

# National Council of Chief Executive Officers

Monthly Tele-Conference Meeting  
 Toll Free #: 866-754-5692  
 Participant Code: 2136254

DATE: January 4, 2011  
 TIME: 12:00 pm EST; 11:00 am CST; 10:00 am MST; 9:00 am PST

## Meeting Minutes

### I. ROLL CALL

<u>NCCEO Officers:</u>	<u>P</u>	<u>A</u>	<u>Area Representatives</u>	<u>P</u>	<u>A</u>
Bryce Redgrave, Chair	x		Bill Pourier, ABR	x	
Vacant, V-Chair			Michael Christensen, AK	x	
Alan Barlow, Secretary	x		Dorlynn Simmons, ALB	x	
Yvonne Misiaszek, P-Chair		x	Gary Wabaunsee, BEM		x
			Laura Herbison, BIL		x
Sandra Lahi-NBOC	x		Molin Malicay, CAL		x
Carol Prevost-NBOC		x	Tonya Cornwell, NAS	x	
Gary Wabaunsee-CHSO		x	Bennie Yazzie, NAV		x
			VACANT, OKC		
<u>IHS HQ Staff:</u>			De Alva Honahnie, PHX	x	
Elmer Brewster-ORAP		x	Shirley Alvarez, POR	x	
Jennifer Hovencamp-HR	x		Patti Whitethorne, TUC	x	
Liz Fowler-UFMS	x				
Kenneth Cannon	x		<u>Additional CEO Members</u>		
Charles Gepford		x	Debbie Bends, BIL	x	
Donna Fuller		x			
John Rael	x				
Dr. Charlene Avery		x			
Robert McSwain	x				

### II. APPROVAL OF AGENDA

There was consensus to approve the agenda as submitted.

### III. REVIEW/APPROVAL OF PREVIOUS MEETING MINUTES

No meeting minutes are available from our December 7, 2010 meeting due to technical difficulties.

### IV. OLD BUSINESS

- 1) NCCEO Website Updates

Bryce Redgrave reviewed the ongoing effort to update our NCCEO website. Shirley Alvarez volunteered to contribute to the development of the website. Bryce Redgrave issued a general call for assistance for others to contribute to our website's development, and Sandra Lahi volunteered to assist where she could.

2) NCCEO Charter Revisions

Bryce Redgrave reported that our NCCEO Charter was signed by the IHS Director on December 18, 2010---almost two (2) months ahead of schedule.

Now the work of reaching out to our tribal and urban counterparts needs to move forward, with Bryce Redgrave working to generate a list of all I/T/U CEOs. It was noted that our Area Directors are identified as appointing officials in our new Charter, and we will want to help as much as possible by sending them a list of all CEOs and relating information to assist in their decision. Shirley Alvarez queried whether the Area Directors are aware of our updated Charter. Bryce Redgrave explained that he did not know if the new Charter was reviewed at the December 2010 AD meeting, and it was unlikely they were aware. Shirley Alvarez suggested the idea to make them aware before moving ahead much further.

In reviewing the Charter, Debbie Bends queried whether Area Directors are comfortable appointing T/U representatives and what counsel or support we could offer to guide their decision. Bryce Redgrave referenced the appointment of Michael Christensen as a good example of this process. Michael Christensen explained that his Area Director knew the executives therein and put the topic of appointment to the NCCEO on his agenda with tribal leaders. The list of candidates was narrowed to three (3) and all 270 tribes in Alaska voted on the appointment. In effect, the process involved informing the tribes of the decision to be made, then letting them make it.

We will continue to gather as much information as possible for the Area Directors to work with in implementing our Charter.

3) National Labor-Management Relations Council - NCCEO Volunteer

Bryce Redgrave has been appointed to represent the NCCEO in this council, but its composition has not yet been defined or finalized.

**V. NEW BUSINESS**

1) CEO Long-Term Training Program - Progress Report

Dorothy Dupree, Martha Ketcher, and Bryce Redgrave presented a program proposal to Dr. Kathleen Annette at Rockville, MD in early December 2010. From that meeting, they were given the go ahead to continue the development of that program. As a council, we need to complete a CEO assessment, with our September 2010 CEO survey as a good place to start. We probably need to re-survey with inclusion of T/U CEOs.

