

Oneida Nation

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Oneida, WI 54155

BC Resolution # 09-23-20-A

Setting Supervision and Management of Direct Reports to the Oneida Business Committee

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee has re-instated the position of General Manager to provide guidance and stability to the Nation's governmental units assigned to report to that position; and
- WHEREAS,** the Oneida Business Committee has determined that some positions, such as the Chief Financial Officer, are not direct reports to the Oneida Business Committee but have interactions with and impacts on governmental units; and
- WHEREAS,** the Oneida Business Committee has also determined that some positions, such as the Gaming General Manager, Emergency Management, and Human Resources Department, require direct contact and supervision by the Oneida Business Committee because of the position (Gaming General Manager), the duties (governmental response), or services provided (personnel); and
- WHEREAS,** the E. Delgado Oneida Business Committee adopted resolutions clarifying the impact of interim actions addressing the removal of the position of the General Manager; and
- WHEREAS,** the T. Danforth Oneida Business Committee adopted clarifying resolutions regarding supervision and management of direct reports; and
- WHEREAS,** the Oneida Business Committee has determined that these resolutions provided clear guidance to direct reports and should be updated reflecting hiring a General Manager; and
- WHEREAS,** the Oneida Business Committee re-affirms resolution # BC-01-14-09-D, *Definition of Oversight*; and

NOW THEREFORE BE IT RESOLVED, that this resolution shall supersede all prior motions and resolutions in conflict with the directives set forth in this resolution.

BE IT FURTHER RESOLVED, that for purposes of this resolution, "direct reports" are defined as the following positions within the Nation:

Chief Counsel, job description # 09030
General Manager, job description # 09012
Gaming General Manager, job description # 09020
Retail General Manager, job description # 09096
Business Compliance Analyst, job description, # 03029

Intergovernmental Affairs and Communications Director, job description # 02735
Emergency Management Director, job description # 09072
Area Manager, Human Resources Department, job description # 00662
Strategic Planner, job description # 03106
Project Manager, job description # 03111
Project Coordinator, job description # 03104
Budget Analyst, job description # 03103
Executive Assistant, job description # 03113
Employee Relations, job description #03105

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegates to the officers (Chair, Vice-Chair, Treasurer, Secretary, and Legislative Operating Committee Chair) the authority and responsibility of administrative supervision of direct reports.

1. Administrative supervision shall be defined as matters involving the individual personnel requests such as use of personal or vacation time, performance tracking.
2. Administrative supervision requests shall be routed through the Tribal Secretary's Office which shall be responsible for logging in requests and documenting the results of the officer decisions.

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegates to the officers (Chair, Vice-Chair, Treasurer, Secretary, and Legislative Operating Committee Chair) the authority and responsibility of providing direction to direct reports regarding organizational activities. Direction regarding organizational activities shall be defined as providing advice and opinion regarding the policy decisions made by the Oneida Business Committee and shall exclude the authority to direct specific action.

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegation to the officers (Chair, Vice-Chair, Treasurer, Secretary, and Legislative Operating Committee Chair) includes the expectation that the officers will act by majority vote and, in all cases, to attempt consensus decision making as agreed to from the initial strategic planning activities.

BE IT FURTHER RESOLVED, that the Oneida Business Committee directs the Secretary to forward this resolution to the Human Resources Department to identify the necessary amendments to the administrative processes and procedures to fully implement this resolution in a timely manner.

BE IT FINALLY RESOLVED, that this resolution shall be effective upon adoption.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 9 members were present at a meeting duly called, noticed and held on the 23rd day of September, 2020; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."