

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
~~Reza~~/Corrected
5-12-93

REGULAR MEETING

WEDNESDAY, APRIL 28, 1993

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

Others: Celene Elm, Wendell McLester, Pearl McLester, Evelyn Hill, Warren Skenandore, Mary Edna Greendeer, Lee McLester, Art Skenandore, Sandi Ninham, Jessica Kachur, Chester Smith, Sarah Plummer, Kathy Metoxen, Marianne Close, Barbara Schuman, Z. Ron Skenandore, Tom Caldie, Donna Skenandore, Debbie Powless, Lois Strong, Chas Wheelock, Dan Skenandore, Ernie Stevens, Sr., Kathy Porter, Lori Webster, Darlene Summers, Jim Van Stippen, Marj Stevens, Trish Farmer, Bill Gollnick, Attorney Sharon House, Vera Wilson, Vern Tarry, Tom May, Theresa Barry

PRAYER: Wendell McLester

I. CALL TO ORDER

II. APPROVAL OF AGENDA

DELETE:

1. Request from Judy Cornelius

ADDITIONS:

1. Railroad Agreement for the Oneida Business Park - Jessica Kachur
2. Letter of apology to Senator John McCain - Rick Hill
3. Letter to Nora Miller in support of Thelma McLester - Rick Hill
4. Vacation Request: Lloyd Powless - May 10 - 12, 1993
5. Travel Report: Deborah Doxtator - Tribal Leaders Planning Meeting for the Meeting with President Clinton
6. Travel Requests: Deborah Doxtator:
 - A. Travel to Washington DC to request a meeting between President Clinton and Tribal Leaders - April 29, 1993
 - B. Denver, Colorado - Continue the planning of the agenda with the President and his staff - April 30 - May 1, 1993
7. Revised LOC Operating Procedures - Lloyd Powless

8. Private Sector Initiative Loan Policy - Jim Van Stippen (Please bring with you to meeting)
9. Travel for Jeff Skenandore family
10. Advisory Council Appointments - Deborah Doxtator
11. Retro travel for Loretta Metoxen regarding Land Claims
12. Approval for travel for Loretta Metoxen regarding Land Claims in May from Georgia to Washington, D.C.
13. Policy on travel statements - Loretta Metoxen
14. Travel to Washington, DC and Denver to attend NARF Dinner - Rick Hill/Bill Gollnick
15. Travel Policy for use of Air Travel
16. Personal Days/Vacation - Loretta Metoxen
17. Request for Executive session
 1. Personal
 2. Land Claims
 3. Feast
 4. Shirley Hill request

Motion by Mark Powless to approve agenda with changes, seconded by Loretta Metoxen, motion carried unanimously.

NEW EMPLOYEES:

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

1. April 15, 1993 - Special (Gaming/Hotel Expansion) - Approved as corrected
2. April 16, 1993 - Special (Economic Stimulus Package) Approved as written
3. April 16, 1993 - Special (Space Needs) - Approved as corrected
4. April 21, 1993 - Regular - Approved as written

V. TABLED UNFINISHED BUSINESS:

1. Report from Finance LOC regarding endowments, trust resolution clarification.
2. Oneida Sportsmen's Club Charter & By-Laws - Attorney Gerald Hill
3. Land Claims Meeting of 2/3/93 and 2/10/93 - Marj Stevens
4. Creation of new position of Printer Trainee in the Oneida Printing Enterprise - Marianne Close
5. Construction Apprenticeship Recommendations - Ken Webster (Attached)

Motion by Deborah Doxtator to take item no. 5 from the table, seconded by Loretta Metoxen, motion carried unanimously.

- Concern for COLA increase
- Assurance that organization utilizing apprentices have insurance package

Motion by Mark Powless to adopt the Construction Apprenticeship Recommendations seconded by Shirley Hill, motion carried unanimously.

Motion by Deborah Doxtator that the Apprenticeship Committee bring forth recommendations for changes in two weeks, seconded by Shirley Hill, motion carried unanimously.

Motion by Deborah Doxtator to post for the Apprenticeship Committee, seconded by Shirley Hill, motion carried unanimously.

Motion by Shirley Hill to take the Fair Housing Council from the table, seconded by Loretta Metoxen, motion carried unanimously.

Report by Vern, Theresa, and Tom on the Fair Housing Council, their request is for \$46,039.00.

Motion by Julie Barton to refer this request to the Community Development Business Committee Liaison and to make recommendations, and to refer to the Finance Policy, seconded by Shirley Hill, motion carried unanimously.

Motion by Lloyd Powless to send a letter to Brown County Sheriff to have a tribal member on his Advisory Committee (Lloyd will write the letter), seconded by Loretta Metoxen, motion carried unanimously.

