



Oneidas 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

Informational



UGWA DEHOLUH 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.

Phone: 869-2752



De Pere, WI 54115

PROGRAM DIRECTORS MEETING

November 11, 1980
9:05 A.M.

PRESENT: Chairman, Purcell Powless, Secretary, Wanda Webster, Loretta Metoxen, Mark Powless, Edwin King Jr.

PROGRAM DIRECTORS PRESENT: Audrey Doxtator, Ted and Ruby White, Loretta Webster, Harriet Reiter, Chris Doxtator, Lorena Thoms, Mary Greendeer, Carol Silva, Richard Shikoski, Pat Finn, Sonny King, Kathy Hughes, Carl Rasmussen, Rick Wheelock, Mike Schaepe, Deloris O'Brien, Amelia Cornelius, Ron Skenandore, Bruce King, Lloyd Powless, Steven Hardman, Joe Villegomez.

Joe passed out agendas for the meeting today.

1. Fringe Benefits

Effective January 1, 1981 the Tribe's fringe benefit rate go up to 35.38%. Joe stated this will present a problem to some programs, they will have to either lay people off or cut services. Joe talked with some Program Directors last week, and came up with the following recommendations:

1. Drop the pension plan entirely, fringe would be 25.38%
2. Drop the pension plan entirely, make health, life, disability contributory 75%-25%.
3. Keep the fringe benefits, everything be contributory 75%-25% and the pension plan be 7% with the Tribe paying 4% and employee paying 3%.

Joe stated there are presently 242 full time employees, 169 of those are female. The WPS medical insurance will be also increasing effective December 1, 1980, the charges will be \$32.00 for a single plan and \$85.00 for a family plan. Audrey stated IHS will only pay 75% for any health insurance. It was decided that Program Directors talk with their employees and find out what option they want and to get this information into Joe as soon as possible, preferably be the next program directors meeting on November 24, 1980.

2. OVERALL ECONOMIC DEVELOPMENT PLAN

Carl stated this plan is updated on an annual basis, anyone wishing to comment on this plan, please get your comments in today as this will be acted on at the next regular Business Committee meeting.

3. EMPLOYEE CENSUS

Joe stated there are 242 employees, he needs a list from all program directors of the name, title, sex, indian or non-indian of all their employees by Wednesday, 11-12-80. (also if they are part-time or full time employees).

4. ORGANIZATIONAL STRUCTURE

Joe stated the organizational structure was passed by the Business Committee last week. He also stated all program directors should check their mail boxes at the accounting office as that is where memo's from his office will be put. Also time sheets must be signed by whoever is your liason person from the Business Committee.

The following Business Committee are responsible for:

LORETTA METOXEN: Education, Tribal School, Education Office, EOC, Language Program, CETA, Early Childhood/Headstart.

NORBERT HILL: Health Department, Law Office.

MARK POWLESS: Social Services Dept., Income Maintenance, Economic Development, OTDC, Nursing Home, Industrial Park, Kalihiw'saks, Farm, Land Office.

EDWIN KING JR: ANA, Parks and Recreation Program, Library, Museum.

WENDELL MCLESTER: Accounting functions, Bingo

Purcell Powless: Joint Administration

Joe asked if all Program Directors design a organizational structure for their own programs, he will assist if needed.

Discussion on the computer print-outs, if any one has any questions on the print-outs, please contact Doris in the Accounting Office. Audrey asked if the checks would reflect the hourly rate of pay and the hours worked.

The Personnel Office needs to know how many persons will be coming to the Tribal Christmas Party, please get the info to his office as soon as possible.

Meeting ended at 10:35

Respectfully submitted,



Wanda Webster, Secretary