



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~~  
1-20-93

## REGULAR MEETING

WEDNESDAY, JANUARY 13, 1993 1:30 P.M.

Present: Rick Hill-Chairman, Deborah Doxtator-Vice Chairperson, Loretta V. Metoxen-Treasurer, Amelia Cornelius-Secretary, Lloyd Powless, Shirley Hill-Council Members

Excused: Russell Metoxen-Travel, Mark Powless, Julie Barton

Others: Chris Doxtator, Ernie Stevens, Sr., Arlouine Bain, Pat Moore, Trish Farmer, Pat cornelius, Alan King, Lois Powless, John Mueller, Art Skenandore

### I. CALL TO ORDER

### II. APPROVAL OF AGENDA

#### DELETE:

Request from Daniel Hawk - This has been referred to the Commerce LOC

#### ADDITIONS:

1. Procurement Procedures - Bruce King
2. Travel Request (February 9-10, 1993) International Gaming Business Expo, Las Vegas, Nevada
3. Administration Budget - Artley Skenandore
4. Bingo Pass Request: Social Security Office (20) - Josie Cornelius
5. Gaming Update from Broydrick & Dacey - Amelia Cornelius
6. Travel Request - Mark N. Powless (Sacaton, Arizona) February 19 - 21, 1993
7. Vacation Request - Mark N. Powless: February 17-18/February 22, 1993
8. Board Recommendations - Marsha Danforth
9. FYI: Memorandum of Agreement between Security and Gaming - Vern Doxtator
10. Audit Committee Management Report Opinion - Lloyd Powless
11. Travel Request for Mark A. Powless - Lloyd Powless
12. Cindi Broydrick - Letter to form committee similar to OPAC
13. Ted Pamperin Letter - Rick Hill
14. WIGA Update - Bobbi Webster

Motion by Deborah Doxtator to approve agenda with additions, seconded by Shirley Hill, motion carried unanimously.

**NEW EMPLOYEES:**

IV. MINUTES TO BE APPROVED: (PLEASE BRING YOUR MINUTES WITH YOU)

V. TABLED UNFINISHED BUSINESS:

1. Lease with Utility Department - Chris Doxtator
2. Report from Skenandore & Associates on Oneida Library Request
3. Woodcutting Contract - Ron Ackley/Mike King
4. Request to change name on Well Abandonment - Kevin Adamczak
5. Report on Emergency Temporary Employees - Z. Ron Skenandore

All items remain on table.

**REPORTS**

1. HOTEL - 1st Wednesday of Month  
ORTEK - 2nd Wednesday of Month - Wayne Skenandore  
GAMING - 3rd Wednesday of Month  
HOUSING - 4th Wednesday of Month

2. HUMAN RESOURCES DEPARTMENT

**EMPLOYEE RECOGNITION:**

A) Approval Requested for:

1. Sexual Harassment Policy

Motion by Shirley Hill to refer this item to Attorney Gerald L. Hill for review and report back to the Business Committee on January 29, 1993, seconded by Lloyd Powless, motion carried unanimously.

2. Creation of new position of Community Support Coordinator in the Income Maintenance Program

Motion by Loretta Metoxen to have Community Support and Deanna Bauman review the job description and make recommendations for funds for a full time position, seconded by Deborah Doxtator, motion carried unanimously.

B) Hiring Information: FOR INFORMATION ONLY. . .

1. Joseph Johnson (O) - Head start School Bus Drive
2. Gary Metoxen (O) - Veterans Service Outreach Officer/Social Services

Motion by Loretta Metoxen to request from the Human Resources Department, clarification on funds for the Veterans Service Outreach Officer position, seconded by Shirley Hill, motion carried unanimously.

