

# 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 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/Corrected  
3-5-92

## REGULAR MEETING

WEDNESDAY, FEBRUARY 19, 1992

Present: Deborah Doxtator-Vice Chairperson, Loretta V. Metoxen-Treasurer, Lloyd Powless, Julie Barton, Mark Powless, Shirley Hill-Council Members

Excused: Rick Hill-Chairman, Amelia Cornelius-Secretary, Russell Metoxen-Council Member all on travel

Others: Marsha Danforth, Arlene Benson & new employees, Chris Doxtator, Z. Ron Skenandore, Ernie Stevens, Jr., Lois Strong, Larry Barton, Craig Cottrell

PRAYER: Mark N. Powless

### I. CALL TO ORDER

### II. APPROVAL OF AGENDA

#### ADDITIONS TO AGENDA:

1. Resolution - Wendell McLester
2. FYI-Consultant Agreement - Alton Smart
3. FYI-Consultant Agreement-Ernest St. Germaine
4. F & A Recommendations of February 18, 1992 - Loretta V. Metoxen
5. Licensing Ordinance - Lloyd E. Powless
6. RFP - Gaming Machines - Loretta V. Metoxen
7. Joe Gabel return trip - Loretta V. Metoxen
8. Dorsey & Whitney - Shirley Hill

### III. NEW EMPLOYEES:

Debra Davis, Robert Ninham, Richard Powless, Larry Cornelius, John W. Christjohn, Jr., Patricia Doxtator, Pamela Bluebird, Karen Cornelius, Sherri Saunders, Kenneth Skenandore, Georgia Burr, Alice Jourdan, Kathleen Maurtiz, Dorothy Skenandore, Mary L. Wickland, Michael Longcore, Willie Hamilton III, Loriann Aguirre, Barbara Williams, Frank Smith, Angela Danforth, Donna McKinney, Lynn Wautier, Brenda Mendolla, Matt Cornelius

IV. MINUTES TO BE APPROVED:

1. January 28, 1992 - Special

Motion by Loretta Metoxen, to defer back to Secretary for rewriting because minutes are not clear, seconded by Lloyd E. Powless, motion carried unanimously.

2. February 7, 1992 - Special - Approved as corrected
3. February 12, 1992 - Special - Approved as corrected

V. TABLED UNFINISHED BUSINESS:

Motion by Lloyd E. Powless to remove minutes from table, seconded by Julie Barton, motion carried, Loretta V. Metoxen opposed.

1. MINUTES FOR APPROVAL: (Please refer to last weeks packet)
  - A. January 31, 1992 - Special - Approved as read
  - B. February 4, 1992 - Special - Approved as read
  - C. February 5, 1992 - Regular - Approved as read
2. Travel Report - Richard G. Hill (January 4-5, 1992 (Washington DC) Hearings on Senate Select Committee) Please refer to last weeks packet

Deferred until Chairman is present. (Continued from last week)

VI. REPORTS

1. HUMAN SERVICES

A) Approval Requested for:

B) Hiring Information: FOR INFORMATION ONLY. . .

1. Housekeeper-AJNH - Kenneth Skenandore
2. Oneida Language Culture Trainee (3) - Pamela Blue Bird, Randy Cornelius, Gail Ellis
3. Early Childhood Teacher Assistant (3) - Loriann Aguirre, Debra Davis, Kathleen Mauritz

C) Transfers/Promotions/Reassignments

1. Marilyn Jourdan transfer to CHR Generalist from Instant Tickets Operations Department
2. Barbara Williams promoted to the position of Lead Teacher Oneida Head Start Center
3. Georgia Burr promoted to position of Lead Teacher - Three Sisters Center
4. Denise Perrault reassigned to position of Oneida Early Childhood Teacher Assistant-Oneida from position of Early Childhood Teacher Assistant-Green Bay
5. Cristina S. Danforth reassigned to position of Community Prevention Coordinator in Social Services Department from In-Home Nurturing Program Counselor
6. Lisa M. Kelly reassigned to position of Community Prevention Worker in the Social Services Department from AODA Intake Secretary/Receptionist
7. Theresa Torrez reassigned to position of Lead Teacher-Three Sisters from Lead Teacher at Oneida Head Start
8. Dorothy Skenandore reassigned to position of Lead Teacher Three Sisters Center from Lead Teacher Oneida Head Start

2. TRAVEL REPORTS

1. AMELIA CORNELIUS

- January 23, 1992 to Madison
- January 30, 1992 to Marinette & Milwaukee
- February 10, 1992 to Milwaukee

Motion by Julie Barton to approve travel report, seconded by Shirley Hill, motion carried unanimously.

