

Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-1260

Oneida, WI 54155



Approved As
Read 12-2-86



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 na-
tion, the United States, was
made possible



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

SPECIAL MEETING

FRIDAY, NOVEMBER 14, 1986

Meeting called to order at 9:00 a.m.

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

Excused: David King-Council Member

Others: Barbara Webster, Whitney Mills, Jerry Hill, Chris Doxtator, Cathy Porter, Don Wilson

AGENDA

Mark Powless moved to adopt the agenda, Kathy Hughes seconded. Motion carried.

PROPOSED PUBLIC RELATION POLICY - Barbara Webster

On 11-3-86 at the Communications staff meeting, the following was discussed in regard to Public Relations for the Oneida Tribe. In order to keep track of all information to be released to the public, Barbara Webster is requesting that all of the following be handled through this office:

1. Tours
2. Receptions
3. News Releases/stories
4. Press Conferences
5. Brochures

The Public Relations office would also like the following to be considered as policy for the Tribe:

1. The Public Relations office will be involved in the planning of the above.
2. No interview will be held by other departments, programs, etc., without notifying the Public Relations office, which will obtain clearance from the Tribal Chairman.

PUBLIC RELATION POLICY (Continued)

3. There will be no interviews without clearance of the Chairman/Vice Chairman or Business Committee.
4. We will no longer use the Do Do Bus for tours, it's too noisy and offers no P.A. System. We recommend booking buses from Lamers.

Other areas of concern discussed by the staff consisted of our internal organization.

We need to slow things down and keep control of meetings.
We need to personally clear all news releases with the Chairman or Vice Chairman
We need to develop a checklist for various areas - tours, news releases, etc.

Lois Powless moved to approve the Public Relation Policy with the change of #4 to state that Tribal vehicles will be used on the tours whenever possible. Lloyd Powless seconded. Motion carried.

GED EXCEPTION FOR THE ANNA JOHN NURSING HOME - Whitney Mills

Whitney Mills requested that the Anna John Home Nursing Staff be given exemption from this policy of requiring a high school education or GED to enable a person to work for them. His reasons are as follows:

Wisconsin HSS 132 State Codes:

- | | |
|-------------------|--|
| 132.42(2) | 1. No person under 18 years of age may direct care to residents within a nursing home. |
| 132.44 (B)
1-5 | 2. No person may provide direct care to residents unless they have been trained through a program given by a registered nurse or offered through a hospital or health agency, taken a study course through a vocational school, a nursing course through the American Red Cross or a program approved by the Department of Health and Social Services. |
| 132.44 (2)a | 3. Continuing education shall be provided to all personnel within a nursing home providing direct care to residents, developing and improving the skills and knowledge of these employees. |

Mark Powless moved to approve the request, Kathy Hughes seconded. Lois Powless and Tony Benson opposed. Motion carried.

Lois Powless opposed because she feels the GED Policy should be looked at Tribal wide.

CONSULTANT AGREEMENT WITH CHAS WHEELOCK

Chas Wheelock will provide the following services:

- a. Complete an inventory of all existing wildlife resources on the Oneida Reservation by December 19, 1986, and
- b. Compile the inventory obtained under Section A, provide a summary report, and
- c. Conduct and complete research into the compatibility of wildlife resources with the Oneida Reservation environment, and
- d. Compile all wildlife resource environmental data and prepare a summary report.

His services shall begin November 14, 1986 and the cost is \$900.00.

Lloyd Powless moved to approve, Rick Hill seconded. Tony Benson opposed. Lois Powless abstained. Motion carried.

ONEIDA TRIBAL HEALTH BOARD MINUTES OF OCTOBER 13, 1986

Mark Powless moved to accept the Health Board Minutes. Lloyd Powless seconded. Motion carried.

TRAVEL REQUESTS FOR LITIGATION COMMITTEE

Meeting with Oneida Tribal Representatives of Canada and New York in Buffalo, New York on December 6, 1986. The request is from the Litigation Committee (Kathy Hughes, Rick Hill, Gordon McLester, Lois Powless and David King) to attend this meeting.

Hearing on the Cabazon Bingo Case before the Supreme Court in Washington, D.C. on December 9, 1986 and also to meet with Senator Proxmire on December 8, 1986 to discuss the guaranteed loan for the Hotel. The request is from Kathy Hughes, Purcell Powless, Gordon McLester and any other interested Business Committee members that can make it.

Lois Powless moved to approve the travel requests, Gordon McLester seconded. Motion carried.

TRAVEL REQUEST - Jerry Hill

Jerry Hill requested approval to attend the hearing on the Cabazon Bingo Case before the Supreme Court in Washington, D.C. on December 9, 1986.

