



MENOMINEE NATION
MENOMINEE TRIBAL LEGISLATURE
ORDINANCE NO. 23-45
FISCAL YEAR 2024 MENOMINEE TRIBAL CLINIC
THIRD-PARTY REVENUE APPROPRIATIONS

FINAL CONSIDERATION

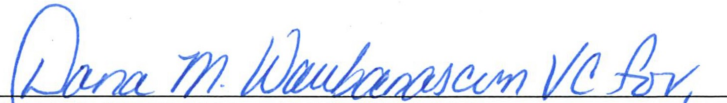
BE IT ORDAINED BY THE LEGISLATURE OF THE MENOMINEE INDIAN TRIBE OF WISCONSIN:

The attached Ordinance No. 23-45, entitled "Fiscal Year 2024 Menominee Tribal Clinic Third-Party Appropriations", is hereby enacted into Tribal law pursuant to the provisions of the document attached hereto and incorporated herein as if fully reproduced here. The anticipated fund revenues and expenditures for Fiscal Year 2024 shall not exceed \$16,786,313. This ordinance shall go into effect on October 1, 2023.

CERTIFICATION

The undersigned officers of the Menominee Tribal Legislature do hereby certify that the foregoing Ordinance was duly **adopted** at a regular meeting of the Menominee Tribal Legislature held on September 21, 2023, by a vote of **7** for, **0** opposed, **1** abstention, and **1** absent.

The undersigned also certify that the above Ordinance has been posted in accordance with the Constitution and Bylaws of the Menominee Indian Tribe of Wisconsin.



GENA KAKKAK, CHAIRWOMAN
MENOMINEE INDIAN TRIBE OF WISCONSIN

Date: SEPTEMBER 21, 2023



SPENCER GAUTHIER, SECRETARY
MENOMINEE INDIAN TRIBE OF WISCONSIN

Tribal Administration

Memorandum

TO: Menominee Tribal Legislature
 FROM: Josh Pyatskowitz, Assistant Tribal Administrator
 SUBJECT: FY2024 Clinic Third Party Ordinance
 DATE: September 19, 2023

At the September 7th meeting of Menominee Tribal Legislature, there were questions regarding the increase in the pharmacy budget request and the decrease in behavioral health. Administration reached out Clinic staff on your questions and received the following comments addressing the concerns raised.

Cost Center	Clinic Department Name	Comments
1215	Pharmacy	Budget changes due to: <ul style="list-style-type: none"> • increase in fringes for the shed runners – these two positions are moving from temporary full time with no health benefits to regular full time with health benefits - \$49,296 • Increase for implementation of MTC 340 B Program: <ul style="list-style-type: none"> Software upgrade - \$40,000 training/certification - \$1,000 340B drug purchases - \$750,000 • increase to regular drug inventory costs based on current FY23 expenditures - \$210,000 • increase to overall salary/fringe based on cola and merit increases - \$128,491 • decrease in indirect costs based on proposed rate decrease – (\$134,445) Total overall increase to pharmacy budget from FY23 to FY24 = \$1,044,342 and is largely due to the implementation of costs of the 340B program.
1222	Behavioral Health	Budget changes due to: <ul style="list-style-type: none"> • Decrease in salary/fringe – Director eliminated two positions that were hard to fill and proposed upgrades to current filled positions due to market demand for retention purposes. The overall dollar impact for these staffing changes resulted in a decrease to salary and fringes of (\$108,131). • Increase in contractual services – Director increased this expense line to add another provider under a contractual arrangement to offset the two eliminated staff positions - \$93,000. • decrease in indirect costs based on proposed rate decrease and reduction of two regular staff positions – (\$144,942) Total overall decrease to Behavioral Health budget from FY23 to FY24 = (\$160,073) and is due to the staffing plan changes.

MENOMINEE NATION
MENOMINEE TRIBAL LEGISLATURE
ORDINANCE NO. 23-45
FISCAL YEAR 2024 APPROPRIATIONS

1. **TITLE.** This ordinance shall be entitled “Fiscal Year 2024 Menominee Tribal Clinic Third-Party Revenue Appropriations”.
2. **DESIGNATION OF FISCAL YEAR.** In accordance with Article XVI, Section 3 of the Constitution and Bylaws of the Menominee Indian Tribe of Wisconsin, the Menominee Tribal Legislature hereby designates the period beginning October 1, 2023, and ending September 30, 2024, as its fiscal year for 2024.
3. **ANNUAL BUDGET.** In accordance with Article XVI, Section 1 of the Constitution and Bylaws of the Menominee Indian Tribe of Wisconsin, the anticipated fund revenues and expenditures for Fiscal Year 2023 is hereby appropriated and approved for the operation of the Menominee Tribal Clinic and its activities for the fiscal year and shall not exceed \$16,786,313.
4. **EXHIBIT “A”.** The listing of functions and amounts appearing as Exhibit “A” are hereby incorporated by reference into this budget ordinance. The Menominee Tribal Clinic Administration will monitor and review the functions and amounts listed and may adjust the appropriated amounts between functions, as it may deem appropriate and necessary to carry out the operations and activities of the Menominee Tribal Clinic. In no event will the adjustments exceed the \$16,786,313 currently appropriated by this ordinance.
5. **COPIES OF APPROPRIATIONS ORDINANCE.** Copies of this appropriations ordinance shall be furnished to the Finance Manager and Tribal Administrator, to be kept on file by them for their direction in the collection of revenues and expenditures of amounts appropriated. The Tribal Administrator shall distribute copies of this appropriations ordinance as appropriate.
6. **RESPONSIBILITIES OF BUDGET MANAGERS**
 - 6.01 “Budget Manager”. For the purpose of this ordinance, the term “budget manager” means any person authorized to submit a budget application and who is responsible for planning, directing and controlling funds appropriated under this ordinance, regardless of their actual title or organizational affiliation.
 - 6.02 Budget Monitoring. All budget managers shall monitor their budgets and ensure that financial authorizations and approvals issued are within annual appropriated amounts.
 - 6.03 Spending Priority. All budget managers shall expend available non-Tribal funds prior to the expenditure of funds appropriated under this ordinance, unless otherwise required to satisfy cost sharing (match) requirements or when other funding sources are not available to cover expenditures. The Tribal Administrator shall provide clarification and guidance on spending priorities as needed.