Action on Recommendations:

1. The Business Committee recognize the organization of Oneidas in Milwaukee with the following officers:
  - A. Chairperson - Alberta Metoxen
  - B. Vice Chairperson - Madelyn Genskow
  - C. Secretary - Fred Muscavitch
  - D. Treasurer - Roy Huff

Motion by Loretta V. Metoxen to recognize Oneidas in Milwaukee Organization and the officers elected, seconded by Julie Barton, motion carried unanimously.

2. That the Business Committee honor their request to support the extra \$300 for a student to attend the United Nations as requested by Fred Muscavitch.
3. That the Business Committee honor their request not to distribute any funds allocated to Milwaukee except through the Oneida Milwaukee Committee.

Motion by Loretta V. Metoxen to refer items #2 & 3 to F & A, seconded by Julie Barton.

Motion by Shirley Hill to amend the motion to state that the Milwaukee Group develop their own policy and that said policy be referred to F & A and then through the Business Committee for approval before the release of any funds, and that Russell Metoxen is to follow up and make sure that the Milwaukee Group is informed of/and understands action, seconded by Julie Barton, motion carried unanimously.

Main motion carried unanimously.

3. OTHER REPORTS

VII. NEW BUSINESS

RESOLUTIONS

- A. Resolution for approval of Tribal Home Repair and Improvement Program - Chris Doxtator

WHEREAS, there is a shortage of land available for housing needs,

NOW THEREFORE BE IT RESOLVED, that the Tribal Home Repair/Improvement Loan Program is hereby established to assist adult enrolled tribal members by providing the intial loan toward upgrading the present standard of living contingent upon meeting the guidelines and the loan agreement as set forth by the Oneida Tribe, and

BE IT FURTHER RESOLVED that the Oneida Business Committee hereby adopts the Tribal Home Repair/Improvement Loan Program and that this program be administered by approved procedures through the Oneida Tribal Land Office.

Motion by Loretta V. Metoxen to adopt Resolution 2-19-92-A, seconded by Mark Powless, motion carried unanimously.

2. REQUESTS

A. BINGO PASS REQUESTS

1. Education Department (12)
2. Retro - Conservation Club (15)

Motion by Shirley Hill to approve both passes, seconded by Mark Powless, motion carried unanimously.

Also, the Education Department would like to recognize the Business Committee with a word of welcome from either Rick or Debbie. The invitation is for March 6, 1992.

B. FYI - Public Hearing Update - Celene Elm

Julie Barton would like to commend Celene Elm on an excellent job done in setting up process and taking care of all details for the hearing.

Shirley Hill would like to see Sharon House Cornelius' draft policy on public hearings and Celene's outline incorporated into one process.

Loretta Metoxen stated that Celene had a good process. Ernie Stevens, Jr., also stated that the hearing was very well organized, and wanted to commend Celene on a job well done. It was a good learning experience for him.

Motion by Lloyd E. Powless to send a letter to Celene Elm acknowledging her work and to refer Celene's process to Sharon House Cornelius for Public Hearing process, seconded by Shirley Hill, motion carried unanimously.

Celene Elm requested a meeting with the Legislative Operating Committee, which will be held on February 24th at 1:30 p.m.

C. Invitation to attend International Gaming Business Exposition -  
Jack Deremer, Bally Gaming, Inc.

Motion by Loretta V. Metoxen that we do not accept any offers/gratuities from any vendors for all Tribal employees, seconded by Shirley Hill

Discussion: Present policy on gratuity should be followed. Z. Ron stated that he would develop such a policy, Lois Strong would like to work with Z. Ron

Loretta V. Metoxen withdraws motion, second agrees, motion withdrawn.

Motion by Loretta V. Metoxen to decline this particular invitation from Bally Gaming, Inc. and that all employees of Tribe are not to be allowed to accept any gratuities from any Gaming Vendors or Gaming related vendors, seconded by Julie Barton, motion carried; Mark Powless and Lloyd E. Powless. opposed.

Shirley Hill felt this should also include the Retail Department

Motion by Loretta V. Metoxen that Kathy King direct Z. Ron to develop a policy on accepting gratuities, not to include Gaming, and that Lois Strong assist Z. Ron, seconded by Shirley Hill, motion carried, Lloyd E. Powless abstained.

D. The High Ground Request to sell raffle tickets at Bingo - Faye Thunder

Motion by Loretta V. Metoxen to refer this matter to Louise King for action and that Louise King send them a letter advising them of our policy on raffles, seconded by Julie Barton, motion carried unanimously.

