



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

Post Office Box 365

Phone: 869-2214

Oneida, WI 54155



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
4-8-92

REGULAR MEETING

FRIDAY, MARCH 20, 1992

- Present: Rick Hill-Chairman, Loretta V. Metoxen-Treasurer, Amelia Cornelius-Secretary, Julie Barton, Mark Powless, Shirley Hill-Council Members
- Excused: Deborah Doxtator, Russell Metoxen - Travel; Lloyd E. Powless-Vacation
- Others: Debra Powless, Marsha Danforth, Ron Peterson, Z. Ron Skenandore, Thelma McLester, Lois Strong, Brenda Doxtator, Gerald Doxtator, Bobbi Webster, Louise King, Ernie Stevens, Sr., Pat Cornelius

PRAYER:

I. CALL TO ORDER

II. APPROVAL OF AGENDA

ADDITIONS TO AGENDA:

1. Gaming Vendor Agreement Extension - Gerald L. Hill
2. Consideration of Personnel - Shirley Hill
3. Fire Protection Agreement - Chas Wheelock
4. Gaming Resolution
5. Travel - Shirley Hill
6. Bingo Sub Committee
7. Basketball Team
8. Fire Protection
9. General Tribal Council Investigation Format
10. Audit Committee

Motion by Mark N. Powless to approve agenda as adopted with additions, seconded by Loretta V. Metoxen, motion carried unanimously.

III. NEW EMPLOYEES:

IV. MINUTES TO BE APPROVED:

1. March 5, 1992 - Special
2. March 11, 1992 - Regular
3. March 12, 1992 - Special

- V. TABLED UNFINISHED BUSINESS:
MINUTES TO BE APPROVED:
1. February 27, 1992 - Special
2. March 5, 1992 - Regular

Recommend meeting at Briefing on United AmerIndian Center request

VI. REPORTS

1. HUMAN RESOURCES DEPARTMENT (NOTHING SCHEDULED)
A) Approval Requested for:
B) Hiring Information: FOR INFORMATION ONLY.
C) Transfers/Promotions/Reassignments

2 TRAVEL REPORTS

- A. Russell Metoxen - February 20-21, 1992, Albuquerque, NM

Motion by Shirley Hill to table until Russell Metoxen is present, seconded by Loretta V. Metoxen, motion carried unanimously.

3. OTHER REPORTS

VII NEW BUSINESS

1. RESOLUTIONS
A. Appeals Commission Resolution

WHEREAS, the Oneida Tribal Council duly adopted the Oneida Tribal Administrative Procedure Act and the Oneida Appeals Commission on the 19th day of August, 1991, and

WHEREAS, Resolution 8-19-91-A reasserts that the Oneida Appelas Commission and the Oneida Tribal Administrative Procedures Act enhance a separation of powers between the legislative, executive and judicial responsibilities of the Oneida Tribe, and

WHEREAS, Section VI of the Oneida Appeals Commission establishment document specifically states that there must be "an independent administration of the Oneida Tribal Judicial System. . .", and

WHEREAS, Section I., A.1.e., of the Oneida Appeals Commission establishment indicates that "An appointee cannot be an administrative staff person for the Oneida Tribe while serving on the Appeals Commission", and

WHEREAS, the term "administrative staff person" was not defined in the Administrative Procedure Act nor in the Oneida Appeals Commission establishment document.

NOW THEREFORE BE IT RESOLVED that an Administrative Staff person (for purposes of the Appeals Commission only) shall be defined specifically as:

- | | |
|---|-----------------------------------|
| 1. General Manager | 2. Administrator of Tribal School |
| 3. Director of Oneida Housing Authority | 4. General Manager of ORTEK |

- | | |
|-------------------------------------|--|
| 5. General Manager of Hotel Board | 6. Gaming Manager |
| 7. Records Manager | 8. Controller |
| 9. Human Resources Manager | 10. Chief of Public Safety |
| 11. Director of Communications | 12. Manager of Community Development |
| 13. Manager of Economic Development | 14. Comprehensive Health Manager |
| 15. Manager of Human Services | 16. Environmental Services Director |
| 17. Manager of Education/Training | 18. Management Information Services
Manager |

Motion by Loretta V. Metoxen to adopt Resolution 3-20-92-A, seconded by Mark N. Powless, motion carried unanimously.

