

Summit Lake Paiute Tribe  
Special Council Meeting  
Wednesday, January 10, 2018  
Primary Administrative Office, Sparks, Nevada

---

**CALL TO ORDER:** Chairwoman Randi DeSoto called the Special Meeting of Wednesday, January 10, 2018 at 5:03 PM.

**ROLL CALL:** Secretary/Treasurer Eugene Mace called the roll. Chairwoman Randi DeSoto, present; Vice-Chairman Jerry Barr, present; Secretary/Treasurer Eugene Mace, present.

**STAFF:** Natural Resource Department (NRD) Director, William Cowan and Natural Resource Department Assistant Director, Rachael Youmans.

Mr. Cowan sent an email to the Chairwoman which was forwarded to the rest of the Council. Ms. DeSoto asked if there were any questions and where they wanted to begin the discussion of the Natural Resource Department (NRD) and the renewed IPA.

Mr. Cowan said all the questions are important.

What are the Council's expectations to transition a new Natural Resource Director? It is critical for the NRD to know for planning purposes. Mr. Barr said the expectation is for a smooth transition. Ms. Youmans replied that they hope for that too but need answers on how this will take place.

- Will the Council promote the Assistant NRD Director directly into the vacant NRD Director position without advertisement?  
The Council has discussed this previously without a final decision. Chairwoman DeSoto commented that a decision would help the NRD move forward especially since the concerned parties were present. The policy states that the position should be advertised, but since Ms. Youmans has been shadowing the Director and learning the position it would be fair to give her the opportunity if she so desires. Since time is of the essence, Mr. Barr feels that Ms. Youmans should be promoted. Mr. Mace and Ms. DeSoto agreed. Ms. Youmans said she was honored and that she would accept the position.

Mr. Cowan clarified that it was the intent of the Council to promote Ms. Youmans into the Natural Resource Director position as of February 23, 2018 and that there will be no need to advertise it. The NRD can now move forward with the transition.

- Support to Be Provided to the Tribe:  
This is a discussion as a preamble to a meeting with Fish and Wildlife Services. They would also like a smooth transition. There are things they would like to "hammer out" before the meeting. Mr. Cowan asked if there were any changes; is there full support of the previously suggested duties for Mr. Cowan's work with the NRD. Ms. Youmans has reviewed them and has some edits. Most of them are wordsmithing edits. She combined Mr. Cowan's Ideological and Climatological



Summit Lake Paiute Tribe  
Special Council Meeting  
Wednesday, January 10, 2018  
Primary Administrative Office, Sparks, Nevada

---

bullets and broadened it so that Mr. Cowan could assist in instructing on the use of other things. Also Mr. Cowan's knowledge is important. There is a lot of data which predates Ms. Youmans and it is important to get a handle on that data before his services are not as readily available. This is why she added a bullet point regarding inventorying and explaining historic data which is something not anybody else can do. She removed the bullet point on land acquisition because she does not understand his connection as a partner from the Fish and Wildlife Service with the Tribe's land acquisition.

Mr. Cowan feels that the land acquisition is a very important element he can provide. He has been involved with it since inception and with trying to expand the reservation boundaries and part of this is the restoration of the management of the NFWF grant to finish the completion of the reservation boundary fence. He would like to continue his involvement networking with Great Basin Land and Water. Mr. Cowan had not involved Ms. Youmans in this due to the delicate nature of the land negotiations. He also believed that the Fish and Wildlife Service are in support of his continued involvement due to the first grant given the NRD was to provide funding for the Conservation Action plan and to develop a land acquisition initiative and process for the Tribe. He feels that severing his involvement would be a detriment to the success of the goal of gaining land.

Mr. Barr likes the addition of the historical inventory, but agrees that Mr. Cowan should remain involved in land acquisition because of Mr. Cowan has been involved since the beginning and that it would hurt the progress without his involvement. They are in agreement with what they would allow Mr. Cowan to do.

Mr. Cowan explained that the land acquisition is for the protection of Terminal Lake and Terminal Lake is the habitat for the fisheries. This is a critical element. He would like to continue being involved. It is also a tie into the Conservation Action plan.

Ms. Youmans idea behind her edits was to try and think about the next block of time, thinking of prioritizing things that Mr. Cowan would do after becoming an outside entity. It will be an interesting transition in how she and Mr. Cowan will interact. She would hope that the land acquisition would become part of her responsibility as Director to also be in that process.

Mr. Mace and Mr. Barr both felt Ms. Youmans should be involved as well as Mr. Cowan; that they would work together so she can learn from him. Ms. DeSoto understands Ms. Youmans point in wanting to know where the line is drawn, but also believes that the two should work together for things to carryover and for Ms. Youmans to come up to speed. The Council members agreed that Ms. Youmans will be the Director but since the Fish and Wildlife have listed land acquisitions as a supported duty and since Mr. Cowan is the most knowledgeable person, he should



Summit Lake Paiute Tribe  
Special Council Meeting  
Wednesday, January 10, 2018  
Primary Administrative Office, Sparks, Nevada

---

partner with Ms. Youmans and share that knowledge.

