

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
~~Bob~~/Corrected
9-14-93

REGULAR MEETING

WEDNESDAY, SEPTEMBER 8, 1993

Present: Deborah Doxtator-Chairperson, Loretta V. Metoxen-Vice Chairperson, Kathy Hughes-Treasurer, Julie Barton-Secretary, Ernest Stevens, Jr, Gary Jordan, Sandra Ninham, Russell Metoxen, Shirley Hill-Council Members

Others: Bobbi Webster, Cliff Cornelius, Elaine Cornelius, Geraldine Danforth, Vern Doxtator, Marianne Close, Arlene Danforth, Cheryl Skolaski, Vera Wilson, Fran Baugnet, Kevin Cornelius, Attorney Gerald L. Hill, Sharon House Cornelius, Diane Danforth

I. CALL TO ORDER

APPROVAL OF AGENDA

Motion by Russell Metoxen to approve agenda with resolution by Attorney Gerald L. Hill for Aurene Martin contract, seconded by Ernie Stevens, Jr., motion carried unanimously.

NEW EMPLOYEES:

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

1. September 1, 1993 - Regular - Approved as corrected.

Motion by Ernie Stevens, Jr., that Julie Barton follow up on notifying Administration and programs of no more add-ons, seconded by Shirley Hill, motion carried, Julie Barton abstained.

V. TABLED BUSINESS:

1. Oneida Sportsmen's Club Charter & By-Laws - Attorney Gerald Hill (Report due from Gerald L. Hill - no deadline date)

Motion by Loretta Metoxen to take Item No. 1 from table, seconded by Russell Metoxen, motion carried unanimously.

Motion by Loretta Metoxen to refer Item No. 1 back to Gerald L. Hill and the Sportsmen's Club, seconded by Shirley Hill, motion carried unanimously.

2. Personnel Commission Board Vacancy (PC to develop policy on membership and submit thru LOC)

Motion by Ernie Stevens, Jr., to take Item No. 2 from table, seconded by Shirley Hill, motion carried unanimously.

Motion by Ernie Stevens, Jr. to refer Item No. 2 back to the Personnel Commission with a response back to the Business Committee within three (3) weeks, (September 29, 1993) seconded by Shirley Hill, motion carried unanimously.

VI. REPORTS

1. HOTEL - 1st Wednesday of Month - Pat Lassila
ORTEK - 3rd Wednesday of Month - Loretta Webster
APPEALS COMMISSION - 3rd Wednesday of Month - Stanley Webster
GAMING - 3rd Wednesday of Month - Lois Strong
HOUSING - 4th Wednesday of Month - Dale Wheelock
ORCOA - 4th Wednesday of Month - Lee McLester

2. HUMAN RESOURCES DEPARTMENT

EMPLOYEE RECOGNITION:

A) Approval Requested for:

1. Creation of Marketing Director-Communications Dept.

Motion by Russell Metoxen to approve the creation of Marketing Director in the Communications Department, seconded by Ernie Stevens, Jr.,

Motion by Gary Jordan to amend the job description to include under duties and responsibilities:

Must be able to segment markets according to geographic, demographic and psychographic characteristics of the consumer.

Will be responsible to select a combination of the marketing mix; product development, distribution, pricing and promotion that focuses and captures the target market.

Will be required to develop marketing plans that encompass economic forces, societal changes, competition, legal and political forces, and technological changes.

seconded by Loretta Metoxen, motion carried unanimously. MAIN MOTION CARRIED

2. Creation of Secretary/Receptionist - Utilities Dept.

Motion by Ernie Stevens, Jr., to approve the creation of the Secretary/Receptionist in the Utilities Department, seconded by Loretta Metoxen

Motion by Julie Barton to amend the motion to require on going training, seconded by Gary Jordan, motion carried unanimously. MAIN MOTION CARRIED.

3. Security Department Expansion Request

Motion by Russell Metoxen to approve the request from the Security Department, seconded by Kathy Hughes, motion carried unanimously.

Motion by Ernie Stevens to post the position for ten days, seconded by Loretta Metoxen, motion carried unanimously.

Motion by Shirley Hill that the Security Department work with Human Resources Department to create an eligibility pool for Security positions, seconded by Sandra Ninham, motion carried unanimously.

B) Hiring Information: FOR INFORMATION ONLY. . .