E. Audit Committee Meeting Minutes - Julie Barton

2. Vendor Background Check - Discussion - Criteria and compliance with State and Federal requirements. Julie will check with Sharon Cornelius to find out what she has developed thus far. Loretta moved that Business Committee authorize background checks to begin as soon as possible on Gaming Vendors using criteria similar to that which is in the Compact for all Vendor payments over \$10,000 per annum, seconded by Lloyd Powless, motion carried.

Motion by Lloyd E. Powless to approve, seconded by Shirley Hill, motion carried unanimously.

3. Reward System - Discussion, pros and cons of people informing on wrongdoing such as theft, etc., and receiving a reward for a conviction. Motion by Loretta V. Metoxen to request Jim Danforth to provide Audit Committee with information on setting up a reward system utilizing existing information and develop a plan and meet with Audit Committee, seconded by Lloyd Powless. Julie will call Jim for information. Audit Committee will also request attorney opinion as necessary.

Motion by Shirley Hill to accept as policy and be included in Investigation Policy, seconded by Lloyd E. Powless, motion carried unanimously.

4. Internal Audit Department - Arvin's workload has increased substantially with the increase of activity, especially in the Gaming Area. Discussion on supplementing the Internal Audit functions, recommendation to have at least one additional person in the department who can do immediate follow-up on variances and enhance the Internal Auditor position. Lloyd moved that a new position of Assistant Internal Auditor be requested and be placed in budget revisions and request Arvin to develop the job description with Human Resources Department, seconded by Loretta Metoxen, motion carried. Arvin will submit the above at the next Audit Committee Meeting on March 10, 1992.

Motion by Shirley Hill to accept, seconded by Lloyd E. Powless, motion carried unanimously.

6. Gaming Security Recommendations - The following recommendations are based on General Tribal Council action and Business Committee action for upcoming meeting with security.
- Gaming Security separation from Public Safety, as per General Tribal Council directive.
  - Training Recommendations:
    - Surveillance techniques as it relates to surveillance, responses and reaction to cameras and incidents.
  - Incident Reports - Follow up process. Methods for reporting in compliance with Tribal, State, and Federal requirements.
  - Enforcement - Roles and responsibilities. Setting priorities with supervisors.
  - Armed vs. Unarmed security personnel, exposure and liability.
  - Increase Security/Surveillance at One-Stops.

Motion by Lloyd E. Powless to approve proposed agenda, seconded by Loretta V Metoxen, motion carried unanimously.

8. Background Checks - Audit Committee approved that there be a third party review of all background checks and Arvin be appointed as the third party review.

Motion by Shirley Hill to approve, seconded by Lloyd E. Powless, motion carried unanimously.

Secretary will send copies to Kathy King and Jim Danforth.

#### F Gaming Expansion Update - Larry Barton

Request #1. Would like Legal Counsel to draft a confidentiality statement for Dr. James Murray P.h.D./Director of the Bureau of Business and Economic Research at UWGB. The Market Analysis Study in which we have engaged Dr. Murray requires access to Financial Statements for Gaming Operations. Since this information is of a confidential and proprietary nature, I would suggest that a Legal Confidentiality Statement be prepared and agreed to by Dr. Murray. I would like this task to be completed prior to release of requested data.

Larry will draft Statement of Confidentiality to be signed by Dr. James Murray, this needs to be done by March 27, 1992.

Motion by Shirley Hill to approve request, seconded by Loretta V. Metoxen, motion carried, Julie Barton abstained.

Request #2. Update on the status of the Airview Club Transaction. (Brief)

Will be installing new locks on the building this evening to regulate access in and out of building.

Francis Skenandore, Sharon Cornelius and Lynn VandenLangenberg were all very helpful in securing this property for the Tribe. A meeting should be set up with the Ashwaubenon Village Board.

Request #3. Request for a meeting with the Business Committee regarding Site Engineering at the IMAC/Radisson Site.

Larry informed everyone that there will be removal of trees, and that as many trees as possible will be replaced on another site.

He will see Paula King about setting up a meeting between himself and the Business Committee.

Request #4. Wants to get on F & A regarding armoured Security for vehicles at IMAC. Vehicles to be enclosed in a sally port when loading and unloading, the price for this is \$23,700, construed as Phase III of Gaming Expansion.

Shirley Hill stated that with regard to safety issues, they should be looking at creating more entries and exits onto the property.

Julie Barton stated that when you look at the amount of cash that comes in to gaming, it should be more secure. Julie Barton will check to see if Arvin ever completed a Security Audit.