Motion by Shirley Hill to approve job description, and post seconded by Amelia Cornelius, motion carried unanimously.

Motion by Shirley Hill to approve budget for Appeals Commission, seconded by Julie Barton, motion carried unanimously.

B. Oneida Conservation Corps Program - Cheryl Stevens 3-20-92-B

WHEREAS, the Oneida Tribe of Indians of Wisconsin continues to support all efforts to encourage our youth in becoming the future leaders of the Oneida Tribe, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin shall continue its efforts to preserve and conserve the environment in which the Oneida People live.

NOW THEREFORE BE IT RESOLVED that the Oneida Tribe hereby submits an application to the Commission on National and Community Service to establish the Oneida Conservation Corps program under the American Conservation and Youth Service Corps Program.

Motion by Mark N. Powless to adopt Resolution 3-20-92-B, seconded by Shirley Hill, motion carried unanimously.

2. REQUESTS

A. BINGO PASS REQUESTS

1. Winnebago Elderly Program (20) - Retro Approval

B. Request for \$25,000 from first Americans for Community Development - William Kelly

Motion by Amelia Cornelius to defer to Monday, March 23, 1992, briefing and to the Milwaukee Oneida Committee, seconded by Shirley Hill, motion carried unanimously.

Deborah Powless recommends obtaining statistics of number of Oneidas who reside in Milwaukee.

Motion by Julie Barton that Debbie Powless provide statistical data from Milwaukee area on Oneida membership, seconded by Shirley Hill, motion carried unanimously.

Amelia will provide area for data.

C. Invitation to attend Phase II of the Vision of Race Unity

Julie and Shirley will attend

D. Invitation to Fundraiser for Congressman Ben Nighthorse
Campbell Wednesday, March 25, 1992 - Democratic National
Committee Headquarters

Motion by Shirley Hill to approve Mark N. Powless to attend the Ben Nighthorse Campbell event, seconded by Julie Barton, motion carried, Mark N. Powless abstained.

E. Haskell Indian Junior College Requests - Raymond Morgan,
President

RESOLUTION 3-20-92-C

WHEREAS, pursuant to Haskell Indian Junior College Board of Regents Article of Incorporation and By-Laws; and

WHEREAS, Haskell Indian Junior College is a Federally funded College with a unique cross-cultural curriculum; and

WHEREAS, the Board of Regents identifies the need to properly administer a quality educational and student life program for Native American students attending Haskell; and

WHEREAS, the Office of Management and Budget has proposed a drastic cut in Haskell's budget of over \$1.7 million; and

WHEREAS, the OMB is also proposing that a student tuition charge be initiated at Haskell to partially offset this budget reduction;

NOW THEREFORE BE IT RESOLVED that the Board of Regents requests the restoration of the \$1,746,000 to the Haskell Indian Junior College FY 1993 budget.

BE IT FURTHER RESOLVED that any Congressional add-ons for continuing programs, such as summer school, natural resources and implementation of Vision 2000 goals, become a permanent part of Haskell's budget base.

BE IT FURTHER RESOLVED THAT tuition is never to be a consideration for Native Americans attending Haskell.

BE IT FURTHER RESOLVED that this Resolution will be disseminated to Tribes and other organizations to generate support for a sufficient funding level for Haskell.

Motion by Loretta V. Metoxen to adopt a similar Resolution, seconded by Shirley Hill, motion carried unanimously.

Thelma McLester will work with Loretta V. Metoxen on sending a letter in support of restoration of funding for Haskell.

F. Land Claims Commission Meeting Minutes - Marj Stevens

ITEM B: REPORT ON CLOUDING TITLE: Debbie Powless made a motion that a recommendation be given to the Business Committee that the position of the Commission is that the issue of Clouding Title is primary for the purpose of reclaiming land and the issue of heirship are secondary and that this statement be forwarded to the Attorneys. Cliff seconded, motion carried unanimously.

Motion by Amelia Cornelius to direct Attorneys that the primary purpose is reclaiming of the land with issue of heirship as secondary, with progress reports made very two weeks, seconded by Mark N. Powless, motion carried unanimously.