Lois Powless moved to approve, Lloyd Powless seconded. Mark Powless abstained. Motion carried.

RECONSIDER THE RENT FOR THE HILLSIDE RESIDENCE - Chris Doxtator

Chris Doxtator requested that the Business Committee view the above named property and reconsider the rent. She stated that after the Business Committee looked at it, they will realize that the rent at \$400 per month is not out of line. Also, the Land Office has allowed 1/3 per month to go toward the purchase of the three (3) last homes the Tribe purchased and if the rents are to be set at \$350, they don't feel that the added equity (1/3 of rent) should be allowed.

Presently there are seven (7) applications for this house and so far all the families have adequate income.

Lois Powless stated that she and Tony Benson viewed the residence and she moved to rescind the previous action of the rent being set at \$350.00 and that the rent be set at \$400.00. Tony Benson seconded. Motion carried.

INDIAN PREFERENCE IN CONTRACTING - Cathy Porter

Cathy Porter presented an amended Indian Preference Policy that provides that members of other Tribes are given equal standing with the Oneida Tribal members for Indian preference on construction contracting. With the change, HUD will approve the Indian Preference Policy.

INDIAN PREFERENCE IN CONSTRUCTION CONTRACTING

The Oneida Tribe will consider granting a maximum bid preference up to 10% over the low bid received to Indian contractors, or those who use Indian subcontractors and/or the use of Indian workers.

In order to qualify for preference consideration please answer the following:

1. Is your firm: (Check one):
 Indian owned (your firm will receive a 5% bid allowance)
 Non-Indian owned (no allowance given)
2. Do you intent to subcontract out any portion of this work?
 yes no

INDIAN FIRMS:

If yes, what percentage of the total contract price will be subcontracted to non-Indian firms? _____%

Note: Oneida and Indian firms will receive no bid preference from number one above if more than 50% of this work is contracted to a non-Indian owned firm.

NON-INDIAN FIRMS:

If yes what percentage of the total contract price will be awarded to Oneida or other Indian owned subcontractors? _____%

INDIAN PREFERENCE IN CONSTRUCTION CONTRACTING (Continued)

Note: Non-Indian firms will receive the following bid allowance for using Oneida or other Indian subcontractors

Bid Allowance	% Indian Subcontractor
1%	1 to 10%
2%	11 to 20%
3%	21 to 30%
4%	31 to 50%
5%	greater than 50%

3. Will your firm or any of your subcontractors be using Indian workers on this project? yes no

If yes what percentage of the total project on site work force will be Indian? %

Note: Firms will receive the following bid allowance for using Indian workers:

Bid Allowance	% Indian Subcontractor
1%	1 to 10%
2%	11 to 20%
3%	21 to 33%
4%	34 to 49%
5%	50% or greater

Lois Powless moved to approve, Kathy Hughes seconded. Motion carried.

REQUEST FROM ST. MARY'S INDIAN SCHOOL

The Tribe received a request from St. Mary's Indian School in Chamberlain, South Dakota to help with funds to keep them going.

Mark Powless moved to deny the request. Lois Powless seconded. Rick Hill abstained. Motion carried.

The reason for denial is because of the continuing requests that come from the local area and the Oneida Tribe is trying to meet those requests first.

FINANCE & APPROPRIATION RECOMMENDATION OF NOVEMBER 12, 1986

Finance & Appropriation Committee met on Wednesday, November 5, 1986. The following recommendations were made:

FINANCE & APPROPRIATION RECOMMENDATIONS (Continued)

1. Improvement to Anna John Nursing Home to prevent freezing of the pipes. Cost for redesign and further insulation is estimated at 10,500 and will be done by Building and Grounds. This is a non-budgeted item for FY87. Finance & Appropriations recommends funding from Program Reserve.
Balance: \$107,250 - \$10,300 = \$96,750.

Lois Powless moved to approve, Gordon McLester seconded. Motion carried.

2. Equipment Purchase - Bingo is requesting authorization to purchase two bingo boards at a cost of \$3,184. This was budgeted for in FY87. Finance & Appropriations recommends approval.

Tony Benson moved to approve, Lois Powless seconded. Motion carried.

3. Building & Grounds is requesting authorization to install a block heater and fuel heater in snow plow truck at a cost of \$525. Cost is covered in the Capital Improvements budget for FY87. Previous Balance: \$293,693 - \$525 = \$293,168.

Rick Hill moved to approve, Gordon McLester seconded. Motion carried.

4. Improvements to U & 29 outlet. Costs are estimated at \$970. This is budgeted in FY87 Capital Improvements. Previous Balance: \$293,168 - \$970 = \$292,198.

Gordon McLester moved to approve, Lloyd Powless seconded. Motion carried.