2) Annual NCC Meeting - CEO Track Development

With uncertainty surrounding budget developments for the IHS, there is no news regarding our Annual National Combined Councils (NCC) meeting. However, regarding the issue of combining numerous meetings at one venue, Bryce Redgrave feels fairly confident that the NCC will either be a stand alone meeting or it will not be held this year.

3) HQ Reports

a) ORAP:

John Rael reported that all Red Flag Corrective Action Plans had been received. The recent travel freeze has prompted a cautious approach to training scheduled in Reno, with Area Directors maintaining authority to approve travel or not.

The ORAP Online Reporting tool will be due again soon and CEOs should keep this in mind as we go through the next few months. New policies will mean changes to the tool, particularly with coding and inpatient care. The debt collection policy will also be rewritten.

John Rael also reported that adjustment reports are being developed (Cynthia Larsen is working on them). This is useful information and she will get back to the NBOC on their development.

ORAP is also working with the VA on the provision of services in our facilities, reimbursement models, etc. They are outlining the resulting structures from this collaboration and will be training people once more information has been developed. A face-to-face meeting with the VA is loosely scheduled for January 18, 2011, but nothing has been finalized.

Bryce Redgrave inquired about follow-up feedback and direction resulting from the ORAP CEO training in August 2010. John Rael will follow up with Cynthia Larsen.

Sandra Lahi explained that several topics were discussed by the NBOC last month, including the issues of CEO training and its relationship to high turnover rates. The question of how to provide training was discussed, including current venues such as CEO Boot Camp and NCC. John Rael noted that the Partnership meeting will have a CEO tract---we just need to identify the presenters and speakers to assist with agenda topics. Resources are limited, so we need to look from within wherever we can.

Sandra Lahi continued to explain that numerous ideas and solutions were discussed in Denver regarding needs and best practices. A 3<sup>rd</sup> party revenue dashboard was also discussed.

We all have to understand that due to governing developments in Congress and at HQ, we will need to wait for direction from Dr. Roubideaux for all upcoming meetings, training, and travel.

b) HR:

Jennifer Hovencamp reported that in December 2010, IHS converted from QuickHire to USA Staffing. We are getting quote assessments and experiencing growing pains, but we hope this next quarter will yield more candidates and an easier process for posting our jobs.

Everyone should be aware of the parameters of the pay freeze suggested by President Obama---specifically that it covers the cost of living adjustments. It does not affect WIGIs, promotions, or PMAP bonuses. Bryce Redgrave will send out an article from Government Executive that summarizes this information.

Shirley Alvarez inquired about OPM site reviews, and Jennifer Hovencamp explained that OPM conducts audit annually to ensure compliance---they will continue to do so moving forward.

c) UFMS/Budget:

Liz Fowler explained that the 2011 UFMS training calendar is available---it will be mailed to Area Offices and will go out as part of weekly UFMS announcement. It shows upcoming training for the next 4 months and covers all modules so we can plan at our respective Service Units for our training needs.

She also reviewed our 4<sup>th</sup> Continuing Resolution for FY 2011, running through March 4, 2011. With the new Congress, there is increased uncertainty regarding our budget status. It is unlikely the budget for 2011 submitted by President Obama will be passed, and it is very possible that funding levels will decrease significantly. A familiar threshold being spoken of is funding at 2008 levels, which would effectively translate to between 17%-20% less than 2010 levels. Bryce Redgrave queried--and Liz Fowler affirmed---that final funding levels will be retroactive back to the beginning of FY 2011. Liz Fowler also explained that sub-committee staff and HQ staff receive some information, and Dr. Roubideaux is working to meet with new congressional members and staff to make them aware of the needs of IHS.

**VI. NCCEO Committee Reports**

1) IHSL:

Alan Barlow briefly reported on topics of the IHSL and will look to compile the notes for our next meeting.

2) NBOC:

Information from the NBOC was reported by Sandra Lahi above.

3) CHSO:

No report was provided.

**VII. OTHER AGENDA ITEMS (TIME PERMITTING)**

None

**VIII. ADJOURNMENT**

The meeting adjourned at 1:04 PM, EST.