

Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-2214

Oneida, WI 54155



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



UGWA DEMOLUM YATEHE
Because of the help of the
Oneida Chief in cementing ;

the nations and the Colonies
of Pennsylvania, a new nation,
the United States, was made possible

Approved As
Read/Corrected
3-1-91

REGULAR MEETING

FRIDAY, FEBRUARY 15, 1991

Present: Rick Hill-Chairman, Loretta V. Metoxen-Treasurer, Amelia Cornelius-Secretary, Lloyd Powless, Russell Metoxen, Julie Barton, Mark Powless, Shirley Hill-Council Members

Others: Kathy King, Bobbi Webster, Debbie Powless, Carol Silva, Judy Cornelius, Kathy Hughes, Sarah Plummer, Erie Stevens Sr., Mary Edna Greendeer, Janice Hirth, Margaret King, Donna Richmond, Dorothy Powless, Howard Cannon, Lorraine Cornelius, Karen Skenandore, Richard Powless, Kathy Metoxen, Gordy McLester, Attorney Francis Skenandore, Diane Wilson, Vern Doxtator, Sue Poremski, Lois Strong, Alma Webster, Diane King, Louise King, Ron Peterson, Wayne Skenandore, Don Hill Pat Cornelius, Attorney Gerald Hill, Butch Rentmeester, Roberta Hill Whiteman, Sandra Ninham, Michelle Cornelius.

PRAYER: Rick Hill

I. CALL TO ORDER - Chairman Rick Hill

APPROVAL OF AGENDA

Russell Metoxen moved to adopt the agenda as amended:

- a. Travel for Shirley Hill - Madison
- b. Travel for Lloyd Powless - WIRC meeting
- c. March 13-14 - House Appropriations meeting
- d. Chamber of Commerce business fair
- e. Meeting with Atty. Doyle

motion seconded by Debbie Doxtator, motion carried unanimously.

NEW EMPLOYEES: None

IV. MINUTES TO BE APPROVED: None scheduled

V TABLED UNFINISHED BUSINESS:

Oath of Office for Evelyn Hill and Lucille Cook (Personnel Commission) administered by Lloyd Powless.

VI. REPORTS

1. HUMAN RESOURCES

A) Approval Requested for:

- 1) Re-posting of Gaming Manager Position

Amelia Cornelius moved to defer to the Gaming Commission for a recommendation, second by Loretta Metoxen, motion carried unanimously.

- 2) Four New Job Positions for AODA

- a) Multi-Generational program Developer
- b) Community Education Coordinator-AODA
- c) Clinical Supervisor-AODA
- d) Intake Assessment Worker -AODA

Julie Barton moved to approve as the positions are funded through an AODA grant, seconded by Shirley Hill, motion carried unanimously.

B) Hiring Information:

- 1) Office Director at Irene Moore Activity Center-Diane King
- 2) Tour Guide - Dena Skenandore

C Transfers/Promotions/Reassignments

- 1) Reassignment of Celestine Denny to Dental Records Clerk/Assistant from Dental Assistant

2. TRAVEL REPORTS

3. OTHER REPORTS

- 1) Information: Chris Doxtator Report on T.L.C. Recipients Ray & Lyn Stevens

It was recommended that Margaret King do an article in the Kalihwisaks on the TLC program and recognize the Stevens'.

VII. NEW BUSINESS

1. RESOLUTIONS - None scheduled

2. REQUESTS

- 1 Land Committee Recommendations of February 11, 1991
Chris Doxtator

a Cancellation of Patricia Farmer Lease -- The property cannot be recommended for transfer unless the well and septic are in good condition, or that the proper repairs are to be completed. The

Land Committee Recommendations (Continued)

Land committee recommends approval of the cancellation pending a favorable inspection of the well and septic, or in the case of an unfavorable inspection, a provision be provided for the remedying of the problems found.

Loretta Metoxen moved to approve, Russell Metoxen seconded. Motion carried unanimously.

- b) The Land Committee recommends approval of the proposed residential lease in Site 1 for Melvin and Elaine Smith. (Resolution #2-15-91-A).

Shirley Hill moved to adopt, second by Debbie Doxtator, motion carried unanimously.

- c) Recommendation to approve the lease for the Urban Early Childhood Center on the Wojkieczich property.

Loretta Metoxen moved to approve, Julie Barton seconded. Motion carried unanimously.

- d) Recommend approval for renewal of Phillip and Joanne King on Dexter Drive for one year.