5. INFORMATION: Equipment Purchase - Building & Grounds purchased a Honda portable generator. Not budgeted in FY87, however Building & Grounds has a savings in what was budgeted for equipment. Finance & Appropriations recommended approval from Capital Improvements. Previous Balance: \$292,198 - \$771 = \$291,427.

No action needed.

6. Equipment Purchase - OTE purchased 2 heaters which were not budgeted in FY87. F&A recommended funding from Capital Improvements as a variance. Previous Balance: \$291,427 - \$1,000 = \$290,427.

Tony Benson moved to approve and that a full report be brought back from Administration on what happened to the heating system and what is going to be done about it. Mark Powless seconded. Motion carried.

- 7 Reviewed the need for \$20,000 of additional funding for Mobile Home Project. Finance & Appropriations recommends funding from the Land Acquisition fund.

Lois Powless moved to approve, Lloyd Powless seconded. Motion carried.

TRIBAL ORGANIZATION - Don Wilson

- Request approval of two new job descriptions:
- A. Manager of Education & Training - Grade 24
- B. Manager of Social Services - Grade 24

Lois Powless moved to approve the two job descriptions and they be posted. Kathy Hughes seconded. Motion carried.

- Disability Insurance:

Don requested permission to institute two changes in our disability insurance package effective December 1, 1986.

The first change speaks to long term disability. In order to more closely match other disability packages and to improve the safety net under our employees, Don recommended changing the elimination period from 180 days to 90 days. This will increase the premium for the Tribe to \$24,408 per year as opposed to \$15,459 per year now. The increase to each employee per year will be \$10.81/year. The increased tribal cost will come from the fringe benefit package.

The second change involves the short term disability. Don proposed going self-funded and changing the benefit to 60% of salary, minimum \$125/week, maximum \$1,500/month with a seven calendar day elimination period. The elimination period can be covered by "Personal Days Off".

After lengthy discussion, Mark Powless moved to have Don Wilson bring back a recommendation based on the discussion of the proposed Disability Insurance. Rick Hill seconded. Motion carried.

TRIBAL ORGANIZATIONAL CHART - Don Wilson

(See Attached Chart)

Lois Powless moved to approve the Organization Chart, Kathy Hughes seconded. Motion carried.

VACATION AND SICK LEAVE - Don Wilson

Don presented a draft to change the vacation and sick leave policy. There was lengthy discussion, but no action was taken.

RETIREMENT/INVESTMENT PLAN - Don Wilson

Mark Powless, Tony Benson, Barbara Schuman and Don Wilson have been researching several approaches to retirement programs.

They are recommending using C.J. Schmidt & Associates of Green Bay as program administrators.

ONEIDA BUSINESS COMMITTEE

HOTEL CORPORATION

GENERAL MANAGER

HOUSING

LAW OFFICE

MANAGEMENT
SUPPORT

ENROLLMENTS (T.R.E.D.)

PUBLIC SAFETY

COMPREHENSIVE
HEALTH MANAGER

SOCIAL SERVICE
MANAGER

EDUCATION & TRAINING
MANAGER

BUSINESS
MANAGER

ECONOMIC
DEVELOPMENT

PERSONNEL

FINANCIAL
MANAGER

PLANNING

- MEDICAL DIRECTOR
 - CLINIC
 - CONTRACT PHY.
 - DENTAL
 - AUDIOLOGY
 - PHYS. THERAPY
 - PHARMACY
 - STAFF PHYS.
 - RADIOLOGY
 - LABORATORY
 - PHYS. ASS.

- ASS'T ADMINIS.
 - FINANCIAL
 - BILLING
 - INSURANCE
 - CONT. HEALTH

- COMM. HEALTH
 - NURSING
 - W.I.C.
 - NUTRITION
 - ADOL. PG. PREV.
 - HEALTH ED.
 - SCHOOL NRSG.
 - HEALTH PROMO

- ENV. HEALTH
 - MAINTENANCE
 - HSG.
 - SECURITY
 - ENVIRONMENT

-NURSING HOME

- COUNSELING SVCS.
 - PSYCHOTHERAPY
 - FAMILY COUNSEL'G
 - E.A.P. COUNSEL'R
- HUMAN SERVICES FACIL.
- FAMILY SERVICES
 - IND. CHILD WELF.
 - DOMESTIC ABUSE
 - CRISIS RESPITE

- AODA SERVICES
 - TRAILS
 - A.O.D.A.
 - WOMEN R WOMEN

- SENIOR CITIZENS
 - TITLE IV, V, VI
 - BENEFIT ADVOC.

-FOOD DISTRIBUTION

- INCOME MAINTENANCE
 - R.N.I.P.
 - A.F.D.C.