Lisa Benson (O)-Human Resources Assistant-HRD; Leabeth Miller (O), Laura Denny (O), Angela Melchert (O) - Early Childhood Teacher Assistants; Nancy Stearns (NI)-Secretary/Accounting Dept.; June Wommack (O), Kellie Janssen (NI)-Lead Teacher Head Start Program; Diane Ziemann (N)-Learning Disabilities Teacher/OTS; Lauara Cornelius (O), Nicole Bowman (O), Beth Schepp (N), Jill Noffsinger (N), Beverly McCarthy (N), Paul Luebke (N)-Physical Education Teacher/OTS, Jay Rasmussen (O)-Gaming Account Clerk; Catherine Londo (N)-Elementary Teacher/OTS; Kelly Skenandore (O)-WIC/Nutrition Aide/NHC; Todd Kulow (O)-Oneida Police Officer-OPD; Judy Jordan (O)-Custodian III

C) Transfers/Promotions/Reassignments

3. TRAVEL REPORTS

4. FOLLOW UP REPORTS/BC DIRECTIVES FROM PREVIOUS MEETINGS

5. LOC Meeting Minutes

6. Special Meeting for F & A Recommendations of September 7, 1993

1. National Congress of American Indians (NCAI)/Recommendation: By consensus, Kathy Hughes and Ernie Stevens Jr., recommended that the \$300 donation be increased to \$1,000 for the Ada Deer Reception to be taken from the Donation sponsorships line item

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

2. Green Bay Metropolitan Sewer District & Utilities Commission Development/Feasibility Study/Recommendation: By Consensus, Kathy Hughes and Ernie Stevens, Jr., recommended that the Oneida Tribe's \$8,000 dollar contribution toward the sewer and water feasibility study be taken from the Utilities budget outside services line item.

Motion by Loretta Metoxen to approve contingent on Department Head approval, seconded by Gary Jordan, motion carried unanimously.

Motion by Shirley Hill that Management is to develop a sign off procedure indicating their approval, seconded by Loretta Metoxen, motion carried unanimously.

VII. NEW BUSINESS
1. RESOLUTIONS

WHEREAS, the Oneida Business Committee, at a duly convened meeting on August 25, 1993, at which a quorum was present unanimously approved the attorney contract for Aurene Martin, Esq., as set forth in the letter of Tribal Chairperson, Deborah Doxtator, dated August 25, 1993, and

WHEREAS, the Bureau of Indian Affairs, Minneapolis Area Director, by letter dated August 31, 1993 in reference to the said contract made six (6) notations including the requirement of a formal Business Committee resolution, and

WHEREAS, the Business Committee has directed that the notations referred to above shall be addressed and clarified by the supervising attorney.

NOW THEREFORE BE IT RESOLVED, that the Attorney Contract for Aurene Martin, Esq., approved on August 25, 1993, is hereby approved and effective as of August 25, 1993 as provided for in the agreement and pursuant to B.I.A., Area Office notice as follows:

1. Attorney Aurene Martin, Esq., is employed as an attorney, assigned to the Oneida Law Office, under the direct supervision of Attorney Gerald L. Hill, to carry out the immediate directives of the Business Committee, which duties are separate and distinct from the General Counsel, and which are internal in nature as set forth in 4.1.A. through I. of the Contract.
2. It is understood that the client, Oneida Tribe, is represented by the Oneida Business Committee and the Oneida General Tribal Council as provided for in the Oneida Constitution.
3. Attorney Aurene Martin, Esq., is a professional employee of the Oneida Tribe and will be paid an annual salary, as set forth in Article IV of the contract, based upon an hourly rate equal to forty (40) hours per week with the usual employee benefits available to all regular employees of the Oneida Tribe.
4. All other expenses in addition to salary, will be expended pursuant to an annual Fiscal Year budget appropriated by the Oneida Business Committee and approved by the Oneida General Tribal Council, which budget requires pre-approval and is subject to administration of the supervising attorney.
5. All expenses of the Oneida Law office, including the salary of Attorney Aurene Martin, Esq., are appropriated from the general funds of the Oneida Tribal Treasury and expended and accounted for by the Tribal Treasurer, as required by the Oneida Constitution, pursuant to the approved annual Tribal budget.
6. No other expenditures other than those approved in the annual budget for the Oneida Law Office for its operation are authorized.
7. Attorney Aurene Martin as professional employee is obliged to adhere to all conditions of employment set forth in the Oneida Personnel Policies and Procedures which, among other things, provides for conditional termination for listed causes pursuant to procedures designed to protect the Due Process

of all employees and to provide exit interviews and an orderly procedure for all termination, voluntary or otherwise. The terms of the Contract, 2.6, are thus compatible to Tribal procedures referred to.