Russell Metoxen moved to approve, second by Shirley Hill, motion carried. Debbie Doxtator abstained.

- e) Recommend approval of Carl J. King for Patricia Farmer's cancellation. Approval contingent on a favorable inspection or provision for remedying the problems found with the septic system.

Loretta Metoxen moved to approve, second by Julie Barton motion carried unanimously.

- f) Recommend approval for mobile home lease revisions.

Loretta Metoxen moved to approve second by Debbie Doxtator, motion carried unanimously.

- g) The Land Committee recommends that the Business Committee remove the requirement to present purchases to the Finance & Appropriations Committee prior to purchase. Also that Chris Doxtator be contacted and consulted regarding any changes recommended by the Business Committee about the Land Committee before they are initiated.

Shirley Hill moved that the Treasurer, Loretta Metoxen, work with Lynn VandenLangenberg to provide the Land Office with the appropriate information needed by the Committee and that the information be provided in writing, second by Julie Barton, motion carried. Loretta Metoxen abstained.

Land Committee Recommendations (Continued)

- h) Mike King and Ron Ackley presented their proposed forestry plan. The Land Committee recommends to approve the plan and to begin its implementation as soon as all lease and assignment holders affected are notified and that consideration is given to close neighbors. The Land Committee recognizes the value of the small clear cut areas and realizes that some tribal members will need to be educated on the need for aspen clearing. 90% of the profit from the activity will go to the Land Committee -- 10% to the BIA Forestry Fund and 90% directly to the Land Committee for Land Acquisition.

Loretta Metoxen moved to approve the plan, Julie Barton seconded. Motion carried unanimously.

2) Cash Management - FY'91 Budget Recommendations - Lynn VandenLangenberg

1. Prioritize New Position Requests. Only those positions which have a measurable payback should be filled. The other "service" positions would not be filled until the total tribal budget is met. If new contracts/grants are awarded, positions should be evaluated to determine if a current staff can fill the need. However, service areas should not be penalized for new contracts/grants. Sufficient staffing needs must be met. This recommendation is not to displace staff, but to focus their work to the priority areas.

Action: Position Audit Form will be used for all vacant positions. New grant positions will be analyzed to determine if a current position can assume duties. The Grants Writer and CFO positions can be filled, due to the payback. Other positions will be held vacant until funds are identified.

Lloyd Powless moved to approve recommendation #1 with the addition that no new jobs start until June 1, 1991, second by Debbie Doxtator, motion carried unanimously.

2. Equipment: Equipment should be obtained from GSA catalog, when available. Before equipment is requested, the manager will be required to present a payback analysis. For example, if the purchase will increase sales, save time and reduce labor costs, etc.

Action: All equipment purchases will be on hold for 60 days, unless 1) contract/grant funded, or 2) payback of one year less.

Lloyd Powless moved to approve recommendation #2, second by Loretta Metoxen, motion carried unanimously.

3. Land Purchases: Prior action taken in Land Committee Recommendations

CASH MANAGEMENT RECOMMENDATIONS (Continued)

4. Major Projects, Including Construction: Equipment purchases are presently reviewed by Finance & Appropriations, yet major projects are not reviewed by F&A. A policy should be implemented. F&A could then determine appropriate finance (internal or external/bank loans, BIA Subsidy).

Action: One Stop-Westwind Construction budget is to be closed in 40 days. Future projects will be presented to F&A. A new policy & procedure will be written.

Lloyd Powless moved to approve recommendation #4, and that Finance & Appropriations provide a draft policy in 30 days, second by Julie Barton, motion carried unanimously.

5. Program Savings: Increased contract/grant awards and new awards have created a savings in some program areas. A report will be prepared of these savings (Carl Perkins Johnson O'Malley, Headstart).

Action: The saving sin programs due to new funding is estimated at @299,250 (Health Center \$200,000; Carl Perksing \$113,750; JOM \$42,000; Headstart \$43,500). A procedure will be written to report future savings to F&A.

Lloyd Powless moved to approve recommendation #5 and that Finance & Appropriations develop procedures in 30 days, second by Debbie Doxtator, motion carried unanimously.

6. Enterprises: Review first quarter activity and modify budgets. Areas to review--staffing may need to be decreased if sales are down; purchase contracts with vendors for best price and/or increase selling prices. Limit over-time hours.

The enterprises that are not profitable should be reviewed, goals set with timelines for breakeven, and follow-up for decision to continue/discontinue.