3. Jan Pelky (N) - Child Care Services Clerk - Human Services

C) Transfers/Promotions/Reassignments

1. Twylite Moore (O) - Reassigned to Intake Receptionist/Human Resources Department/Gaming from Cage Cashier-Gaming.

3. TRAVEL REPORTS

4. OTHER REPORTS

5. REPORTS FROM PREVIOUS MEETINGS

VII. NEW BUSINESS

1. RESOLUTIONS

A. A.O.D.A. Resolution - Shirley Hill

WHEREAS, a real sense of community involvement is crucial toward improving the quality of life on our reservation, and

WHEREAS, as adults of the Oneida Nation we are all responsible for the example we portray to all Oneida people, and

WHEREAS, alcohol and other chemical dependencies rank in the top three leading causes of death to Native Americans by overdose, suicide, or accidents and other directly related health and social problems, and

WHEREAS, alcohol and other chemical dependencies are the cause of domestic violence, the disintegration of family, as well as civil and criminal violations of the law, and

WHEREAS, alcohol and chemical abuse by employees or persons taking part in tribally sponsored events has been cause of undesirable social consequences reflecting negatively on the Oneida Nation, and

NOW THEREFORE BE IT RESOLVED, that the goal of the Oneida Nation is to protect, maintain, and improve the standard of living for all generations, the environment in which we live, and the image which we portray, and

BE IT FURTHER RESOLVED, that any and all events sponsored by the Oneida Nation or any of its subsidiaries, or entities be free from the use and abuse of alcohol or other chemicals, and

BE IT YET FURTHER RESOLVED, that all notice of Oneida Nation sponsored events be absent of advertisement or encouragement as to CASH BARS or SUPPLY your own alcohol or chemicals, and

BE IT FINALLY RESOLVED, that all Oneida Nation sponsored events, parties, social gatherings be fair and equitable in nature, and that no Tribally sponsored events be provided unequal distribution of funds, goods or merchandise.

Motion by Deborah Doxtator to adopt Resolution 1-13-93-A, seconded by Loretta Metoxen, motion carried unanimously.

Motion by Lloyd Powless that General Managers present this resolution to the Supervisors, Directors and Managers at their next meeting and they are to inform their employees in their departments, seconded by Deborah Doxtator, motion carried unanimously.

2. BINGO PASS REQUESTS

3. REQUESTS

A. Casino Lease Documents - Sharon House

Lease has been approved on January 11, 1993 by the Land Committee.

Motion by Deborah Doxtator to approve the Business Lease with OEDA, seconded by Amelia Cornelius, motion carried unanimously.

We need a resolution from OEDA for sub lease

Motion by Loretta Metoxen to approve the sub lease of OEDA to the Tribe, seconded by Deborah Doxtator, motion carried unanimously.

Motion by Loretta Metoxen to adopt Resolution for Lease 1-13-93-B, and Resolution for SubLease 1-13-93-C, seconded by Deborah Doxtator, motion carried unanimously.

Equipment lease deferred to next week's meeting.

B. Sponsorship by the Tribe for tax exception - Toni House

Motion by Lloyd Powless to refer to Deanna Bauman to assist in applying for funds with Tribe as pass thru entity, seconded by Deborah Doxtator, motion carried, Amelia Cornelius abstained.

C. Report on Transfer of Custodial Department of Gaming Division - Art Skenandore/Deanna Bauman

Discussion concerning whether Gaming has policies and procedures approved by Business Committee. Does custodial have to go through the screening process as do other gaming employees.

Motion by Loretta Metoxen to request procedures used by Gaming for hiring of employees, seconded by Shirley Hill, motion carried unanimously.

D. Request from Daniel D. Hawk

Deleted from agenda, referred to Commerce LOC

E. Family Carnival Committee - Arlouine Bain

Motion by Amelia Cornelius to refer this item to Advertising & Promotions Department, that Sandra Ninham is to work with and assist Arlouine on securing solicitations from vendors, seconded by Loretta Metoxen, motion carried unanimously.

Motion by Lloyd E. Powless to refer the financial request of \$1,500 to F & A and Community Support for identification of funds, seconded by Shirley Hill, motion carried unanimously.

F. Conflict of Interest - Julie Barton

Motion by Deborah Doxtator that Deanna Bauman and Art Skenandore work with the Human Resources Department to develop a new Conflict of Interest form for employees, as the present form is for Committees, Commissions, and Boards, and request them to re-evaluate the Conflict of Interest Resolution and Policy,

seconded by Loretta Metoxen, motion carried unanimously.