8. Consistent with 831 AM 7.2(I), the Attorney Contract of Aurene Martin, Esq., may not be sold, assigned or conveyed in any way, in whole or in part, to any other attorney or law firm for any purpose at any time.

Motion by Loretta Metoxen to adopt Resolution 9-8-93-A, seconded by Ernie Stevens, Jr., motion carried unanimously.

2. BINGO PASS REQUESTS

3. REQUESTS

A. Comprehensive Health Manager Narrative Report

For information only.

B. School of Nursing - Deborah Doxtator

Request is for tribal member regarding the availability of slots for Native Americans in various schools (schools of nursing/business), etc. They would like to request that Bill Gollnick be assigned to follow up on this issue.

Motion by Loretta Metoxen to approve request and assign to Bill Gollnick to follow up on the issue and bring back a recommendation, seconded by Sandra Ninham, motion carried unanimously.

C. Support for Federal Lobbying Efforts - Deborah Doxtator

Recommendation that the Business Committee take formal action to appoint the following responsibilities to cover the designated areas, such as:

Grass Roots Organizing:

- Fact Sheet - Administration
- Identifying Targets - Legislative Director
- Letter writing campaign - Legislative Director
- Attending Local Meetings - Business Committee

Political Action Committees and Fund Raising Efforts - PAC Committee
Review of Oneida Programs and Issues - Administration
Participation in National Associations - Administration
Intergovernmental Affairs Coordination - Business Committee

Motion by Gary Jordan to recommend appointments, withdraws motion.

Attorney Gerald L. Hill suggested that the Business Committee develop a Comprehensive Plan before making appointments.

Motion by Loretta Metoxen to delegate Bill Gollnick to develop the Comprehensive Plan, seconded by Russell Metoxen, motion carried unanimously.

D. Brown County Committee Appointments - Deborah Doxtator

Recommendation:

Technical Advisory Committee - Rusell Metoxen (Council member)
Transportation Sub-Committee - Chairperson or Vice-Chair.

Also on 6/23/93 Leanne Doxtator was appointed to the Brown County Metropolitan Water Supply Study Committee, and Russell Metoxen was appointed to the Potable Water Study Committee.

Also recommend that Russell Metoxen be appointed to the Brown County Technical Advisory Committee and the Transportation Sub-Committee as he is the Liaison to development.

Motion by Loretta Metoxen to approve recommendations, seconded by Gary Jordan, motion carried, Russell Metoxen abstained.

E. Approval for TLC Loan - Bernice Elm

Motion by Kathy Hughes to approve the TLC loan for E. Powless, seconded by Sandra Ninham, motion carried unanimously.

F. Request to reinstate briefings - Bobbi Webster

Motion by Ernie Stevens, Jr., to approve reinstating briefings with Communications Department, seconded by Sandra Ninham, motion carried unanimously.

G. Resignation from Utilities Commission - Trish Farmer

Motion by Kathy Hughes to accept the resignation of Trish Farmer from the Utilities Commission, seconded by Sandra Ninham, motion carried unanimously.

Motion by Kathy Hughes to approve posting of the vacant position, seconded by Shirley Hill, motion carried unanimously.

H. Quarterly Enrollments - Cheryl Skolaski

Motion by Shirley Hill to approve enrollments, seconded by Sandra Ninham, motion carried unanimously.

4. CONTRACTS/AGREEMENTS

A. FOR INFORMATION - NWTC

B. FOR INFORMATION - NWTC

C. FOR INFORMATION - Rodney S. Romwall

Motion by Shirley Hill that an Analysis be done on all gaming consultants as to what the tribe gains from engaging these same consultants and what they have contributed to the Tribe and bring back a report in one month, and direct this assignment to the General Manager, seconded by Julie Barton,

Motion by Loretta Metoxen to amend the motion that a specific analysis be done for the various Rodney Romwall contracts with this same analysis as in previous motion, seconded by Julie Barton, motion carried unanimously, MAIN MOTION CARRIED.

- D. FOR INFORMATION - Dr. William Niedzwiedz
- E. FOR INFORMATION - Memorandum of Agreement with PIO Park

Motion by Loretta Metoxen to develop a letter of intent and termination clause for PIO Park Contract, seconded by Ernie Stevens, Jr., motion carried unanimously.

5. TRAVEL REQUESTS

- A. Loretta Metoxen: Las Vegas, Nevada - September 20-22, 1993
World Wide Gaming Expo

Motion by Loretta Metoxen to approve Gary Jordan and Attorney Gerald L. Hill to attend this conference, seconded by Ernie Stevens, Jr., motion carried unanimously.