The largest expense for Enterprises, other than cost of sales, is personnel. A personnel study could be performed to determine the amount of labor hours needed to properly function. Scheduling should coincide with the hours determined.

In addition, problem areas need to be identified by enterprise managers. For example, if weekend call ins are a problem, student placement should be pursued.

Action: All enterprises will be revising the 1991 budgets. The budgets are due on February 22, 1991. The Enterprise Business Plans will address labor needs. The Hotel will not have any savings due to the partnership buyout.

Lloyd Powless moved to approve recommendation #6, second by Loretta Metoxen, motion carried unanimously.

CASH MANAGEMENT RECOMMENDATIONS (Continued)

- 7 State Unemployment Tax: The Oneida Tribe may be eligible to self-fund the state unemployment tax. Currently the state unemployment tax is 2.55% on the first \$10,500 of payroll per employee. In calendar year 1990, \$185,902.59 was paid to the State. Claims are estimated to be \$83,500. The approval for self-funding would require involvement by the Legal staff and approval by the State of Wisconsin.

Action: Kathy King and Jerry L. Hill follow-up

Lloyd Powless moved to approve recommendation #7, and that reports be made at the monthly financial review meetings, second by Amelia Cornelius, motion carried unanimously.

8. Advertising & Training: Two areas that would have short-term benefits, but long term detriment by decreasing, are Advertising and training. These two areas should not be decreased, but the dollars spent should be evaluated for both short and long benefits.

Action: Goals and objectives need to be defined. Follow-up report should be submitted, compared to the goals and objectives.

Debbie Doxtator moved that reports be submitted on a monthly basis at the financial review meeting, second by Shirley Hill, motion carried unanimously.

- 9 Central Office Supply: This area has been implemented. Savings in the first quarter were 33%, or approximately \$9,000.

Action: The Central Office Supply will continue to be monitored

Debbie Doxtator moved that this item be monitored monthly at the financial review meeting, second by Loretta Metoxen, motion carried unanimously.

10. Consultants: Identification of funds must be made before contracts are approved. Consultants should be paid a percentage upon hire, and the balance when the job is completed. This would avoid extending contracted work.

Action: The contract form will be revised to include fund identification, board approval, and a payment schedule.

Lloyd Powless moved to approve and to place change on next week's agenda, second by Debbie Doxtator, motion carried unanimously/

- 11 Salary Increases: Future cost of living increases will not be made until funds are identified.

Debbie Doxtator moved to approve, second by Julie Barton, motion carried unanimously.

CASH MANAGEMENT RECOMMENDATIONS (Continued)

12. Travel: Travel should be on a limited basis

Shirley Hill moved to approve, second by Debbie Doxtator, motion carried unanimously.

Shirley Hill moved to have the General Manager share the recommendations with the Area Managers, second by Julie Barton, motion carried unanimously.

- 3 Purchase of Two Instant Ticket Dispensing Machines
L. Gordon McLester

This is for information.

- 4 Oneida TV Bingo - Debbie Doxtator

Russell Metoxen moved to approve the letter of indemnification for Channel 58, second by Amelia Cornelius, motion carried unanimously.

- 5) Petition for Special General Tribal Council Meeting
RE: Gaming Commission

Debbie Doxtator moved to have legal counsel review the petition and that this request be added to the March 4, 1991 Special General Tribal Council agenda, Loretta Metoxen seconded.

Lengthy discussion follows.

Debbie Doxtator changed meeting date to March 6, 1991, Loretta Metoxen agrees to change in motion. Call for question. 3 members for (Loretta Metoxen, Shirley Hill, Debbie Doxtator), 5 opposed (Lloyd Powless, Mark Powless, Amelia Cornelius, Russell Metoxen, Julie Barton) Motion fails.

Amelia Cornelius moved to refer the question on conflict of interest to legal counsel for review, and to have Arvin Prebelski and Artley Skenandore do the investigative action on the expenses and stipends. Also that legal counsel review the petition and that the meeting be held on February 27, 1991, seconded by Russell Metoxen.

Shirley Hill requested the date be kept on February 25, 1991. Amelia Cornelius and Russell Metoxen agree to change the date to February 25 1991.

The Chairman deferred action on voting until Attorney Hill and Attorney Skenandore confer to clarify action.