G. Land Acquisition Meeting Minutes of December 28, 1993

1. Casino Lease: Land Director will bring the lease back to the Land Committee for approval after the BIA returns the lease.

NO ACTION - TAKEN CARE OF PREVIOUSLY.

2. Variance: Pat Cornelius made a motion to approve the variance contingent upon a written agreement between the Casino and the Hotel; the agreement to concur with the Acting Zoning Administrator. The Land Director will also sign the application for variance, passed unanimously, motion carried.

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

3. Timber Cutting at the Casino: Sonny King made a motion to approve contingent upon Mike King sending a confirmation letter, seconded by Alberta Baird, passed unanimously, motion carried.

Motion by Deborah Doxtator to take from table, seconded by Loretta Metoxen, motion carried unanimously.

The Conservation staff has assured the Land Office that the changes have been made in the contract, and that they clearly understand where they are allowed to cut.

Motion by Deborah Doxtator to approve the wood cutting contract as per the negotiated agreement with Sommerville, seconded by Loretta Metoxen, motion carried unanimously.

4. Conservation's Request to lease Clark's property: The Conservation Department contributed \$25,000 towards the purchase of the Louis Clark Property located on Olsen and Cooper Road consisting of 38 acres, including a two (2) bedroom home (has holding tank) and 2 1/2 stall garage. Conservation Director, has requested to lease the house as an office. Mark A. Powless made a motion to have the Land Office process the lease after the property has been purchased, seconded by Pat Cornelius, passed unanimously, motion carried.

Motion by Amelia Cornelius to refer to Art Skenandore and Deanna Bauman for recommendation on space use, seconded by Deborah Doxtator, motion carried unanimously.

5. Approval to send to Negotiations: A. 28 acres on Highway 172 and Packerland. Vera Wilson made a motion to send to negotiations, seconded by Pat Cornelius, 4 in favor, 1 opposed motion carried.

Motion by Loretta Metoxen to approve, seconded by Deborah Doxtator, motion carried unanimously.

6. B. 18 Acres on Fish Creek. Pat Cornelius made a motion to send to negotiations, seconded by Alberta Baird, 4 in favor, 1 abstained, motion carried.

Motion by Deborah Doxtator to approve, seconded by Loretta Metoxen, motion carried unanimously.

7. C. 170 Acres on Ray Rd. Sonny King made a motion to send to negotiations contingent upon getting soil information, seconded by Pat Cornelius, 4 in favor, 1 opposed, motion carried.

Motion by Loretta Metoxen to approve, seconded by Deborah Doxtator, motion carried unanimously.

- H. Finance & Appropriations Recommendations of January 5, 1993
1. Funding request of \$21,562 - Legal Services of Northeastern Wisconsin, Inc.: Julie Barton made a recommendation to send to Specialized sub since they are in process of evaluating our legal services. Shirley Hill seconded. Motion carried unanimously.

Motion by Lloyd Powless to approve recommendation, seconded by Shirley Hill, motion carried, Amelia Cornelius and Deborah Doxtator abstained.

2. Donation for operational support of restoration of equipment - National Railroad Museum: Shirley Hill made a motion to defer to donation policy. Julie Barton seconded. Julie Barton recommended that donation policy include public recognition. Motion carried unanimously.

Motion by Lloyd Powless to approve deferring to donation policy, seconded by Shirley Hill, motion carried unanimously.

3. Donation - Salvation Army: Julie Barton moved to send to donation policy. Shirley Hill seconded. Motion carried unanimously.

Motion by Amelia Cornelius to send to donation policy, seconded by Shirley Hill, motion carried unanimously.

4. Joining the American Indian Heritage Foundation (food program): Julie Barton moved to deny this proposal based on discussion and recommendation of acting general manager and that Shirley Hill follow-up on calling various members of this board to see if they know more on quality of goods that they are proposing. Shirley Hill seconded, motion carried unanimously.

Motion by Deborah Doxtator to approve denial of this request, seconded by Amelia Cornelius, motion carried unanimously.

Motion by Deborah Doxtator to notify NCAI, so that they can send out an alert on (American Indian Heritage Foundation), seconded by Amelia Cornelius, motion carried unanimously.