6.04 To the maximum extent practicable, new funding opportunities shall be used to cover expenditures authorized to be funded by third-party funds; provided that, such expenditure is permissible and does not constitute supplanting of funds.

7. CERTAIN WAGE OR BENEFIT LIMITATIONS AND RESTRICTIONS

7.01 The following recommendations of the Budget and Finance Committee shall be implemented effective as of October 1, 2023 and expire at the end of the fiscal year:

- A. A 1.5% Cost of Living Adjustment (COLA) for all tribal employees shall be provided effective as of January 1, 2024;
- B. The Tribe's 401k matching contribution for all tribal employees will remain at 4%;
- C. Performance evaluations for employees to be completed by the respective supervisors as scheduled and employees may receive up to a 2.5% increase;
- D. All employees who are classified as part-time shall not work in excess of 29 hours per week.

7.02 If any part, term, or provision of this section or the recommendations contained in Exhibit "A" are inconsistent or in conflict with the terms or conditions of any Tribal law, regulation, or policy, the terms and conditions described in this ordinance shall prevail.

Menominee Indian Tribe of Wisconsin
 FY2024 Menominee Tribal Clinic Third-Party Revenue Appropriations
 (September 6, 2023)

REVENUE						
No.	Department / Program Activity	FY2023 Revenue	FY2024 Revenue Aug. 25, 2022	\$ Diff.	% Diff.	Comments
1	Clinic Third-Party Revenue	\$ 14,296,476	\$ 16,786,313	\$ 2,489,837	17.42%	
TOTAL →		\$ 14,296,476	\$ 16,786,313	\$ 2,489,837	17.42%	

Menominee Indian Tribe of Wisconsin
FY2024 Menominee Tribal Clinic Third-Party Revenue Appropriations
(September 6, 2023)

EXPENSE

No.	Department / Program Activity	FY2023 Revised Budget	FY2024 Initial Sept. 6 ,2023	\$ Diff.	% Diff.	Comments
1	Administration	\$ 807,441	\$ 724,400	\$ (83,041)	-10.28%	
2	AIDS Program	-	2,500	2,500	N/A	
3	Behavioral Health Department	737,352	365,950	(371,402)	-50.37%	
4	Billing	1,429,425	1,330,994	(98,431)	-6.89%	
5	Cardiovascular Disease-Smoking Cessation	70,350	90,325	19,975	28.39%	
6	Community Health Nursing	946,843	70,300	(876,543)	-92.58%	
7	Contract Health Services	1,456,605	3,283,900	1,827,295	125.45%	
8	Dental	1,914,935	686,800	(1,228,135)	-64.13%	
9	Emergency Medical Services	1,199,975	1,153,861	(46,114)	-3.84%	
10	Environmental Health	26,700	34,000	7,300	27.34%	
11	Housekeeping	562,474	571,801	9,327	1.66%	
12	Imaging	674,611	388,675	(285,936)	-42.39%	
13	IT	1,132,078	1,396,540	264,462	23.36%	
14	Laboratory	276,132	360,480	84,348	30.55%	
15	Maintenance	500,529	617,802	117,273	23.43%	
16	Medical Records	228,994	230,884	1,890	0.83%	
17	Medical Services	-	703,000	703,000	N/A	
18	Nutrition	349,783	381,814	32,031	9.16%	
19	Operations	565,738	523,844	(41,894)	-7.41%	
20	Optometry	236,424	264,350	27,926	11.81%	
21	Pharmacy	543,031	3,428,800	2,886,769	531.60%	
22	Physical Therapy	253,060	26,180	(226,880)	-89.65%	
23	School Dental Hygiene	158,937	21,650	(137,287)	-86.38%	
24	SUPPORTIVE SERVICES (TRIBAL)	-	111,114	111,114	N/A	
25	Wellness Program	3,000	3,000	-	0.00%	
26	Women's Personal Health	222,058	12,350			
	SELECTED TOTALS	\$ 14,296,476	\$ 16,786,313	\$ 2,489,837	17.42%	