Mr. Cowan stated that he believes that what Ms. Youmans is getting at is that there will need to be some decisions made. During a meeting with the Bureau of Reclamation and Great Basin Land and Water it was discussed that time is running out on the grant and there is a need to re-strategize what to do if they cannot get a willing seller so land can be purchased. Now that they are back from the holidays, there is a need to return to this question. The process has been that they hammer through it and then bring it to the Council to finalize things.

Mr. Cowan feels, in pertaining to the Land Acquisition bullet, that the Council would still like him involved and working with Ms. Youmans as a team and try to close out the grant by April 2019.

He also feels he can help bridge the lack of coordination and communication with the Fish and Wildlife Service and other partners involved in initiatives with the BLM regarding Soldiers Meadow. He has discussed this with his future supervisor, Lee Ann. She commented that the ranch is not as valuable as one might think because there are no water rights on this land. Mr. Cowan feels it is important. The idea was to develop a land conservation acquisition program and conservation action plan. The money is there intending to buy lands.

Ms. DeSoto confirmed that Land Acquisition will remain on the duties list noting that Mr. Cowan and Ms. Youmans will work together and it is clarified with Fish and Wildlife.

- **Logistics Support: Use of Tribal vehicles, equipment**  
It was assumed that the Department would be providing the necessary tools and equipment to assist with work at the Lake. Vehicles are limited and this has to be considered in planning. One issue is a vehicle/transportation for Mr. Cowan. He feels Fish and Wildlife will not provide a vehicle for all the time he will be at the Lake but that this issue can be worked out. Mr. Barr felt that this can be done with Ms. Youmans' work schedule planning and that the NRD would provide transportation and the necessary equipment to do the work with her agreement. Mr. Cowan said arrangements can be made if he needs to go up there when not on the work schedule.
- **Office Space:** Mr. Cowan assumed that he would still work out of the Summit Lake Administration office. Mr. Barr said that he would like him to be available in the building, but which space would be determined by Ms. Youmans as the Director. Ms. Youmans said she has mixed emotions regarding Mr. Cowan having office space. The space is very limited down there and they will need to hire a new sage grouse person. She also is uncertain if Mr. Cowan will be working with Summit Lake 100 %



Summit Lake Paiute Tribe  
Special Council Meeting  
Wednesday, January 10, 2018  
Primary Administrative Office, Sparks, Nevada

---

of the time or if Fish and Wildlife will have him doing work elsewhere. Ms. DeSoto is also aware of the uncertainty and the logic of a space with Summit Lake or space with Fish and Wildlife. This is a question for Fish and Wildlife. She also discussed the possibility of telecommunicating or skyping. He is also being requested by Fish and Wildlife to use their email system. Fish and Wildlife will be asked to clarify this before a final decision is made, but if necessary space will be found.

- **Work Schedules:** The problem there is that Mr. Cowan donated so much time he could not accrue enough time off and so wrote it off. He does not want to continue doing this. Fish and Wildlife pay and work schedules are off one day from the Tribe schedules. There are differential pays such as work over night from 6 pm to 6 am or work on Sundays. Mr. Cowan wants everyone to be aware of this. He would like Fish and Wildlife to clarify if they will pay for such requests or not. Ms. Youmans said that they would work it out around the Tribe's schedule and Mr. Cowan's Fish and Wildlife Service schedule. This is deferred to the Fish and Wildlife.
- **Co-ordination of work:** Beyond the previously discussed list of duties, it would be up to what Fish and Wildlife wants.
- **Time Sheets and Requests for Leave:** Ms. DeSoto stated this would be with Fish and Wildlife but Mr. Cowan should give Ms. Youmans a heads up on the status of projects to be completed or whether they can wait for his return. Time sheets would be signed by the Service and no longer signed by the Chairwoman.
- **Co-ordination of Supervision:** what is the best process, the appropriate chain-of-command. If there is in conflict with the Fish and Wildlife and the NRD regarding Mr. Cowan's work for the Tribe and a work around cannot be found; how are those decisions made, how does Ms. Youmans give him direction on projects. She would like clarification on who she talks to, Mr. Cowan or his supervisor. This needs to be ironed out with the Fish and Wildlife.
- **The Tribe and Fish and Wildlife Service expectations regarding LCT recovery co-ordination:** This pertains to whether or not Mr. Cowan will be devoting 100% of his time to Summit Lake or if there other expectations of Fish and Wildlife regarding LCT recovery. There is a concern with the redesign of the MOG and the recovery plan. Mr. Barr feels is a question for Fish and Wildlife. It is good to be aware of this and to have a meeting as soon as possible.
- **Is there going to be flexibility to add or delete duties?** Mr. Cowan would like honest dialogue between the Tribe and Service to discuss priorities, or if this possibility exists. Mr. Barr feels that if this happens, Ms. Youmans should be notified so that the plans can be revised. Mr. Cowan suggests asking for a reasonable time of



Summit Lake Paiute Tribe  
Special Council Meeting  
Wednesday, January 10, 2018  
Primary Administrative Office, Sparks, Nevada

---

notification of modification of duties so there is reasonable time for the Tribe to make adjustments.