5. Computer request - Paula King: Deleted. NO ACTION.

6. Victory Fund of \$500 - Senator Elect Ben Nighthorse Campbell & Linda Campbell: Julie Barton moved to defer to Lloyd Powless member of the Political Action Committee, that he research the legality of it with Scott Dacey and Mickey Muney of the Campbell fund. Shirley Hill seconded. Motion carried unanimously.

Motion by Deborah Doxtator to approve recommendation, seconded by Amelia Cornelius, motion carried, Lloyd Powless abstained.

7. Request for tape recorder for public hearings, community meetings, etc. - Shirley Hill: Bruce King recommended that Shirley get three bids and that if ok'd that the money be taken from the Business Committee supplies.

Motion by Deborah Doxtator to approve and to have Shirley Hill work on this with Mike Metoxen, seconded by Lloyd Powless, motion carried. Lloyd Powless abstained.

8. Purchase of equipment for Conservation Department - Mike King: Shirley Hill moved to approve the radios, hand-radios (total: \$2,599.93), choose the higher priced one due to compatibility with Oneida Police. Julie Barton seconded. Motion carried unanimously.

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

Shirley Hill moved to approve lights, sirens and PA systems (total: \$1,000). Julie Barton seconded. Motion carried unanimously.

Motion by Deborah Doxtator to approve, seconded by Shirley Hill, motion carried unanimously.

Julie Barton moved that truck be purchased at present fleet purchase price of \$14,842. contingent of BIA area office 638 contract grant. Shirley Hill seconded. Motion carried unanimously. Julie Barton also made recommendation for a new fleet purchase plan (updated) with Bruce King.

Motion by Lloyd Powless to approve, seconded by Deborah Doxtator, motion carried unanimously.

Motion by Shirley Hill that Bruce Danforth is to have a prioritized equipment list submitted to the Business Committee and a updated fleet purchase plan, these items to be submitted by January 29, 1993, seconded by Deborah Doxtator, motion carried unanimously.

I. 172/54 Rerouting Presentation by Ernie Stevens, Sr. & Sarah Plummer

Ernie Stevens Sr. presented the proposed route, a hearing will be in March.

Loretta Metoxen excused for travel at 3:00 p.m.

4. CONTRACTS/AGREEMENTS

A. FYI - Agreement for Services - STS Consultants, LTD. - Claudia Skenandore

5. TRAVEL REQUESTS

6. VACATION REQUESTS

VIII. OTHER

ADDITIONS:

1. Procurement Procedures - Bruce King

Recommended modification to existing manual:

"It shall be the policy of the Oneida Tribe that all purchases be on a competitively bid basis where feasible. It is the policy of the Oneida Tribe that purchases totaling over \$500.00 shall require the acquisition of three written bids for such purchases, unless a sole search request has been approved by the respective General Manager of Commerce or General Manager of Government Services. For purchases under \$500.00, directors shall make every effort to insure that they receive competitive pricing on purchases. For purchases of office furniture or office supplies, the Purchasing Department shall solicit competitive bids on items whether or not they are for \$500.00."

Motion by Amelia Cornelius to approve the recommendation changing the bid dollar amount from five hundred (\$500.00) to five thousand dollars (\$5,000.00) for tribal funds and that federal funds remain at five hundred (\$500.00), provided funds are budgeted, seconded by Lloyd Powless,

Motion by Deborah Doxtator to amend the motion that a review by Deanna Bauman and Artley Skenandore be submitted on the change of policy, within two months (March 24, 1993), seconded by Lloyd Powless, motion carried unanimously.

2. Travel Request (February 9-10, 1993) International Gaming Business Expo, Las Vegas, Nevada

Motion by Deborah Doxtator to deny travel request unless NIGA meeting is in conjunction, seconded by Amelia Cornelius, motion carried unanimously.

3. Administration Budget - Artley Skenandore

Motion by Shirley Hill to approve funds for Artley's salary be from the Administrative Budget, seconded by Deborah Doxtator, motion carried unanimously.

