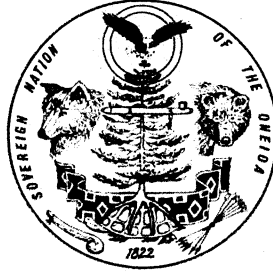


Oneida Tribe of Indians of Wisconsin



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 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.

BC Resolution 10-22-14-A

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

- WHEREAS,** the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** the General Tribal Council has been delegated the authority of Article IV, Section I of the Oneida Tribal Constitution, and
- WHEREAS,** the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and
- WHEREAS,** the Oneida Business Committee has determined that re-organization is necessary in order to best utilize and support the resources of the Tribe in providing services and managing operations; and
- WHEREAS,** the "General Manager" has been the employee of the Oneida Tribe who reported directly to the Oneida Business Committee; and
- WHEREAS,** the Oneida Business Committee in a prior term was committed to re-organization of the Tribe and acted to remove the position of General Manager and Chief of Staff from the organizational hierarchy creating a greater number of direct reports, but was not able to complete the re-organization process; and
- WHEREAS,** direct reports are now considered to be division directors, Chief Counsel, Gaming General Manager, and various individuals; and
- WHEREAS,** the Oneida Business Committee has, from time to time, identified how direct reports are supervised for administrative responsibilities and direction regarding organizational responsibilities; and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-01-14-09-D, *Definition of Oversight*, to provide greater understanding of the decision making processes of the Oneida Business Committee and defined 'oversight' as:
- "Oversight refers to the review and monitoring, of programs, boards, committees, commissions, and legislation/policy/laws within defined parameters. It employs open, effective, and two-way communication to understand issues and make informed decisions while providing clear guidance and direction to the organization. Communication is received in a timely manner and includes accurate and balanced information. It involves ensuring that policy/laws are effective, efficient, and current to best meet the Tribe's needs and interests."

WHEREAS, the Oneida Business Committee desires to re-define how direct reports are supervised and given direction that is consistent with the strategic vision and group agreements developed and agreed to after concluding the initial strategic planning activities;

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does hereby supersede all prior motions and resolutions in conflict with the directives set forth in this resolution.

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

AREA MGR-HRD	Danforth, Geraldine R
AREA MGR-RETAIL PROFIT	Doxtator, Michele M
COORD-SELF GOVERNANCE	Johns, Christopher G
COUNSEL-CHIEF	House, Jo A
DIR-EMERGENCY MANAGEMENT	Gresham, Kaylynn
DIR-LEGISLATIVE AFFAIRS	King, Nathaniel S
DIR-MEDICAL	Vir, Ravinder
DIV DIR-COMPREHENSIVE HLTH	Danforth, Debra J
DIV DIR-DEVELOPMENT	Rentmeester, Wilbert
DIV DIR-ENVIRONMENTAL HLTH	Pelky, Patrick J
DIV DIR-GOVERNMENTAL	White, Donald R
DIV DIR-INTERNAL SERVICES	Buckley, Joanie L
MGR-GENERAL GAMING	Cornelius, Louise C
OMBUDSPERSON	Mclester Heim, Dianne-Lynn L
SUPER-ORGANIZATION DEVELOPMENT	Burkhart, Melanie H

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegates to the officers (Chairwoman, Vice-Chairwoman, Treasurer and Secretary) 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 and accounting related sign-off activities.
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 (Chairwoman, Vice-Chairwoman, Treasurer and Secretary) 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 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; 8 members were present at a meeting duly called, noticed and held on the 22nd day of October, 2014; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Tribal Secretary
Oneida Business Committee

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