VI. REPORTS

1. HOTEL - 1st Wednesday of Month
ORTEK - 2nd Wednesday of Month
GAMING - 3rd Wednesday of Month
APPEALS COMMISSION - 3rd Wednesday of Month
HOUSING - 4th Wednesday of Month - Arlyce Paulson (Deferred to next week)
2. HUMAN RESOURCES DEPARTMENT
EMPLOYEE RECOGNITION:
A) Approval Requested for:
 1. Merit, Bonus, and Incentive Policy

Motion by Shirley Hill to refer to the LOC with recommendations to Business Committee, seconded by Mark Powless, motion carried unanimously.

2. Creation of new position of Activities Coordinator-Multi Purpose Center

Motion by Amelia Cornelius to approve the creation of a new position of Activities Coordinator-Multi Purpose Center and identify the change in jobs and post, seconded by Lloyd Powless, motion carried unanimously.

Request from ORCOA - Lee McLester

Lee McLester requested a yard maintenance and in-house helper worker for senior citizens.

Motion by Shirley Hill to consider the request for elderly and handicapped and senior citizens refer to ORCOA to develop a job description through HRD and back to Business Committee for approval,

Motion by Amelia Cornelius to place ORCOA minutes on the regular Business Committee agenda on a monthly basis, seconded by Russell Metoxen, motion carried unanimously.

Discussion on the reorganization of the Tribe. Discussion on needs of ORCOA and process to meet their needs. Priority is a facility similar to congregate housing for housing and services.

Ernie Stevens Sr. has process/procedures for construction. John Mueller is responsible to work with the development of the site.

Recommend that ORCOA meet with Ernie Stevens, Sr., and Wendell McLester. Next week will follow up on how to manage day-to-day business.

Request to call for General Tribal Council meeting on May 29, 1993 to discuss the needs of ORCOA.

Motion by Shirley Hill to approve General Tribal Council meeting of May 29, 1993 at 10:00 a.m. for elderly concerns and if there is no quorum a discussion will take place, seconded by Julie Barton, motion carried unanimously.

3. Creation of the position of Cultural/Spiritual Advisor in the Social Services Division

Motion by Shirley Hill to approve the creation of a new position of Cultural/Spiritual Advisor in the Social Services Division, seconded by Mark Powless,

Motion by Amelia Cornelius to amend the motion to add "Oneida Tribal Member", seconded by Lloyd Powless, motion carried unanimously, MAIN MOTION CARRIED.

Hold position in abeyance of Administration for Gaming Commission until researched, Chairman directs Secretary to work with Z. Ron Skenandore of the Human Resources Department.

- B) Hiring Information: FOR INFORMATION ONLY. . .
Donna Cornelius (O) - Accountant/Enterprise
Jeffrey House (O) - Assistant Marketing & Sales Director
Rochelle Powless (O) - Gaming Commission Administrator
Richard Summers (O); Brian Jordan (O); Daniel Danforth (O) - Security Officers - Gaming
Mary E. Heinly (N) - Library Assistant Trainee
Barbara Hill-Hawkins (O) - Human Services Facilitator
- C) Transfers/Promotions/Reassignments

3. TRAVEL REPORTS

4. OTHER REPORTS

5. FOLLOW UP REPORTS/BC DIRECTIVES FROM PREVIOUS MEETINGS

1. Submit Facilities Master Plan for approval - Ernie Stevens, Sr.
Deferred to May 5, 1993.

VII. NEW BUSINESS

1. RESOLUTIONS

2. BINGO PASS REQUESTS

- A. Do Do Club - (30)
- B. Oneida Health Center - (12)

Motion by Amelia Cornelius to approve both requests for bingo passes, seconded by Shirley Hill, motion carried unanimously.

3. REQUESTS

- A. Letter to Senator R. B. Reich, Regarding JTPA - Thelma McLester

Motion by Deborah Doxtator to approve sending the letter, seconded by Amelia Cornelius, motion carried unanimously.

- B. Request for a Organizational Matrix of Environmental Department - Shirley Hill

Motion by Amelia Cornelius to refer this request to Deanna Bauman, that she respond within two weeks, seconded by Deborah Doxtator, motion carried, Shirley Hill abstained.

- C. Request from ORCOA - Lee McLester - Taken Care of previously.

Chester Smith would like to sell sand to the Tribe. Referred to work with Ernie Stevens, Sr.

- D. Request from Judy Cornelius - Deleted per request of Judy

- E. For Information: American Indian Religious Freedom Act Amendments/HONOR - Lloyd Powless

Motion by Russell Metoxen to refer to Bill Gollnick, seconded by Shirley Hill, motion carried unanimously.

- F. Brown County Potable Water Study Committee - Sarah E. Plummer

Motion by Shirley Hill to send to Deanna Bauman to recommend someone from Environmental for the Committee, seconded by Mark Powless, motion carried unanimously.