Motion by Deborah Doxtator to approve the same for Deanna Bauman, seconded by Shirley Hill, motion carried unanimously.

4. Bingo Pass Request: Social Security Office (20) - Josie Cornelius

Motion by Deborah Doxtator to approve 10 passes, seconded by Shirley Hill, motion carried unanimously.

5. Gaming Update from Broydrick & Dacey - Amelia Cornelius

Motion by Deborah Doxtator that Secretary Amelia Cornelius work with Scott Dacey to prepare a letter for the Chairman's signature in regard to being a part of Senatory Innouye's meetings, seconded by Shirley Hill, motion carried, Amelia Cornelius abstained.

6. Travel Request - Mark N. Powless (Sacaton, Arizona) February 19 - 21, 1993

Motion by Deborah Doxtator to deny request,

Deborah Doxtator withdraws motion

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

7 Vacation Request - Mark N. Powless: February 17-18/February 22, 1993

Motion by Shirley Hill to approve, seconded by Deborah Doxtator, motion carried unanimously.

8. Board Recommendations - Marsha Danforth

Recommendations have been made as follows:

1) Oneida Airport Hotel Corporation: Kathleen Hughes

Motion by Amelia Cornelius to approve recommendation, seconded by Deborah Doxtator, motion carried (3 for; 1 opposed).

2) Appeals Commission: 2 vacancies: Alberta V. Baird and Mark A. Stanchik

Motion by Lloyd Powless to approve recommendation, seconded by Deborah Doxtator,

Motion by Shirley Hill to amend the motion to substitute Alan King for Mark Stanchik, seconded by Amelia Cornelius, motion carried

Reason is that Alan is not a tribal employee and will not need Supervisor's approval to attend meetings or trainings.

MAIN MOTION CARRIED.

9. FYI: Memorandum of Agreement between Security and Gaming - Vern Doxtator

David DeLeon for Vern Doxtator.

Motion by Amelia Cornelius to deny Memorandum of Agreement and request that Vern Doxtator and Jim Danforth work with Deanna Bauman, Artley Skenandore, and

Attorney Gerald L. Hill to prepare an amendment to the Public Safety Ordinance for approval by the General Tribal Council at the Continued General Tribal Council meeting on February 1, 1993, seconded by Deborah Doxtator,

Motion by Shirley Hill to amend the motion to request that Deanna Bauman direct Arlene Danforth of the Human Resources Department to expedite a special recruitment for officers and review past applicants to fill positions as soon as possible, seconded by Deborah Doxtator, motion carried unanimously.

MAIN MOTION CARRIED.

Dave states that they have 30 open positions. Officers combined are averaging 211 hours of overtime per week.

Chairman requests Shirley Hill to follow up on amendment for General Tribal Council.

10. Audit Committee Management Report Opinion - Lloyd Powless

Motion by Lloyd Powless to have Attorney Francis R. Skenandore give an opinion on which parts of Management report of Audit should go to State and to Federal, opinion due to Business Committee by January 20, 1993, seconded by Deborah Doxtator, motion carried unanimously.

11. Travel Request for Mark A. Powless - Lloyd Powless

Motion by Shirley Hill to approve Mark A. Powless to attend the Indian Land Working Group meeting with funds to come from Lloyd's travel budget, seconded by Deborah Doxtator, motion carried unanimously.

12. Special Committee for spending lobbying funds: Cindi Broydrick - Letter to form committee similar to OPAC

Motion by Deborah Doxtator to approve development of a committee for lobbying efforts on gaming issues, seconded by Lloyd Powless, motion carried unanimously.

13. Ted Pamperin Letter - Rick Hill

Chairman request Amelia Cornelius to check on County Rescue Contract - define and clarify for others than tribal members, that Francis R. Skenandore write a response to Ted Pamperin for Friday for Chairman to sign.

IX. EXECUTIVE SESSION

A. Debbie Powless Request - NO ACTION, DEBBIE NOT PRESENT.

B. WIGA Update - Bobbi Webster

X. RECESS/ADJOURN

Meeting recessed at 4:45 p.m.

Respectfully Submitted,



Amelia Cornelius, Tribal Secretary  
Oneida Business Committee