- B. RETRO: Sandra Ninham: Wausau, WI - September 1, 1993
Wisconsin Gaming Commission Certification Process

Motion by Shirley Hill to approve, seconded by Kathy Hughes, motion carried, Sandra Ninham abstained.

- C. Sandra Ninham: Rochester, MN - October 13-14, 1993
Conference on Cancer Screening for American Indian Women

Motion by Loretta Metoxen to approve, seconded by Russell Metoxen, motion carried, Sandra Ninham abstained.

- D. Julie Barton & Sandra Ninham: Madison, WI - September 30, 1993
Campaign Finance Workshop for Political Action Committee

Canceled.

- E. Sandra Ninham: Green Bay, WI - September 23 - October 21, 1993
6:30 - 9:30 p.m.
Workshop on "Running for Political Office"

Motion by Kathy Hughes to approve, seconded by Loretta Metoxen, motion carried, Sandra Ninham abstained.

- F. Sandra Ninham: Madison, WI - September 29, 1993
American Indian Study Committee

Motion by Russell Metoxen to approve, seconded by Ernie Stevens, Jr., motion carried, Sandra Ninham abstained.

- G. Sandra Ninham: Rochester, MN - October 13-14, 1993
Challenges in Health Care for undeserved groups
Already taken care of. Duplicate of C.

- H. Gerald L. Hill: September 16-17, 1993 - Seattle, WA
7th Annual Western Regional Indian Law Symposium

Motion by Ernie Stevens, Jr., to approve, seconded by Gary Jordan, motion carried unanimously.

6. VACATION REQUESTS

A. Bill Gollnick: October 15-21, 1993

Motion by Loretta Metoxen to approve, seconded by Ernie Stevens, Jr., motion carried unanimously.

VIII. OTHER

IX. EXECUTIVE SESSION

1. Request from V. Reed
2. Requests from Land Claims Commission - Marj Stevens

OUT OF SESSION:

1. Procedural Exception

Motion by Sandra Ninham to send to Human Resources Department and the Headstart Director is to bring back recommendation by September 14, 1993 meeting, seconded by Shirley Hill, motion carried unanimously.

Motion by Loretta Metoxen that Human Resources Department develop a policy for emergency situations including leave with/without pay, length of leave and which family members are included, seconded by Shirley Hill, motion carried unanimously.

2. LAND CLAIMS ISSUES

A. Motion by Kathy Hughes to approve P. R. Contract, seconded by Shirley Hill, motion carried unanimously.

B. Motion by Russell Metoxen to approve Loretta Metoxen and Art Skenandore's travel to Griffith Air Force Base, seconded by Gary Jordan, motion carried, Loretta Metoxen abstained.

C. Special Meeting - Deborah Doxtator, Marj Stevens and Loretta Metoxen to coordinate.

Motion by Russell Metoxen to approve scheduling this meeting, seconded by Sandra Ninham, motion carried, Loretta Metoxen and Ernie Stevens, Jr., abstained.

D. Land Claims on General Tribal Council Agenda for January 1994

Motion by Shirley Hill to approve request, seconded by Sandra Ninham, motion carried unanimously.

E. Rick Hill - Gaming

Motion by Loretta Metoxen to approve Deborah Doxtator to invite Governor Tommy Thompson to lunch here at Oneida and meet the new Business Committee, seconded by Sandra Ninham, motion carried unanimously.

Motion by Sandra Ninham to authorize Bill Gollnick to contact Jim Murray to come up with a plan, costs and timelines on Gaming Economic Impact, seconded by Shirley Hill, motion carried, Russell Metoxen opposed.

Motion by Sandra Ninham to assign Attorney Gerald L. Hill to WIGA, seconded by Kathy Hughes, motion carried unanimously.

Motion by Sandra Ninham to have Kathy Hughes contact Terence Dunleavy to set up a meeting to present our formal position on Vendors Certification, seconded by Shirley Hill, motion carried, Kathy Hughes abstained.

WIGA: Motion by Loretta Metoxen that Deborah Doxtator contact Menominee Tribal Chairman Glenn Miller and other Tribal Chairs for their input on WIGA and that this issue be placed on the September 14, 1993 Business Committee agenda, seconded by Ernie Stevens, Jr., motion carried unanimously.

X. RECESS/ADJOURN

Motion by Loretta Metoxen to recess, seconded by Ernie Stevens, Jr., motion carried unanimously.

Meeting recessed at 1:50 p.m.

Respectfully Submitted



Julie Barton, Tribal Secretary
Oneida Business Committee