-CANNERY

-DAYCARE

-RECREATION

-TRANSPORTATION

- TRIBAL SCHOOL
- HIGHER EDUCATION
 - A.V.T.
 - DIRECT EMPL.
 - ED. FUND
 - G.E.D.
 - ALUMNI
 - J.O.M.

- CAREER CENTER*
 - J.T.P.A.
 - SUMMER YOUTH

- LANGUAGE/CULTURE*
 - MUSEUM
 - LIBRARY

-HEADSTART

-NHC FOOD SERVICE

-SUMMER SESSION

-COMMUNICATIONS

-JOB CENTER*

- JOB SERVICE
- EMPL. ASSIST.
- ED. & TRAINING

- REALTY
 - IND. PARK
 - NHC MAIL
 - B & G
 - UTILITIES

- RETAIL
 - IROQUOIS GIFTS
 - ONE STOP
 - O.T.E.
 - BINGO

- MANUFACTURING
 - PRINTING

- SERVICE
 - MGMT. SVCS.

- ACCOUNTING
- MATERIAL MGMT.
 - PURCHASING
- RECORDS MGMT.

- A.N.A.
- OFFICE OF
LAND MGMT.
- H.I.P.

ORGANIZATIONAL CHART 1986

Approved by Oneida Business Committee

November 14, 1986

NEW PROGRAM

RETIREMENT/INVESTMENT PLAN (Continued)

The Committee is recommending that we match any employees contributions on a dollar for dollar basis up to 3% of gross income. They also recommend that those who choose not to participate on their own would still receive a \$200.00 deposit. They've discussed several approaches to those 55 years of age and older. Such as: Everyone 55 and older with at least three (3) full years of service would receive a one time lump sum deposit of \$1,500.

OR

1 - 3 years	\$1,000
4 - 7 years	\$2,000
8 + years	\$3,000

Mark Powless moved to approve the recommendation, Gordon McLester seconded. Motion carried.

MANAGERIAL TRAINING - Don Wilson

Don presented a proposal from the University of Oshkosh School of Business to conduct a training needs assessment and one 16 hour training program. The needs assessment process provides for direct involvement of all managers. The process is directed by a planning group which includes the controller, two faculty members from Oshkosh, Don Wilson, and two managers from the Tribe.

The assessment is to take approximately 14 weeks, the first training program another 4 weeks. They would be ready to begin whenever the proposal has been accepted.

Kathy Hughes moved to approve the proposal pending approval from Finance & Appropriations. Mark Powless seconded. Motion carried.

TRIBAL RESOLUTION #11-14-86-A SUPPORTING TITLE VI

WHEREAS, the Oneida Tribe of Indians of Wisconsin has accepted the responsibility to administrate Title VI service, and

WHEREAS, the Tribe witnessed a diminished appropriation for Title VI for some years, and

WHEREAS, there has been a growing number of tribes that have applied for Title VI money causing reduced allocations to existing programs, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin needs have not diminished for senior citizen programs.

NOW, THEREFORE BE IT RESOLVED: that the Oneida Tribe grantee calls upon the United States Congress to support the National Indian Council on Aging's request for a \$50 million allocation for the FY '88 budget.

RESOLUTION # 11-14-86-A (Continued)

BE IT FURTHER RESOLVED: that the Oneida Tribe supports a National Indian Aging policy that is developed with Indian tribal government input.

Lois Powless moved to adopt the Resolution, Tony Benson seconded. Motion carried.

COMPUTER FOR THE ENROLLMENT OFFICE - Tony Benson

Tony Benson explained that the Trust Committee is having a problem with putting the Tribal Rolls on the Tribal Computer System 36 or the Tribal Computer System 34 because of the confidentiality. After discussion, Gordon McLester moved to have Tony Benson bring back a recommendation for the Trust Committee as to the total need they have for a computer. This is to include the type and cost. Kathy Hughes seconded. Motion carried.

10:55 EXECUTIVE SESSION WITH BOB CHRISTJOHN

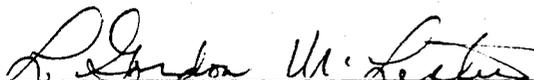
The Business Committee met with Bob Christjohn and discussed his concerns on the Tribal Organization changes and his role in the Tribal Structure.

11:35 the Business Committee came out of Executive Session. No action was taken on the discussion.

UPDATE ON THE TRIBAL AUDIT

Jere Dhein from Wipfli, Ullrich & Company explained that the audit is coming along very well and they will meet the Thanksgiving deadline.

11:45 Kathy Hughes moved to recess, Mark Powless seconded. Motion carried.



L. Gordon McLester, Tribal Secretary
Oneida Business Committee