



Southern Indian Health Council, Inc.

Journey to Self-Governance

Our Recommendations
Best Practices from Our Experience

Tribes and Clinic

- Serves a seven-member tribal consortium:
 - Barona, Campo, Ewiiapaayp, Jamul, La Posta, Manzanita, and Viejas
- Accredited and Federally Qualified Health Center
 - State of the art equipment
 - Main Clinic in Alpine with two satellite locations: Campo and La Posta

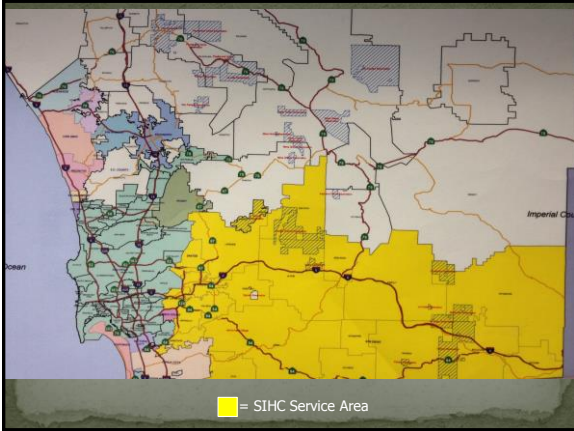
Services Provided

- Medical
- Dental
- Pharmacy
- Kumeyaay Family Services
- Community Health Services



Background

- Southeast San Diego County
- Consortia
 - Coordinating buy in from seven Tribal leaders
- Programs, Services, Functions and Activities (PSFA)
 - Updated in 2013 after many years of continued use of "the same"



Initial Efforts

- Planning Grant
 - Applied May 2012
 - Received September 2012
 - Ended September 2013
- Grant Goals and Use
 - Board Development and Training
 - Exploratory and Educational Efforts
 - Establish Process and Knowledge Baseline about TSG
 - Determine PSFA Shares
 - Research and Analyze IHS budget
 - Grant Reports Assisted in Focusing and Guiding Efforts

Continued Efforts

- Implementation Grant
 - Applied For and Received
- Delay in Next Steps
 - Evaluated True Impact of “going self-governance”
 - Grant Timeline Changed (in next cycle)
 - Researched and Gained More Knowledge in following year

Trainings Attended

- Self-Governance Training and Orientation
- Tribal Self-Governance Training Session
- Quarterly Advisory Meetings
- Annual Conference
- Strategy Session

Path to Implementation

- Board Buy In
 - Training from Agency Lead Negotiator (June 2014 at Board Meeting)
- Team Identification
 - Employee Roles within Clinic
 - Consideration of Turnover and Position Changes
 - No impact on progression of self-governance efforts
 - Job Description Updates
 - Roles on Team
 - Permanent
 - Temporary
- Self-Governance Strategic Plan
 - Team Members Familiar with Specific Parts of Plan and Process (history)
- Formal Tribal Self Governance Implementation September 2014
 - July 25, 2014 first team meeting
 - Meetings and Compact Discussion Focus at August Team Meeting

Negotiations

- Began September 2014
- Ended October 2014
- Additional Involvement
 - Clinic's Legal Counsel
 - Key: completely dedicated to Clinic's well being
 - Cost of going self-governance
 - Drafting compact
 - Involved in negotiations
 - Full understanding of sovereignty and governance

Things to Consider

- Version Control
 - Multiple agencies working from same document with various comments
 - Multiple meeting dates referencing various comments
 - Separate individual “conferences” with respective clients
- Telephone vs. Face to Face
- Knowledge about Impact on Services and Programs
- Overview of Purpose, Intent, Involvement of Self-Governance (road map) for Organization/Tribe

Unique Considerations

- Office of Tribal Self-Governance also Evolving During Process
 - Discussion at Quarterly Meeting about Compact Consistency
 - Agency Lead Negotiator Managing Multiple Tasks
- California Area Office Leadership Change During Process
- Consortium of Seven Federally Recognized Tribes
- PL-280 State
- Indian Health Specific Self-Governance

Expected It to Go...

- Quick
- Smooth
- Lots of Encouragement Received
- Lots of Reported Buy-in from CAO, ALN, and OTSG
 - Tribal representation at quarterly meetings

Realities of the Process

- Costly
 - Staff time
 - Legal time
- Dedicated Time
 - Meetings
 - Correspondence with OTSG and ALN
- Negotiations
 - Coordinating schedules
 - Finding time to dedicate to preparing for Negotiations

New Understandings

- Familiarity with negotiations
 - Very different from perception
- Changes for Next Time
 - Go through compact towards beginning
 - Highlight steps in process
- Quarterly Meeting Prior to Annual Conference
- Feedback from “Newly” Involved Tribe/Organization
 - Technical Assistance from Tribe
 - Providing “consultation”
 - Example: OVC utilizing SIHC for SART Program

The Finances

- Recommend having a minimum of six months financial reserves to cover operating expenses.
- Recommend not changing PFSAs for one to two years after transitioning to TSG
- Ease of interpreting and understanding TSG Payment Documents vs 638 Mods