G. Special General Tribal Council - Amelia Cornelius

Reports will be available by the Attorneys as appropriate

H. Resignation from the Oneida Financial Fact Finding Committee - Debra Powless

Motion by Shirley Hill to accept resignation of Debra Powless, seconded by Loretta V. Metoxen, motion carried unanimously.

Discussion on reposting, no action

I. F & A Recommendation of March 17 1992

Attorney Fees - Oneida TV Bingo: Request is for payment of Legal Fees
Total amount is \$25,000.00

Motion by Shirley Hill to approve payment of legal fees contingent upon the Business Committee receiving the final legal opinion from Attorneys Sidley & Austin and that the Treasurer work with Lynn VandenLangenberg to identify funds from either the Litigation or Gaming budget, seconded by Mark N. Powless, motion carried unanimously.

2. ORCOA Request for Financial Support: Request is for financial support to help fund a full-time director for 6 months to coordinate the 1992 NICOA Convention to be held in August, 1992. Total amount of request is \$25,000.00

Motion by Shirley Hill to approve contingent on the approval of two (2) consultant contracts and also contingent on the identification of source of funds, seconded by Mark N. Powless, motion carried unanimously.

3. Milwaukee Committee-Amelia Cornelius Request is for budget approval amount of the budget is \$20,700.00

Motion by Shirley Hill not to approve contingent on a full plan of services, which must include the total costs (including a staff person), with a budget modification, seconded by Mark N. Powless, motion carried, Amelia Cornelius opposed.

4. Amelia Cornelius Travel Report Recommendations: Recommendation is that

Business Committee honor the Milwaukee Committee's request to support the extra \$300.00 for a student to attend the United Nations as requested by Fred Muscavitch.

Motion by Amelia Cornelius to approve, seconded by Loretta V. Metoxen, motion carried unanimously.

5. Request for \$3,000.00 for AISES: Request is for funds to send Oneida Tribal School students to participate in the 5th Annual Science Fair in Milwaukee.

Discussion on Funding.

Motion by Julie Barton to defer to Kathy King, and to look into funding or corporate sponsor through Broydrick and to check with Oneida Tribal School, Sherri Mousseau on how Tribe and assist, seconded by Shirley Hill, motion carried unanimously.

6. Truck Port for IMAC-Larry Barton: Requesting a Truck Port for security reasons for loading and unloading of cash, currency, etc. to and from the trucks at the IMAC building. Total cost is \$23,768.00.

Motion by Shirley Hill to approve purchase, seconded by Mark N. Powless, motion carried unanimously.

- 7 Request to purchase equipment - Larry Barton: Request is to purchase a 20 yard material hauler for Plumbing Department. Total Cost is \$18,500.00. Funding to come from the \$23,000.00 left over from the original budget.

Motion by Shirley Hill to approve purchase, seconded by Mark N. Powless, motion carried unanimously.

8. Request for Financial Support-Bruce A. King: Request is for OEI for financial support to purchase Foth & Van Dyke's interest in ORTEK. Offer they currently have is good until May 1, 1992. Total amount is for \$231,000.00.

Motion by Shirley Hill to defer to a special meeting between OEI, the Business Committee and the proper parties to further discuss this (to be scheduled at the Monday, 3/23/92 BC briefing, seconded by Amelia Cornelius, motion carried unanimously.

9. Referrals from Business Committee meeting of 2/19/92:
 - a. Invitation & request for contribution-Norbert Hill, Jr., previously deferred. NO ACTION
 - b. Request for donation of Native Art-Robert Eaglestaff

Motion by Shirley Hill to refer this to Jan Malcolm of the Museum, seconded by Julie Barton, motion carried unanimously.

- c. Request for donation to establish a scholarship endowment-Norbert Hill, Jr: Requesting the Tribe to seek a contribution of \$200.00 from each Kiwanis District.

Motion by Mark N. Powless to request Kathy King to have Thelma write a letter to Kiwanis, seconded by Amelia Cornelius, motion carried unanimously.

- d. Card Access System-Vern Doxtator: Request is for approval of a card access system with a time and attendance program built in to accommodate

the increase of employees at Gaming. Total cost is \$12,434.00. Vern recommends accepting the proposal from American Fire and Security. Motion by Shirley Hill to approve request, seconded by Mark N. Powless, motion carried unanimously.

