



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

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UGWA DEMOLUN 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.

*Approved
As Read
June 8, 1982*

-SPECIAL MEETING-

APRIL 29, 1982

Meeting called or order at 1:30 P.M. by Chairman.

Present: Gary Metoxen, Gordon McLester, Joy Ninham, Howard Cannon, Mark Powless, Tony Benson, Frank Cornelius,

Excused: Norbert Hill and Wendell MCLester

Others: Loretta Webster

EMPLOYMENT RECOMMENDATION

The Personnel Selection Committee met on April 27, 1982 to interview for the positions as Receptionist and Administrative Aide for the Oneida Health Center the Selection Committee ranked the top three (3) in the following order:

1. Gloria Jean Kurowski
2. Lori Thomas
3. Claudia Danforth

Therefore the Committee recommends that the first (1) choice be employed as receptionist; the 2nd and 3rd choice be placed as temporary administrative aides not to exceed 90 days of employment as of Monday, May 3, 1982.

Tony moved to approve the recommendation of the Selection Committee for the Health Center. Seconded by Joy, Motion Carried.

The Personnel Selection Committee met on April 7, 1982 for the purpose of interviewing for the position of Cultural Specialist for the Oneida Tribal School. There were three (3) applicants for this position. The Selection Committee felt that Artley Skenandore was the only qualified person for the position, being he was the only certified teacher to apply for this position and also because of his demonstrated knowledge of the Oneida culture.

Howard moved to approve the recommendation of the Personnel Selection Committee for the Cultural Specialist for the Oneida Tribal School. Tony Seconded, motion carried.

RECREATION DEPARTMENT REPORT - Cliff Danforth

The Oneida Recreation Department has done much work on the parks the past year. Due to the fact that they were in such poor condition when we started. Repairs and maintenance was our major objective. We feel we are now at the point as to keep the park areas open to daily activities. Our projected plan for the summer of 1982 is:

1. Program Director - Direct supervision over all parks and workers.
2. Recreation Aid - Help in the supervision.
3. Central Maintenance System - To do major repair and maintenance on all parks.
4. CETA Youth Workers- Assist in daily activities for the youth and general maintenance.
5. RNIP Worker - General maintenance
6. Reports - Needed repairs on a daily basis
7. Activities - Picnics, Baseball (Little League, Babe Ruth, Legion), Softball (Mens and Womens), Bow and Arrow Target Shooting, Swimming, Soccer, Pow-Wow Track and Field, Boxing, and Golf, Etc.

Loretta said she is working closely with Cliff and she feels things have begun to go smoother.

Recreation Aide: Loretta would like the Business Committee to approve of this position to be posted. There was more discussion on the whole Recreation Program. It was decided that no action would be taken at this time.

SHARED EMPLOYMENT PROGRAM

The purpose of the Shared Employment is to provide the Elderly Service Program with experienced resource personnel. Loretta will put Sue Daniel on as interm basis and post the position by the end of the week.

REFUSE PROGRAM

Bruce King gave this report on November 3, 1981:

"Based on data from similiar sized operations, I have developed perimeters in which we would have to operate in order to have a successful operation.

In order to sustain the equipment we have at our disposal, gross sales would have to be \$64,513 a year. Based on competitive prices, \$50/year, we would need 1290 residential clients. The Town of Oneida has 902 households. Realistically we could not expect to capture more than 75% of the market or 670. Even this figure is high. We would need to pick up over 600 other residents to operate successfully. Additional cost factors would not make it feasible for the Oneida Tribe to go after the clients needed. The primary restriction would be the distance the trucks would have to travel.

One possibility for continuing this operation would be to recycle the rubbish that is collected. I do not have information on how this could be done. If the Tribe considers this a high priority I could investigate the potential for recycling.

Based on my initial evaluation I would have to recommend (1) the Tribe abandon the Refuse Program or (2) the Tribe scale down the operation to a realistic size."

Bruce said conditions have not changed significantly since that report as seen by this report on the Refuse Program of April 26, 1982.

"If the Tribe does not wish to subsidize the program, then some drastic changes must take place. I believe we cannot operate this program profitably with all the present vehicles.

Also, we would need the responsibility of soliciting new clients and answering complaints assigned to someone. This person should be very active.

We have operated this service for four or five years and have built up a public image. I am not sure if it is a favorable one or not. The image we do have could have either a positive or negative effect on any changes we attempt to make.

It should also be noted, we cut service to a number of people, and our ability to get their business back may be restricted. A business plan needs to be developed, if we are to continue the Refuse Program."

Bruce said the Business Plan will take a lot of time. There also is a question if the Refuse Program is a service or an enterprize. Loretta will bring a detailed report on the Refuse Program and bring the report back around May 15th.