- 6) Resignation of Oneida Housing Authority Board
Member - Cliff Webster

Amelia Cornelius moved to accept the resignation and to repost for the vacant position, second by Lloyd Powless, motion carried unanimously.

7) NCAI - Ada Deer Recommendations - Loretta Metoxen

Lloyd Powless moved to table for more information after the NCAI Executive meeting, second by Amelia Cornelius. Motion carried unanimously.

8 Request from Dept. of Natural Resources - Sarah Plummer

Loretta Metoxen moved to approve the request and that Sarah Plummer provide appropriate resolution, second by Shirley Hill, motion carried unanimously.

9) Request for bingo packs or certificates for door prizes at the Fifth Annual Central Wisconsin Indian Center Pow-Wow

Shirley Hill moved to approve five (5) passes, second by Amelia Cornelius, motion carried unanimously.

~~Request for Bingo Passes for Housing Authority Workers that were not included on Christmas List for Passes - Shirley Hill~~

Mark Powless moved to approve the request, second by Julie Barton motion carried unanimously.

~~Request for 15 Bingo Passes for WIGA-Golf Tournament-Leroy King~~

Shirley Hill moved to approve Five (5) passes, second by Loretta Metoxen, motion carried. Debbie Doxtator abstained.

3. CONTRACTS/AGREEMENTS

4. TRAVEL REQUESTS (Include Cost Estimates)

- a) Request for a Business Committee member and a Gaming Commission member to attend the NIGA Annual Board of Directors meeting and Election of Officers on February 21 & 22, 1991 in Tampa, Florida.

Russell Metoxen moved to send Attorney Hill, second by Loretta Metoxen, motion carried. Lloyd Powless opposed. Russell Metoxen moved to rescind the motion, second and carried.

Lloyd Powless moved that the Chairman or Vice-Chairman attend the meeting, second by Julie Barton, motion carried unanimously.

Attorney Hill will provide information on the NIGA meeting and the meeting with Senator Inouye.

5. VACATION REQUESTS

VIII. OTHER

- A) Travel for Lloyd Powless to attend WIRC meeting, today at no cost to the Tribe. Loretta Metoxen moved to approve, second by Shirley Hill, motion carried. Lloyd Powless abstained.
- B) Meeting with Atty. General Doyle is scheduled for March 6 at 2 pm at Madison. Amelia Cornelius moved that the Business Committee attend this meeting, second by Shirley Hill, motion carried unanimously.
- C) House Appropriation Hearing/testimony on March 13-14 in Washington, D.C. Defer until Monday Briefing for scheduling.
- D) The Chamber of Commerce is holding a Business Fair this weekend in Green Bay at the Expo.
- E) Petition RE: Gaming Commission

Attorney Hill stated that the petition was similar to action in 1981 for the removal of Business Committee members. This petition is calling for suspension of a Commission. Individuals are allowed due process in regard to any action. The petition is signed for by the required number and must be acted upon.

Discussion on motion made by Amelia Cornelius.

Call for question. 4 members for (Amelia Cornelius, Lloyd Powless, Russell Metoxen, Mark Powless) 4 opposed (Debbie Doxtator, Loretta Metoxen, Julie Barton, Shirley Hill) Tie vote. Chairman votes in opposition to the motion. Motion fails.

Amelia Cornelius moved to have legal counsel review the conflict of interest issue and that Arvin Prebelski and Artley Skenandore investigate the issue on stipend and expenses, second by Loretta Metoxen, motion carried unanimously.

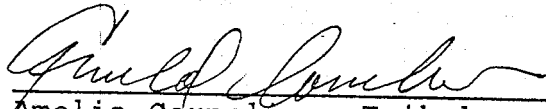
Debbie Doxtator moved to have the special General Tribal Council on March 7, 1991. Second by Loretta Metoxen. 4 members for (Debbie Doxtator, Loretta Metoxen, Shirley Hill, Julie Barton) 4 opposed (Amelia Cornelius, Lloyd Powless, Russell Metoxen, Mark Powless) Tie vote. Chairman votes for the motion to allow the maximum time for notice of meeting and to have ample time to print in the Kalihwisaks.

Pat Cornelius questioned action of placing items on the agenda and the letter presented to the Business Committee and the Kalihwisaks. The Chairman informed her that the Business Committee deferred the letter to the Area Manager for action and response.

IX. EXECUTIVE SESSION

X RECESS/ADJOURN

Motion to recess, seconded and carried



Amelia Cornelius, Tribal Secretary
Oneida Business Committee