that Stephanie Geery-Zink, Grants Manager, is authorized to submit the application for FY21 funding administered by the InterTribal Buffalo Council (ITBC) on behalf of the Ponca Tribe of Nebraska.

BE IT FURTHER RESOLVED that Stephanie Geery-Zink, Grants Manager, is hereby authorized to sign all required forms on behalf of the Ponca Tribe of Nebraska as an Authorized Official pursuant to ITBC requirements.

CERTIFICATION

THIS IS TO CERTIFY AND AFFIRM that the above and foregoing Resolution was duly authorized and passed by the Ponca Tribal Council on the 19th day of April 2022, at a duly called meeting held via Lifesize Videoconference, by a vote of ____ Ayes; ____ Nays; ____ Abstained; ____ Absent. Chairperson ____ voting ____ not voting. A Quorum of ____ was present.

ATTEST

Rebecca Sullivan, Acting Chairwoman
Ponca Tribe of Nebraska

Kyle Taylor, Secretary
Ponca Tribe of Nebraska

AGENDA ITEM REQUEST

(for employees only)

DATE SUBMITTED: 04 / 08 / 2022

All agenda item requests must be approved by the Executive Director of Tribal Affairs and then forwarded to the Niobrara Office, Attn: Jan Colwell **five (5) working days before the meeting.**

Meeting of: Tribal Council
 Executive Committee

Meeting Date: 04 / 19 / 2022

Subject: Northern Ponca Housing Authority

ACTION REQUEST: (Please describe request in the form of a motion)

1) NPHA Quarterly Report

Will there be support materials for this agenda item? Yes No
 (If there are support materials, one copy must be attached)

Submitted By: *Joey Nathan*

APPROVED _____
 Executive Director of Tribal Affairs

AGENDA ITEM REQUEST
(for employees only)

DATE SUBMITTED: 4/12/2022

All agenda item requests must be approved by the Tribal Business Manager and forwarded to the Niobrara Office, Attn: Jan Colwell **five (5) working days before the meeting.**

Meeting of: Tribal Council
 Executive Committee

Meeting Date: 4/19/2022

Subject: BIA end of year funding for Tribal Education Program

ACTION REQUEST: (Please describe request in the form of a motion)

Motion to approve applying for end-of-year funding for PTN's Education Program to fund a youth Project Coordinator position.

Will there be support materials for this agenda item? Yes No
(If there are support materials, one copy must be attached)

Submitted By: 
Stephanie Geery-Zink, Grants Manager

APPROVED David Gleiser
Executive Management

PONCA TRIBE OF NEBRASKA
TRIBAL COUNCIL

RESOLUTION 22-_____

WHEREAS: The Ponca Tribe of Nebraska is a federally recognized Indian Tribe (P.L. 101-484) whose business affairs are conducted by the Ponca Tribal Council as defined in the Constitution approved July 22, 1994 by the Acting Deputy Commissioner of Indian Affairs; and

WHEREAS: Pursuant to the Constitution of the Ponca Tribe of Nebraska, the Ponca Tribal Council exercises legislative powers to enact and promulgate resolutions and ordinances subject to all express restrictions upon such powers contained in the constitution; and

WHEREAS: The Tribe has the authority to submit an application on behalf of the Native American individuals in the Tribe and to administer programs and activities under this program; and

WHEREAS: The U.S. Bureau of Indian Affairs provides services directly or through contracts, grants or compacts to Federally recognized tribes; and

WHEREAS: The BIA sometimes has unused funds at the end of its fiscal year, and those funds are available for Education programs for Tribes.

THEREFORE, BE IT RESOLVED that Stephanie Geery-Zink, Grants Manager, is authorized to apply for, execute and file with its applications the annual certifications and assurances and other documents the Bureau of Indian Affairs requires when awarding grant funding, in regards to year-end funding.

BE IT FURTHER RESOLVED that Stephanie Geery-Zink, Grants Manager, is authorized to execute cooperative agreements with the Bureau of Indian Affairs in regards to year-end funding on behalf of the Ponca Tribe of Nebraska.

CERTIFICATION

THIS IS TO CERTIFY AND AFFIRM that the above and foregoing Resolution was duly authorized and passed by the Ponca Tribal Council on the _____ day of April 2022, at a duly called meeting held via Lifesize Videoconference, by a vote of _____Ayes; _____Nays; _____Abstained; _____Absent. Chairperson _____ voting _____ not voting. A Quorum of _____ was present.

ATTEST

Rebecca Sullivan, Vice Chairwoman
Ponca Tribe of Nebraska

Kyle Taylor, Secretary
Ponca Tribe of Nebraska

AGENDA ITEM REQUEST
(For employees only)

DATE SUBMITTED: 04/06/22

All agenda item requests must be approved by Executive Management and forwarded to the Niobrara Office, Attn: Jan Colwell **five (5) working days before the meeting.**

Meeting of: x Tribal Council (item 1)
 x Executive Session (items 2 & 3)

Meeting Date: 04/19/22

Subject: Moving of Program Outreach Dept from IT to Tribal Affairs & Job Description Review
 Program Outreach Coordinator & Multimedia Specialist

ACTION REQUEST:

Motion #1 – Moving of Program Outreach department from IT to Tribal Affairs. There are two employees that this will impact, the Program Outreach Coordinator, employee #1422 and the new Multi-Media Specialist that started on 4/18/22 #TBD. This was an initiative that has been in discussion for at least two years when the prior EDTA was in place and just recently brought up again as the proper place for these positions. There is cross over with Program Outreach in both Tribal Affairs and Health and certainly there will be a dotted line from Outreach to Health and from Outreach to IT.

Motion #2 – We are requesting approval of Multimedia Specialist job description from Information Technology, Grade 5 (\$28,080.00-\$47,424.00) to Position 660, Tribal Affairs, Grade 7 (\$36,441.00-\$55,545.33). This is salary is on the low end for similar positions but acceptable for the level of experience required. Only bringing this forward due to the program move. This can wait for June or be reviewed today since its ready.

Motion #3 – We are requesting approval of Program Outreach Coordinator job description Information Technology, Grade 6, (\$32,552.00-\$51,873.27) to Position 601, Tribal Affairs, Grade 10 (\$51,188.00-\$78,051.24). This salary is on the low end for similar positions but acceptable for the level of experience required. Only bringing this forward due to the program move. This can wait for June or be reviewed today since its ready. The current incumbent of this position, employee #1422 was outside of the previous range (salary \$54,225.60) partially due to the \$3/hr increase. Salary review (if requested by supervisor) will come in June.

Will there be support materials for this agenda item? Yes

Respectfully submitted by: David Gleiser, EDTA
 Brent Bossard, IT Manager
 Janelle Ali-Dinar, PhD, Health CEO
 Shannon Rowen, HR Director

APPROVED Shannon Rowen
 Shannon Rowen, Human Resources Director