- G. FOR INFORMATION: MIS Development - Dave Cluckey

Motion by Shirley Hill that Dave Cluckey resubmit this report with timelines, seconded by Julie Barton, motion carried unanimously.

- H. FOR APPROVAL: I. T. Strategy - Dave Cluckey

Motion by Julie Barton to approve strategy, seconded by Deborah Doxtator, motion carried unanimously.

Motion by Shirley Hill to ask the Business Trades Task Force to consider Ernie Stevens, Sr. concern to evaluate and placing MIS directly under the CFO, seconded by Julie Barton, (3 for: Julie Barton, Shirley Hill, Loretta Metoxen; 4 opposed: Mark Powless, Lloyd Powless, Russell Metoxen, Amelia Cornelius), MOTION FAILS.

Motion by Lloyd Powless to send to Brian Lee for the reorganization plan for incorporation in to the plan, seconded by Shirley Hill, motion carried unanimously.

I. Request from Flandreau Indian School - Cynthia Kipp

Motion by Shirley Hill to refer the request for funds to Finance Planning Committee, seconded by Loretta Metoxen, motion carried unanimously.

J. Enrollments for approval - Debra Powless

170 enrollments this quarter. Total enrollment of 10,604 members. 7,905 are of the ages 21 and older.

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

4. CONTRACTS/AGREEMENTS

5. TRAVEL REQUESTS

- A. Lloyd Powless: May 13 - 14, 1993 - Oshkosh, WI: WI Rural Development Council Meeting

Motion by Deborah Doxtator to approve travel request, seconded by Mark Powless, motion carried, Lloyd Powless abstained.

6. VACATION REQUESTS

Special recognition by Deborah Doxtator for Rick Hill and Sharon House.

Rick Hill as being elected as Chairman of NIGA (National Indian Gaming Association) and for Sharon's campaign efforts in this election.

Meeting recessed at 12:00 noon until 1:30 p.m.

MEETING RECONVENED AT 1:30 P.M.

Present: Rick Hill-Chairman, Loretta V. Metoxen-Treasurer, Amelia Cornelius-Secretary, Lloyd Powless, Russell Metoxen, Julie Barton, Mark Powless, Shirley Hill-Council Members

Excused: Deborah Doxtator-Vice Chairperson

VIII. OTHER

ADDITIONS:

1. Railroad Agreement for the Oneida Business Park - Jessica Kachur
2. Letter of apology to Senator John McCain - Rick Hill

Motion by Russell Metoxen to approve sending the letter, seconded by Amelia Cornelius, motion carried (Mark Powless abstained) (will send a copy of the letter to the Appeals Commission).

3. Letter to Nora Miller in support of Thelma McLester - Rick Hill

Motion by Loretta Metoxen to approve the letter, seconded by Julie Barton, motion carried unanimously.

4. Vacation Request: Lloyd Powless - May 10 - 12, 1993

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

5. Travel Report: Deborah Doxtator - Tribal Leaders Planning Meeting for the Meeting with President Clinton

Defer until Deborah Doxtator is present

6 Travel Requests: Deborah Doxtator:

A. Travel to Washington DC to request a meeting between President Clinton and Tribal Leaders - April 29, 1993

B. Denver, Colorado - Continue the planning of the agenda with the President and his staff - April 30 - May 1, 1993

Deferred until Deborah Doxtator is present.

7 Revised LOC Operating Procedures - Lloyd Powless

Motion by Loretta Metoxen to approve the revised LOC procedures, seconded by Russell Metoxen, motion carried unanimously.

ASSIGNMENT OF COUNCIL MEMBERS:

GOVERNMENTAL: Shirley Hill and Lloyd Powless

Oneida Police Department
Judicial
Human Resources Department
Enrollments/Trust
Records Management
Communications
Legal
New York Land Claims
Fort Howard

COMMERCE: Julie Barton

Enterprise (Existing)
a. Chartered
b. Non-chartered
Gaming

RESEARCH, DEVELOPMENT, PLANNING: Shirley Hill

Economic Development
Planning
Community Development
Land Department
Transportation
Public Works
Utilities
Facilities

EDUCATION: Lloyd Powless
Higher Education, Adult Vocational Training, JOM
Career Center
Language/Culture
Culture Center
Head Start
Museum
Library
Oneida Tribal School/High School
Tech Center
Community College
Day Care Centers

ENVIRONMENTAL: Russell Metoxen
Conservation Department
Parks/Wildlife
Safety
Environmental Department

HEALTH AND HUMAN SERVICES: Mark N. Powless
Health Services
Anna John Nursing Home
Human Services
Oneida Reservation Commission on Aging
Recreation

Motion by Russell Metoxen to approve the assignment of Council members, seconded by Amelia Cornelius, motion carried unanimously.

Motion by Mark Powless to approve the Operating Procedures, seconded by Lloyd Powless, motion carried unanimously.