RFP

Lengthy discussion held on Indian Country Leasing, certification process, gaming compact, gaming expansion, 130 gaming machines,

Motion by Julie Barton that Loretta V. Metoxen, Louise King, Larry Barton, Craig Cottrell and Francis Skenandore have a meeting ASAP, this week, to discuss the plan to renegotiate contract and implement negotiations, however to not stop the expansion, seconded by Shirley Hill, motion carried, Loretta V Metoxen abstained.

Motion by Julie Barton that Economic Development move forward with RFP to further develop and bring back to Business Committee at next meeting, (February 26, 1992) seconded by Shirley Hill, motion carried unanimously.

### 3. CONTRACTS/AGREEMENTS

#### A. James Wire Training Agreement - Louise King

This is a 90 day contract. Emroy has provided a name of an Oneida who may be interested in relocating back to Oneida. She has eight years experience as a dealer. Emroy's expertise is in the craps field.

Motion by Lloyd E. Powless to approve contract, seconded by Mark Powless, motion carried, Shirley Hill abstained.

Motion by Julie Barton that Arvin Prebelski review the background check on James Wire, seconded by Shirley Hill, motion carried unanimously.

#### B. For Approval - Net Rate Agreement - Wisconsin Rapids Broadcasting Co., Inc. - Ron Peterson

Motion by Loretta V. Metoxen to approve renewal of contract, seconded by Lloyd E. Powless, motion carried unanimously.

Loretta Metoxen stated that these contracts should be on the agenda a month prior to their approval date, allowing time for proper process to be completed.

- C. For Approval - Display Advertising Agreement - Green Bay Press Gazette - Ron Peterson

Motion by Lloyd E. Powless to approve renewal of contract, seconded by Julie Barton, motion carried unanimously.

- D. FYI - Tribal School - John L. Fries
- NO ACTION NECESSARY

#### 4 TRAVEL REQUESTS

- A. Loretta V. Metoxen - Retroactive, February 13 - 14, 1992

Motion by Lloyd E. Powless to approve travel, seconded by Julie Barton, motion carried unanimously.

- B. Gerald L. Hill - April 2,3, 1992 - 17th Annual Indian Law Conference, Albuquerque, NM

Motion by Lloyd E. Powless to approve, motion fails for lack of support

Discussion held concerning CLE classes, Loretta V. Metoxen stated someone should be monitoring his travel, Deborah Doxtator felt Gaming travel should be monitored.

Julie Barton seconded main motion, motion carried Loretta V. Metoxen opposed.

Motion by Lloyd E. Powless to have this at the scheduling meeting in case someone from the Business Committee would like to go, seconded by Shirley Hill, motion carried unanimously.

#### 5. VACATION REQUESTS

#### VIII. OTHER

##### ADDITIONS TO AGENDA:

- 1. Resolution - 2-19-92-B - Wendell McLester

WHEREAS, the Oneida Tribe of Indians of Wisconsin is eligible to apply for grants authorized under the Older Americans Act of 1965, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin has determined that the elder population of the Oneida Reservation is in need and eligible for services under Title VI of the Older Americans Act and subsequent revisions.

NOW THEREFORE BE IT RESOLVED: that the Oneida Tribe of Indians of Wisconsin make application to the United States Department of Health and Human Services Title VI, Part A, Grants to Indian Tribes for Supportive and Nutritional Services for Older Indians Grant Program for Fiscal Years 1992 and 1993.

Motion by Lloyd E. Powless to adopt Resolution 2-19-92-B, seconded by Shirley Hill, motion carried unanimously.

2. FYI-Consultant Agreement - Alton Smart
3. FYI-Consultant Agreement-Ernest St. Germaine

No action necessary.

4. F & A Recommendations of February 18, 1992 - Loretta V. Metoxen

1. Request for Donation-NCAI Vice President \$2,000.00 to NCAI and to modify Business Committee budget now and to add to donations line item in budget for revision process, direct Loretta V. Metoxen to complet and/or make recommendations.

Motion by Lloyd E. Powless to approve, seconded by Julie Barton, motion carried unanimously.

2. Request for Donation - Seymour Muehl Public Library, Russell Metoxen moved to approve donation of \$50.00 and to follow the above process

Motion by Julie Barton to approved, second by Lloyd E. Powless, motion carried unanimously.

3. Invoice for the Appeals Commission - Stanley Webster: Requesting payment of services from October through December, 1991. Total cost is \$5,671.14. Mark N Powless moved to defer this back to the Appeals Commission for approval and back up material, such as a list of itemized bills and activity report. Russell Metoxen seconded, motion carried unanimously.

Motion by Lloyd E. Powless to approve, seconded by Julie Barton, motion carried Shirley Hill abstained.