ONEIDA ONE STOP AGENDA - May 1st, Saturday

- 9:00 A.M. Welcome by Gary Metoxen, Chairman: Introduction, Recognition
Prayer by Sherman Thomas
9:15 A.M. Dedication and Ribbon Cutting
9:20 A.M. Oneida One-Stop Hats given to Gary Metoxen, Chairman, Tom Kloiber,
Kloiber & Hoffman Architects, John "Butch" Ban Boxtel, Schaumann
Lumber, Sherman Thomas, Manager.
10:00 P.M. Grand Opening Closing

Drawings were held at 9:30 A.M., 11:30 A.M., 2:00 P.M. and 5:00 P.M.

Special thanks was given to Bruce A. King, Industrial Developer, Oneida Tribe; Carl Rasmussen, Tribal Planner, Oneida Tribe; and the Oneida One-Stop Staff, who have worked very long hours to meet the Grand Opening date:

Sherman Thomas, Manager	Paul Ninham
Donald Denny	Lee "Skipper" McLester IV
Al Reed	Uyma Thomas
Jackie Danforth	

The Architect was Tom Kloiber, Kloiber and Hoffman Architect; Contractor, Schaumann Lumber Company.

ADMINISTRATION RECOMMENDATION OF KATHY HUGHES

Loretta said she talked to just about all of the Business Committee members. Joy asked if Kathy Hughes was receptive to this, Loretta said she was. Gary asked what happens to that position of Assistant Controller. Loretta said Dick would not be replacing the position of Assistant Controller because of the size of the accounting office. There is not a need for one at the present time.

It it looks later on the accounting office is getting behind he would open up an accounts technician position. Frank asked if Kathy left and Dick decides he also would be leaving would there be anyone that has the over all knowledge like Kathy has. Loretta said Kathy could handle the job of Controller until we hired a new Controller. Loretta feels she could move back to do the job with no problem. The question was asked if Loretta would have a problem with the salaries. She is going through a six months evaluation period and the salaries remain the same during this time, so there is no problem. There is a job description for the Assistant Tribal Administrator. Loretta will get a report on the re-assignments in the accounting office after Kathy is transferred to see how her job has been divided up.

Howard made a motion that we accept the Tribal Administrator recommendation in regard to Kathy Hughes becoming the Assistant Tribal Administrator, subject to doing a Job Description for that position. Joy Seconded. Frank Opposed. Motion carried.

4:30 P.M. Wendell returned from Madison.

EDUCATION - Don White

Don has an Indirect Cost Proposal that he requested to submit. It went through the Finance & Appropriation Committee on Monday and was approved. The amount is \$67,657.00. The School Administrator, the Administrative Assistant and the Secretary and Administrative travel. What he is trying to do is get money from an administrative line item that he has never been able to get money from before. The Business Committee has to give him approval to write for Indirect Cost. Don White feels he can write this Indirect Cost Proposal and the Tribe can also write our Indirect Cost Proposal and include the Tribal School in our indirect cost base. The Finance & Appropriations Committee approved it as long as it does not interfere with the Tribe's Indirect Cost Proposal. If Don White can get the extra money he would free up other money for his basic service budget.

Howard moved to approve also, that is the indirect cost of the Tribal School affects the Tribe's Indirect Cost, that the Proposal would be removed. Mark Seconded. Motion Carried.

ENTERPRISES OVERTIME RECOMMENDATION

Selected Enterprises can pay for overtime in cases of emergency with managers approval. Managers will be expected to explain any overtime to the Business Committee.

Mark moved to approve. Howard Seconded. Motion Carried.

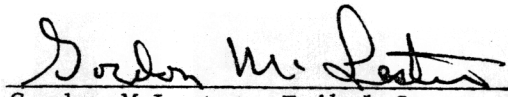
Procedure change will be added to the Oneida Tribal Management System.

Wendell gave an update on the Tax Rider. He just returned from Madison and was there when the Governor vetoed the Tax Rider. He stated the Governor said this will give the Indian Tribe's time to continue with the negotiating process. There does not seem to be as much concern with some of the other Tribes over this Tax Rider. If all the Tribes would work together on sustaining that veto we would have a better chance. The Oneida Tribe will continue to keep working to educate the legislators about the cigarette operation in Oneida and the benefit it has on our Reservation. The next date the Tribe has to work toward is May 26, 1982 when the veto goes before the Senate in Madison. Every effort will be made to keep sending information to the Senators and also send people to Madison during that time.

Travel request for Tribal Enrollment. Tony Benson, Joy Ninham, Howard Cannon and Norbert Hill from the Business Committee would be going to the workshop. The workshop is Monday through Thursday, May 3-6 for 4 days. The meeting is in Rhinelander. Mark moved to approve the travel to Rhinelander. Frank Seconded Motion Carried.

Frank moved to recess. Mark Seconded. Motion Carried

Respectfully Submitted.


Gordon McLester, Tribal Secretary