Motion by Lloyd Powless to send the information to Brian Lee and present it to the Directors at their next meeting and send a "Thank You" letter to the current LOC for their participation (this letter to be sent after the change of LOC), seconded by Shirley Hill, motion carried unanimously.

8. Private Sector Initiative Loan Policy - Jim Van Stippen (Please bring with you to meeting)

Motion by Lloyd Powless to approve the amended policy, and that Art Skenandore convene a meeting with Jim Van Stippen and Deborah Doxtator within 30 days with persons on the approved list for review and recommendations, seconded by Mark Powless, motion carried unanimously.

Motion by Julie Barton that the next phase include technical assistance to meet needs of clients, seconded by Shirley Hill, motion carried unanimously.

Discussion: (Administrative assistance for clients in budgeting, bookkeeping, investments, operation, management training, business plans, future development of plans; need to develop required training for clients with incentive grant at end of sessions).

Motion by Loretta Metoxen that clients of PSI be required to enroll in Management Course if they have not taken them already, seconded by Shirley Hill, motion carried unanimously.

DEBORAH DOXTATOR PRESENT at 2:30 p.m.

1. Railroad Agreement for the Oneida Business Park - Jessica Kachur

Motion by Deborah Doxtator that Attorney House, Julie Barton, and Community Development negotiate the contract and refer back to the Business Committee for final approval, seconded by Lloyd Powless, motion carried unanimously.

9. Travel for Jeff Skenandore family

Motion by Mark Powless to approve travel for Frank & Yvonne, Patti Skenandore, and Jim Danforth to take Tribal Flag to be flown there at that time and assign to F & A for identification of funds, seconded by Russell Metoxen, motion carried unanimously.

Motion by Loretta Metoxen to request Deanna and Jim Danforth to attend the Ceremony and to hand carry a letter of recognition of Jeff, seconded by Deborah Doxtator, motion carried unanimously.

5. Travel Report: Deborah Doxtator - Tribal Leaders Planning Meeting for the Meeting with President Clinton

Motion by Amelia Cornelius to approve, seconded by Russell Metoxen, motion carried, Deborah Doxtator abstained.

6. Travel Requests: Deborah Doxtator:

- A. Travel to Washington DC to request a meeting between President Clinton and Tribal Leaders - April 29, 1993
- B. Denver, Colorado - Continue the planning of the agenda with the President and his staff - April 30 - May 1, 1993

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

10. Advisory Council Appointments for Reorganization - Deborah Doxtator
Recommend: Lloyd Powless - Business Committee; Anna John-Trust/Elderly; Ernie Stevens Sr.; Stan Webster-Appeals; Francis Skenandore-Attorney; Kathy King-Gaming; Chris Johns; Someone from either the Hotel board or the ORTEK Board.

Motion by Julie Barton to approve the Advisory Board Council and with the addition of Oneida Tribal School, with an alternate for Anna John from Trust Committee or staff, seconded by Lloyd Powless, motion carried unanimously.

11. Retro travel for Loretta Metoxen regarding Land Claims

Motion by Deborah Doxtator to approve, seconded by Julie Barton, motion carried unanimously.

12. Approval for travel for Loretta Metoxen regarding Land Claims in May from Georgia to Washington, D.C.

Motion by Russell Metoxen to approve travel, seconded by Amelia Cornelius, motion carried unanimously.

13. Loretta Metoxen

Motion by Amelia Cornelius that Treasurer is to provide breakdown of budget, for Business Committee, Litigation, Legal, Administration, seconded by Deborah Doxtator, motion carried, Loretta Metoxen abstained.

14. Travel to Washington, DC and Denver to attend NARF Dinner - Rick Hill/Bill Gollnick

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

15. Travel Policy for use of Air Travel

Motion by Loretta Metoxen to refer to LOC to develop an Internal travel policy and credit card policy for Business Committee, seconded by Russell Metoxen, motion carried unanimously.

Deborah Doxtator excused at 4:00 p.m.

16. Personal Days/Vacation - Loretta Metoxen - NO ACTION TAKEN

17. Request for Executive session

1. Personal - To be taken care of at Attorney Meeting - May 4, 1993
2. Land Claims
3. Feast
4. Shirley Hill request - Deferred to next week's meeting

IX. EXECUTIVE SESSION

Present: Marj Stevens, Margaret Cornelius, Vicky Cornelius, Judy Cornelius
Kathy King, Vera Wilson, Paul Smith

Shirley Hill and Mark Powless excused at 4:30 p.m.

X. RECESS/ADJOURN

Motion by Loretta Metoxen to recess, seconded by Julie Barton, motion carried unanimously.

Meeting recessed at 4:50 p.m

Respectfully Submitted,



Amelia Cornelius, Tribal Secretary
Oneida Business Committee