

TULE RIVER INDIAN HEALTH CENTER, INC.
BOARD OF DIRECTORS
 TULE INDIAN RESERVATION

P.O. BOX 768

PORTERVILLE, CALIFORNIA 93258

PHONE 784-2316

AUGUST 08, 2017 EXECUTIVE COMMITTEE MEETING MINUTES

- I. **CALL TO ORDER:** Chairperson Gayline Hunter called meeting to order at 4:13 p.m.
- II. **ROLL CALL:** Secretary Nancy McDarment called roll

<u>Board Members:</u>	<u>Staff</u>	
Gayline Hunter, Chairperson	P Zahid Sheikh	P
Donna Medrano, Vice-Chair	L Katherine Portillo	P
Nancy McDarment, Secretary	P Elizabeth Acevedo-	P
William Carrillo, Sr., Treasurer	P Medrano	

P=Present; A=Absent; I=Ill/Sick; L=Late; E=Excused; T=Travel; V=Vacation

III. APPROVAL OF AGENDA

MOTION #1: William Carrillo, Sr./Nancy McDarment motioned to approve the agenda as written; motion carried 2-0-0.

Donna Medrano joined the meeting at 4:15 p.m.

IV. PERSONNEL ISSUES

Gayline Hunter wants to address emails & issues that have been brought to her attention. Last week Dr. Albrecht approached Gayline while at the clinic and he expressed not much has changed since his last meeting with the Board. On Thursday he showed up to work and all his stuff was placed in a box and there is still tension between Dr. Hana & himself.

Mr. Sheikh explained on Thursdays Dr. Tran is present in the Clinic and Dr. Tran takes up a desk. Mr. Sheikh has

asked that Dr. Albrecht work with us on Thursdays being that all Providers & Contracted Providers are on-site.

Katherine Portillo expressed to the committee that Dr. Albrecht has stated to her that Dr. Hana has been very encouraging and has been referring his patients to see Dr. Albrecht. As far as a cold shoulder goes for the last two weeks Dr. Hana and Dr. Albrecht have had limited contact being that Dr. Hana has been out for medical purposes and jury duty. Mr. Sheikh has offered Dr. Albrecht the training room on Thursdays for his charting & office time. Mr. Sheikh has also requested that Dr. Albrecht go out with CHRs on Thursdays to see patients at home instead of having scheduled patients. Dr. Albrecht seemed very open and receptive to this plan.

When Dr. Albrecht was hired on full time Katherine expressed our wish to have him on staff if he wished to still be a full time employee and apologized for any hurt feelings he may have felt. At that time Dr. Albrecht's only concern was lodging accommodations at which time Mr. Sheikh informed this is not a practiced policy. The Board has since approved lodging for 3 months.

Once Dr. Hana is back Mr. Sheikh plans to sit both Doctors down to hash out an issues they have.

William Carrillo, Sr. is not to happy that employees are going directly to Board member to express issues when there are proper channels in place.

Nancy McDarment would like to see providers meet regularly to discuss clinic issues and how to work better with one another. Nancy worries that new providers are going to see the bickering and become discouraged about working with TRIHCI.

Second issue addressed was a rumor that has reached the Board of Directors. Employees in the Finance Department have left their job and threatened not to return until a certain employee is terminated. Mr. Sheikh informed the Board this is false information and we cannot terminate an employee based on threats of other employees there needs to be a valid reason for termination. Mr. Sheikh was directed to review these claims and get down to the bottom of the issue. The committee does not wish to entertain hearsay.

Third issue addressed was a Finance employee staying after 5:30 p.m. and having a custodian stay to lock-up. Mr. Sheikh explained said employee was accommodated because of child care issues and a custodian is scheduled to work after clinic hours there is no conflict with this claim. No overtime is being accumulated by either employee both work 10 hours a day.

MOTION #2: William Carrillo, Sr./Nancy McDarment motioned to refer issues back to CEO to remedy in a positive manner ensuring HR policies are followed; motion carried 3-0-0.

V. ADJOURNMENT

MOTION #3: Nancy McDarment/Donna Medrano motioned to adjourn at 5:15 p.m.; motion carried 3-0-0.



Nancy McDarment, TRIHCI Board Secretary