4. Site survey for Airport property - Sarah Plummer: Request is for payment of \$6,800 for Site Survey Work. Funding will come from the gaming Expansion funds. Russell Metoxen moved to approve payment. Mark N. Powless seconded.

Motion to approve by Lloyd E. Powless, seconded by Julie Barton, motion carried, Shirley Hill abstained.

5. Gaming Expansion/Bingo Parking Lot - Larry Barton: Total cost of parking lot expansion is \$112,337.00. Original FY 92 Budget was approved for \$80,000.00. Requesting approval for additional \$32,337.00. Shirley Hill moved to approve the additional cost. To be taken from the Gaming Expansion fund. Recommendation is to have the Safety Committee address the safety issues regarding a second access, traffic lights and to consider widening the present entrance/exit. Mark N. Powless seconded, motion carried unanimously.

Motion by Shirley Hill to approve, seconded by Lloyd E. Powless, motion carried, Julie Barton abstained.

6. Tractor Repair - Pat Cornelius: Requesting approval for repairs on farm machinery. This was not budgeted for. Julie Barton recommends to defer this back to Kathy King and Ernie Stevens, Sr. for management and recommend changes and/or budget modification. Mark Powless moved to approve contingent upon 1.) Kathy King and Ernie Stevens, Sr. work with Pat Cornelius on management and staffing review. 2.) Loretta V. Metoxen look at cattle sales

and budget modification. Pat will consult with Jim Van Stippen to look at a business plan. Total cost is \$8,071.18 (Option II). Lynn will check on purchase agreements. Recommend to use the Building & Grounds Bobcat temporarily, seconded by Russell Metoxen.

Motion by Lloyd E. Powless to approve process #1 & 2, seconded by Shirley Hill, motion carried, Loretta V. Metoxen abstained.

11:15 a.m. Meeting recessed due to conference call with Business Committee.

Called to order at 11:35 a.m.

5. Licensing Ordinance - Lloyd E. Powless

WHEREAS, the Oneida General Tribal Council Resolution #1/8/77-C authorized the duly elected Oneida Trust Committee the sole legal authority in administering Docket 75 Trust Fund, and

WHEREAS, the Oneida General Tribal Council adopted Resolution #6/30/90-A and Elderly Addendum plan to said Resolution, and

WHEREAS, A Vendor's Licensing Ordinance would fulfill the Oneida General Tribal Council mandate that the Oneida Trust Committee and Oneida Tribe implement a collection of Vendors Licensing Fees/Permits with deposit mutually agreed upon by both committees, and

WHEREAS, Said Vendor's Licensing Ordinance is in compliance with the "New Revenue" of the Addendum to Resolution #6/30/90-A.

NOW THEREFORE BE IT RESOLVED: that the Oneida Vendor's Licensing Ordinance is hereby approved by the Oneida Trust Committee, and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Oneida Business Committee shall schedule a date/place/time/and determination of number of Public Hearing(s) required for the Oneida Vendor's Licensing Ordinance, and in accordance with the Oneida Administrative Procedures Act, and

BE IT FURTHER RESOLVED, that the Oneida Vendor's Licensing Ordinance is hereby approved by the Oneida Business Committee.

Motion by Loretta V. Metoxen to adopt Resolution 2-19-92-C, seconded by Lloyd E. Powless, motion carried unanimously.

Loretta Metoxen clarified that "New Revenue" goes into Per Capita Payment plan. We will send a copy of this companion resolution to Debra Powless in enrollments.

6. RFP - Gaming Machines - Loretta V. Metoxen - Taken care of previously.

7 Joe Gabel return trip - Loretta V. Metoxen

Loretta Metoxen advised that Joe will need one full day to meet with the Business Committee, he would like all Business Committee to be present.

March 9th or 10th (Preferably the 10th), as they will be interviewing persons would be managing funds.

8. Dorsey & Whitney - Shirley Hill

Kathy King was to bring back timelines by February 5. This has not been done

IX. EXECUTIVE SESSION

1. Personnel Issue - Confidential

OUT OF SESSION

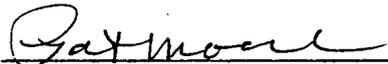
Motion by Loretta V. Metoxen to have General Manager direct Sue Paremski and Z. Ron to work with Louise King concerning response on gaming employee concerns on a particular matter for an individual and also that this action is in compliance with action taken by Business Committee last week on job descriptions, seconded by Shirley Hill.

X. RECESS/ADJOURN

Motion by Shirley Hill to recess, seconded by Loretta V. Metoxen, motion carried unanimously.

MEETING RECESSED AT 12:30 p.m.

Respectfully Submitted,



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Pat Moore, Recording Secretary