

Oneida Nation

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Oneida, WI 54155

BC Resolution # 09-22-21-E Continue to Operate Fiscal Year 2022

- 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 completed a budgeting process of assessment, development, measurement, and implementation for the 2022 budget, and
- WHEREAS,** the Oneida Business Committee has the fiscal responsibility of preparing a budgetary plan for review and approval by General Tribal Council; and
- WHEREAS,** the Oneida Business Committee adopted BC Resolution # 08-03-21-A, Setting Public Gathering Guidelines During Public Health State of Emergency - COVID-19; and
- WHEREAS,** the Nation has been under a continual Public Health State of Emergency since March 12, 2020; and
- WHEREAS,** the General Tribal Council Meeting to approve the Fiscal Year 2022 budget is scheduled for October 3, 2021; and
- WHEREAS,** the alternate date for the General Tribal Council Meeting to approve the Fiscal Year 2022 budget is scheduled for November 1, 2021; and

NOW THEREFORE BE IT RESOLVED that the Oneida Business Committee hereby authorizes the continuation of the operations and the expenditure of funds in accordance with the following:

- All personnel related items are approved to move forward under existing processes and procedures. All Direct Reports shall notify their organizational units the policy is to continue keeping labor costs in check through lower full-time employee levels.
- An employment cap of 2200 employees shall be put in place based on all employees identified in the weekly Human Resource Department Full-Time Equivalent (FTE) Employment Count, "Total Number of Employees".
- The Executive Director of the Human Resources Department shall submit to the Oneida Business Committee at the November 24, 2021 regular meeting in open session, a report on the current work force levels and an explanation of how this is determined.

- The \$1.00 (one dollar) per hour increase for all employees shall be implemented in accordance with the Human Resource Department's *Salary/Wage Adjustments – Organization Wide Work Standards*.
- Approved compensation adjustment plans shall be implemented.
- All FY2022 budgeted activities should be implemented with the knowledge that the Oneida Nation continues to see and address health and safety issues arising out the pandemic and economic issues continue to impact revenue resources. Business and program units should always keep in mind the Oneida Business Committee's adopted Broad Goals Statement when continuing, implementing, and developing programs and services.

BE IT FURTHER RESOLVED, that the Oneida Business Committee is restricting spending on all Capital Expenditures and Capital Improvement Projects listed in the FY2022 budget to those expenditures necessary to ensure the health and safety of our membership, to ensure regulatory compliance, or to protect or expand revenues.

BE IT FINALLY RESOLVED, the conditions set forth in this resolution shall remain in effect until the General Tribal Council approves the FY2022 Budget. Provided that, the Oneida Business Committee shall, at a regular meeting in March 2022, (1) review the ability to safely hold a General Tribal Council meeting to adopt the budget if the budget has not already been adopted by the General Tribal Council and (2) determine whether the Oneida Business Committee should formally adopt the FY2022 budget on behalf of the General Tribal Council if a meeting cannot be safely held.

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; 7 members were present at a meeting duly called, noticed and held on the 22nd day of September, 2021; that the forgoing resolution was duly adopted at such meeting by a vote of 6 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."