- Other terms and conditions that need to be addressed in the forthcoming agreement. Mr. Barr said that the Tribe needs to know what Fish and Wildlife actually want.

Mr. Cowan asked how the Council would like to proceed; if they were comfortable with Mr. Cowan and Ms. Youmans talking with the Fish and Wildlife Service about this discussion and which points the Council feel are needed to be addressed in an informal setting so a structured agenda can be formed for a forthcoming meeting. Mr. Cowan sent this list to his Supervisor and she said she is available and hopefully when Fish and Wildlife meets with the Council they can work out clarity to any unknowns. In summary they could discuss the logistics, co-ordination on work schedules and the conditions to allow some flexibility and reasonable time frames. The initial informal meeting could be a short phone discussion with Lee Ann to get her input.

Mr. Cowan asked for the Council's availability during or after business hours to have a meeting. Mr. Barr can be available. Ms. DeSoto's schedule allows her to be available on Wednesdays. Mr. Cowan will update the information discussed and email it to Lee Ann. He will work with Ms. Youmans to write it up. They can figure out the organization for the next meeting.

This addresses the concerns Ms. Youmans and Mr. Cowan hammered out to discuss with the Council.

Other issues:

The imminent need to fill vacancies:

In light of the previous discussion, Ms. Youmans will deal with this. Mr. Cowan noted that advertisements needed to go out. In informal discussions the need for maintenance at the Lake brought forward a suggestion to hire a facilities maintenance manager. Mr. Cowan asked if the Council had input to whether a new position description should be written to be approved by the Council, or to revisit the maintenance worker position to broaden it into a facility maintenance position not for heavy equipment. They would like the Council's assistance in streamlining this. They need to get the process moving.

Mr. Barr felt they could send the description to the Council members to get an okay without a meeting. Ms. DeSoto said if they are not really changing the position as a whole, just revise the current position. If they want to create a new position it can be sent out to the Council for a timely approval.

Organization of the Tribe:

Summit Lake Paiute Tribe  
Special Council Meeting  
Wednesday, January 10, 2018  
Primary Administrative Office, Sparks, Nevada

---

It has come to Mr. Cowan's attention that there is a new position of Tribal Coordinator that the Council is looking to fill. This will blend into the organization of the Tribe. He asked if the Council has thought this through. He asked if the Natural Resource Department Director to be supervised by the Tribal Coordinator or remain under the Chairperson. Both Mr. Barr and Ms. DeSoto confirmed that the NDR director would still be supervised by the Chairperson. The Tribal Coordinator is more an administrative position, to handle the days-to-day things for the Council.

He also asked where this individual would be housed considering the limited space downstairs. Ms. DeSoto assured him that this person would be housed upstairs somewhere. Nothing downstairs will change. The Council is still figuring this out. It was asked to please keep Ms. Youmans informed of any such changes.

Ms. DeSoto asked if there were any more questions or concerns.

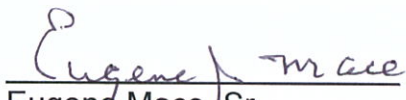
Mr. Cowan asked if they were to advertise for an Environmental Specialist, would they be required to observe the ten day Native preference before going public. Mr. Mace and Mr. Barr both said yes they do need to go through process with the preference period. Since the position has already been approved, they can advertise without Council approval so they can move forward.

**MOTION: Vice-Chairman Jerry Barr moved to adjourn. Secretary/Treasurer Eugene Mace seconded the motion. Chairwoman Randi DeSoto called the vote. 2 FOR, 0 AGAINST, 0 ABSTAINED. Meeting adjourned at 6:34 PM.**

I, **Eugene Mace, Sr.**, Secretary/Treasurer of the Summit Lake Paiute Tribal Council, hereby certify that the Minutes of the January 10, 2018 Special Council Meeting were approved by the Council during a duly held meeting February 17, 2018 at which there was a quorum present, and the Council voted:

**2 - FOR 0 - AGAINST 1 -ABSTAINING**, Chairwoman Randi DeSoto did not vote because there was not a tie vote.

3/12/2018  
Date

  
Eugene Mace, Sr.  
Secretary/Treasurer  
Summit Lake Tribal Council