10. Request for Security Cameras-Vern Doxtator: Request is to purchase additional security cameras. Total cost is \$54,994.80. Mark N. Powless moved to approve the option to pay 50% down. Julie Barton seconded. Motion carried unanimously. Shirley Hill moved to recommend a breakdown of the Expansion fund be done by Kathy King, Lynn VandenLangenberg, and Larry Barton and brought back to the Finance & Appropriations Committee.

Motion by Shirley Hill to approve both motions seconded by Amelia Cornelius motion carried unanimously.

11. Employee Lockers for Gaming Employees-Sue Paremski: Request is for approval to purchase lockers to be installed in the employee lounge. Total cost is \$15,978.00.

Motion by Shirley Hill to approve request, seconded by Mark N. Powless motion carried unanimously.

12. Equipment Requisition-Gaming-Gordy McLester: Request is for approval to purchase workstations-office equipment for the trailer and supervisor's office. Total cost is \$18,554.00. This is part of the expansion plan.

Motion by Mark N. Powless to approve purchase seconded by Amelia Cornelius motion carried unanimously.

- 13 Logo for Water Tower-Sarah Plummer: Request is for payment of the painting of the logo on the water tower. Total cost is \$2,500.00

NO ACTION TAKEN.

14. Request for contribution-John Ferguson: Request is for any amount to help fund the construction of the new Iroquois Indian Museum.

NO ACTION TAKEN.

J. Enrollments - Debra Powless

Motion by Shirley Hill to approve enrollments of March 1992, seconded by Mark N. Powless, motion carried unanimously.

3. CONTRACTS/AGREEMENTS

A. For Discussion: Work Experience Program Agreement-WI Dept of Corrections

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

Recommend involving Kathy King in the development of a policy of integration of prisoners into the community.

4 TRAVEL REQUESTS

A. Deborah Doxtator - Seattle, Washington - May 10-14, 1992

Motion by Mark N. Powless to approve travel, seconded by Amelia Cornelius motion carried unanimously.

Travel - Shirley Hill - April 9-11, 1991. Tribal Court Judges Meeting
Washington DC

Motion by Amelia Cornelius to approve travel, seconded Mark N. Powless, motion carried, Loretta V. Metoxen and Shirley Hill abstained.

VACATION REQUESTS

VIII. OTHER

ADDITIONS TO AGENDA:

1. Gaming Vendor Agreement Extension - Gerald L Hill

Motion by Amelia Cornelius to approve extension for 30 days, seconded by Mark N Powless, motion carried unanimously.

2 Bingo Pass Request-Cub Scouts (20)

Motion by Shirley Hill to approve request seconded by Mark N Powless, motion carried unanimously.

3 Oneida Women's Basketball Team request for financial assistance

Motion by Amelia Cornelius to refer this request to F & A, seconded by Shirley Hill, motion carried unanimously.

4. Fire Protection Agreement - Chas Wheelock

RESOLUTION 3-20-92-D

WHEREAS, the Oneida Tribe of Indians of Wisconsin is dependent upon rural, volunteer fire departments for the provision of fire protection for the Oneida people.

NOW THEREFORE BE IT RESOLVED: that the Oneida Tribe of Indians of Wisconsin will distribute Fiscal Year 1992 & 93 Community Fire Protection funds equally to the Towns of Hobart and Oneida for the provision of fire protection services to the Oneida Tribe of Indians of Wisconsin under the terms and conditions of the attached agreements.

Motion by Amelia Cornelius to give retro-active approval to adopt resolution 3-20-92-D, seconded by Julie Barton, motion carried, Loretta V. Metoxen opposed not to agreement, but to process.

5. Gaming Resolution

GAMING RECOMMENDATIONS FROM MARCH 19TH JOINT MEETING WITH GAMING COMMISSION,
GAMING MANAGEMENT AND GAMING EXPANSION COMMITTEE:

