



Onondas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Oneida Tribe of Indians of Wisconsin

Phone: 869-2771



SPECIAL MEETING

Oneida, WI 54155

*Approved as
corrected*

7-16-84 Reg. Mtg



UGWA DENOLUH YATENE

Because of the help of this Oneida Chief in cementing a friendship between the six nations and the Colony of Pennsylvania, a new nation, the United States was made possible.

MONDAY, JULY 9, 1984

Meeting called to order at 9:00 A.M. by Chairman Purcell Powless

Present: Purcell Powless-Chairman, Richard Hill-Vice-Chairman, L. Gordon McLester-Secretary, Kathy Hughes-Treasurer, Lois Powless, Mark Powless, Tony Benson-Council Members

Excused: Lloyd Powless, Loretta V. Metoxen - Council Members

Others: Dale Wheelock and Bernie Cornelius

PERSONNEL RECOMMENDATIONS

Report on Personnel Director's role in promotions.

Dale explained that his role per promotion procedure page 12 A.8 of the Personnel Policies and Procedures is to assist the Program/Enterprise Director in identifying program needs, assure equal opportunity and consideration is given to all employee applicants and every consideration for promotions is based on education, experience, skills, advancement potential and character of applicants. Dale is also responsible for making the director or manager aware of any disciplinary actions in the employee applicants file. After all these items are covered, Dale then makes a joint recommendation with the Program/Enterprise Director to the Administrator for approval. The Administrator makes the decision which can be over turned by five (5) votes of the Business Committee. This check and balance provides equal opportunity to employees for promotions.

310-PERSONNEL POLICIES AND PROCEDURES REVIEW

Discussion followed on the problems people have understanding the difference between a promotion and a transfer.

Mark moved to clarify the difference between promotions and transfers. A promotion can occur within a department and it can also occur when there is a transfer to another department provided there is a wage increase.

PERSONNEL POLICIES AND PROCEDURES REVIEW (CONTINUED)

The transfer will be defined as from one department to another and when a transfer takes place, a normal probationary period of three months occurs. Also the employee is to understand by transferring to another job, if they do not work out at the new position, they cannot go back into that job unless they reapply for it.

Kathy seconded. Lois and Tony opposed. Motion carried.

FILLING JOB VACANCY

The internal and external hiring process could be improved upon by eliminating the promotional/interal posting for tribal positions with a grade of 9 or above.

Dale recommended that promotional opportunity be offered to all Tribal employees regardless of grade. All Tribal positions be posted for a minimum of ten calendar days and the first five working days all applications from current Tribal employees be considered for promotion. This policy would reduce the lag time of posting internally-review by Program Director and Personnel Director and then post externally.

Mark moved to approve the recommendation. Gordon seconded. Motion carried.

PERSONNEL SELECTION COMMITTEE MINUTES OF JUNE 25, 1984

Bernie Cornelius explained the discussions the Personnel Selection Committee (P.S.C.) had. He was selected to be the Chairman and the term would be for one year. The Committee developed a Personnel Selection Committee Session Selection Procedure. Meetings for the P.S.C. will be held quarterly to review and discuss P.S.C. concerns. It was recommended that for hiring, the P.S.C. offer the (3) most qualified applicants to the Supervisor in sequence order, 1, 2 and 3. The Supervisor would be required to give documented reasons for selection not consistent with the P.S.C. The P.S.C. recommended that Tribal Hiring Policy statement be modified to read: "The Personnel Selection Committee is directed by the Business Committee to seek out the most qualified applicants by sequential choice for the available position." No action was taken by the Business Committee on this item at this time.

It was recommended to allow Tribal employees one advocate of the employee's choice in the grievance/appeal hearing to assist the employee in presenting their case.

Mark made a motion to have the Personnel Manager draft a job description for an Advocate for Tribal Employees and bring the job description back for review. Rick seconded.

Rick and Mark voted yes. Lois, Tony, Kathy and Gordon voted no. Motion failed.

PERSONNEL POLICIES & PROCEDURES REVIEW (CONTINUED)

Gordon moved to approve the recommendation for a Advocate of their choice for the Tribal Employee's to assist in presenting their case in grievance/appeal hearing. Rick seconded. Mark opposed. Motion carried.

Gordon will work with Bernie Cornelius and the Personnel Selection Committee.

060-WISCONSIN ACTION COALITION - Richard Hill

Lois moved to appoint Rick Hill as Chairman of the Delegates from the Tribe for the Wisconsin Action Coalition and he should coordinate the activities for any of their meetings. Kathy seconded. Motion Carried.

There is a meeting of the W.A.C. Advisory Electoral Task Force on July 12, 1984 in Milwaukee.

Rick requested approval to attend. Mark moved to approve the travel. seconded. Motion carried.

REQUEST FOR A DONATION FOR STEVE VERGBRUGGEN TO ATTEND THE JIM THORP OLYMPICS

Lois moved to table this item until Wednesday, July 11, 1984. Mark seconded. Motion carried.

DISCUSSION ON THE COOPERATION CONFERENCE WITH HUD ON JULY 10, 1984

The Tribe's position with the City of Green Bay is to have them provide water and sewer and other municipal services. The Tribe sees no need for a cooperation agreement and the City of Green Bay should drop their objection of the Tribe putting the additional 23 acres in trust.

Purcell and Lois will go to the meeting. Mark moved to authorize the Chairman to notify the City of Green Bay that the Tribe will begin legal action if nothing can be solved at this meeting. Rick seconded. Motion carried.

WISCONSIN INDIAN TRIBAL COUNCIL

Great Lakes Inter Tribal Council has sent a draft to all the Tribes on proposed legislation for the creation of a Wisconsin Indian Tribal Council.

After reviewing the draft, Mark moved to have the Chairman oppose the development of a Wisconsin Indian Tribal Council and dues structure. seconded. Motion carried.

FINANCE AND APPROPRIATIONS - JULY 3, 1984 MEMO

1. 84-139 Headstart/Early Childhood budget for \$1,265.00. No tribal Contribution needed. Lois moved to approve. Kathy seconded. Motion carried.
2. 84-154 Records Management is requesting extension on grant to December 31, 1984. Lois moved to approve. Kathy seconded. Motion carried.
3. 84-160 Employment Assistance budget proposal for FY 85. No Tribal Contribution needed. Kathy moved to approve, Lois seconded. Motion carried.
4. 84-161 Higher Education budget proposal for FY 85. No Tribal Contribution needed. Kathy moved to approve, Lois seconded. Motion carried.
5. 84-162 JOM budget proposal for FY 85. No Tribal Contribution needed. Kathy moved to approve. Gordon seconded. Motion carried.
6. 84-163 Domestic Abuse budget modification to re-allocate savings in salaries. No Tribal Contribution needed. Kathy moved to table, Lois seconded. Motion carried.
7. Equipment Acquisition - Computer for Tribal School to be purchased from left over funds from Chapter I Contract. No Tribal Contribution needed. Rick moved to approve. Tony seconded. Rick voted Yes, Kathy voted no. Mark, Tony, Lois and Gordon abstained. Chairman voted yes. Motion carried.

060-TRAVEL REQUEST - Tony Benson

Tony wishes approval to attend an Indian Child Welfare meeting in Minneapolis on July 11 and 12, 1984. Kathy moved to approve. Rick seconded. Motion carried.

11:30 Mark moved to recess. Kathy seconded. Motion carried.


L. Gordon McLester, Secretary
Oneida Business Committee