1. Request Dale Wheelock provide a copy of any information tha the will be presenting to the GTC to the Business Committee prior to the GTC meeting.
2. Approve the Operating Procedures of the Gaming Commission.
3. The GTC agenda was revised as follows and will be presented to the GTC.
 - I. Historical Perspective - Julie Barton
 - II. Resolution 1-15-92
 - A. Ordinance - Attorney Hill
 - B. Gaming Commission Report - Bobbi Webster
 - C. Report by BC on implementation of 1989 recommendations-Debbie Doxtator
4. Gaming Management will review and present management plan for gaming.
5. Gaming policy for purchasing and service contracts to be presented by Louise King.
6. Review advertising contracts for billboards and radio.
7. Approval for additional equipment in slot area - funds are in budget modification and for sole source vendor.
8. Rescind previous action on moratorium of leasing slot machines.
9. Direct gaming management to proceed with leasing of additional machines that meet the compact requirements.
10. Authorize Rick, Louise and Kahty Hughes to develop process for selection of reviewing RFP's on purchase of machines.
11. BC take position to recommend adoption of Resolution 1-15-91.
 1. Marsha followed up with contacting Dale, Gaming will provide their report.
 2. Julie Barton moved to accept contingent upon 1) including staggered terms and 2) detailed reporting schedule and 3) meeting quarterly with Business Committee, 4 terms of office, seconded by Mark N. Powless, motion carried unanimously.

10-day-10-day notice means only the Business Committee must receive the resolution prior to the 10- day notice.

6. General Tribal Council Investigation Format

Motion by Julie Barton to approve, seconded by Amelia Cornelius, motion carried, Shirley Hill abstained.

7. Consideration of Personnel - Shirley Hill

RECOMMENDATIONS:

1. To include Oneida Veteran's Preference on all job postings.

Transfers and promotions to be interviewed and processed in the same or similar manner as a new employee vs. internal preference to guarantee the requirement of qualifications;

3. The present Personnel Policies state under Selection Policy "The Oneida Tribe of Indians of Wisconsin is an equal opportunity employer and follows non-discriminatory policies and procedures in personnel decisions". Selection Policy, Section B, Article b states "The Oneida Tribe is a firm advocate of the 1964 ICRA (as amended) and the 1968 Indian Civil Rights Act (as amended) and will make every effort to ensure compliance with each Act."

In spite of this documentation fair and equal treatment are not a fact within the context of the present Personnel Policies. Every employee, at any level, should be afforded due process and the right to appeal.

The Indian Civil Rights Act under Section 1302 Constitutional Rights Article:

No Indian Tribe in exercising powers of self-government shall: (8) deny to any person within its jurisdiction the equal protection of its laws or deprive any person of liberty or property without due process of law.

Therefore I request the practice of allowing Interim, Emergency Temps and Probationary employees the right to appeal and due process of our laws.

Motion by Julie Barton to adopt all three recommendations and that Human Resources Department distribute changes to all Managers, seconded by Amelia Cornelius, motion carried unanimously.

8. Audit Committee

Rick will work with Glenn Miller on joint meeting

8.1 Loretta V. Metoxen moved to approve request seconded by Mark N. Powless motion carried unanimously.

8.2 FRANK MAYER CONTRACT, ask Kathy King to notify, motion by Shirley Hill seconded by Loretta V. Metoxen, motion carried unanimously.

9 Bingo Sub Committee

Louise King will bring forward time frame on Management Plan expansion plan will be done on March 31, 1992.

11 CONTRACTS - RON PETERSON-GAMING

Whiteco =	\$10,800	3 yrs
	23,040	3 yrs
	24,660	3 yrs
	8,352	3 yrs
	23,760	3 yrs
WKFY	21,840	
WGEE	41,308	
WYTE	15,330	
WOZZ	19,552	

WQYM	9,776
WHET	11,024

Discussion on billboards

Motion by Amelia Cornelius to approve all contracts listed above seconded by Mark N. Powless, motion carried unanimously.

IX. EXECUTIVE SESSION

A Personnel Issue - Brenda Doxtator

OUT OF SESSION

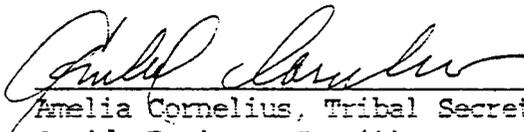
Motion by Shirley Hill to direct Kathy King to complete a reorganization of the NHC Food Service within 30 days; to address the needs presented by Brenda, and to provide her a position commensurate with her education, seconded by Mark N. Powless, motion carried unanimously.

X RECESS/ADJOURN

Motion to recess seconded and carried

Meeting recessed at 4:45 p.m.

Respectfully Submitted,



Amelia Cornelius, Tribal Secretary
Oneida Business Committee