



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

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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
Corrected
OCTOBER 13, 1993

REGULAR MEETING

WEDNESDAY, OCTOBER 6, 1993

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

Excused: Loretta V. Metoxen-Vice Chairperson

Others: Elaine Cornelius, Linn Piwonski, Attorney Gerald L. Hill

PRAYER: Attorney Gerald L. Hill

Gifts and presentations of Recycling Award to Business Committee from Dale Peters of the Environmental Department, consisting of hats, pins and pens, from the Yakima Nation were presented by Chairwoman Deborah Doxtator.

I. CALL TO ORDER

Meeting called to order by Chairwoman Deborah Doxtator at 1:05 p.m.

OATH OF OFFICE: Administered by Sandra Ninham.

ONEIDA TRIBAL SCHOOL - Raeann Skenandore

II. APPROVAL OF AGENDA

Add tabled business of McMahon & Associates from a previous meeting.
Move Land Claims from Executive Session to the last item on the agenda.

MOTION BY ERNIE STEVENS, JR. TO APPROVE AGENDA WITH CHANGES, SECONDED BY SANDRA NINHAM, MOTION CARRIED UNANIMOUSLY.

III. NEW EMPLOYEES:

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

1. September 29, 1993 - Regular - Approved as presented.

V. TABLED BUSINESS:

1. McMahon Associates, Inc. Recommendation: Russell Metoxen made a motion to approve the advance of \$134,050 to come from the FY 94 budget, but to identify cash from the FY 93 tribal water and sewer budget contingent upon Sarah Plummer providing the Business Committee with a source and application report. Ms. Plummer to have the report available to staff by Friday, September 17, 1993 to be placed on the Business Committee agenda for their Wednesday, September 22, 1993 meeting. Shirley Hill seconded the motion, motion carried unanimously.

Motion by Sandra Ninham to table this until September 22, 1993, seconded by Shirley Hill, motion carried unanimously.

MOTION BY SHIRLEY HILL TO REMOVE THIS ITEM FROM THE TABLE, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

MOTION BY SHIRLEY HILL THAT RELEASE OF PAYMENT BE MADE TO MCMAHON & ASSOCIATES, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

VI. REPORTS

1. HOTEL - 1st Wednesday of Month - Pat Lassila

Janice Hirth presentation of Conference Center Naming.

MOTION BY RUSSELL METOXEN TO APPROVE REPORT AS PRESENTED, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

MOTION BY GARY JORDAN TO SEND THE ROOM TAX ISSUE TO ARTLEY SKENANDORE FOR REVIEW AND RECOMMENDATION, SECONDED BY RUSSELL METOXEN, MOTION CARRIED UNANIMOUSLY.

APPEALS COMMISSION - 2nd Wednesday of Month - Stanley Webster
ORTEK - 3rd Wednesday of Month - Loretta Webster
GAMING - 3rd Wednesday of Month - Lois Strong
HOUSING - 4th Wednesday of Month - Dale Wheelock
ORCOA - 4th Wednesday of Month - Roberta Kinzhuma

2. HUMAN RESOURCES DEPARTMENT

EMPLOYEE RECOGNITION:

A) Approval Requested for:

1. Fiscal 1994 Wage Adjustment (Cost of Living)

Excerpt from Z. Ron Skenandore's memorandum:

"The consensus recommendation is a 4% cost of living adjustment effective October 3, 1993 for all grades and steps which would this year include casino dealers and casino floor supervisors but not tribal school teachers and other contracted employees where specific provisions would control. Future COLA or wage adjustments will be determined by the developing wage philosophy. Rationale for

this recommendation includes the 3.4% rise in the consumer price index from August '92 to August '93, industry average 3% to 5% wage adjustment and maintenance of perspective between grades and steps pending final wage philosophy.

This recommendation would raise the present minimum payroll chart wage to \$5.70, the average wage to approximately \$9.40 and annualize at an estimated \$1.38 million for existing employees."

MOTION BY JULIE BARTON TO REFER THE WAGE ADJUSTMENT TO A SPECIAL MEETING WITH BRUCE KING ON OCTOBER 7, 1993, SECONDED BY SANDRA NINHAM, MOTION CARRIED UNANIMOUSLY.

2. Trade Back for Cash Policy FY 1994

Excerpt from Z. Ron Skenandore's memorandum of September 30, 1993:

"The Committee recommends the following guidelines for trade-back policy implementation:

1. Maximum trade-back is eighty (80) hours per written policy at Section IV page 5. We recommend returning to this policy. These hours may be all vacation, all personal or a combination of both. Requests must be placed on a time and attendance report and clearly indicate required information.
2. Employees must have completed one year of regular and continuous employment with the Tribe to be eligible for trade-back hours.
3. Distribution of trade-back would be made after General Tribal Council acceptance of the FY '94 budget. Requests for trade-back would be collected and due in Accounting by October 22, 1993 to allow processing time. Distribution would occur on or before Friday, December 10, 1993.
4. Employees electing a trade-back must maintain a total of forty (40) hours vacation and/or personal time upon submission at the due date. Rationale - qualifying time to claim disability in the event of an accident is one (1) week off of work.
5. Supervisors or those authorizing trade-back hours must check the employee accumulated time record to ensure that adequate hours are available per indicated guidelines. Errors will slow overall processing for other employees, reduce hours payable and add confusion to the process.

Trade-back calculation will be based upon employee base hourly wage effective September 30, 1993 and is not subject to retro or COLA considerations.

- 7 Trade-back for cash is one-time annual benefit announced by the Tribe and/or contained in personnel policy. This action comprises the FY'94 policy and procedure."

MOTION BY SANDRA NINHAM TO DEFER TO A SPECIAL MEETING WITH BRUCE KING ON OCTOBER 7, 1993, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

3. Approval for General Manager Job Description

MOTION BY GARY JORDAN TO APPROVE THE JOB DESCRIPTION WITH THE CHANGE LISTED AS FOLLOWS: UNDER DUTIES AND RESPONSIBILITIES NUMBER 6 CHANGE TO "SUPERVISE THE ADMINISTRATIVE STAFF AND DIVISIONAL DIRECTORS IN DAY-TO-DAY MANAGEMENT OF TRIBAL OPERATIONS. MAINTAIN A POSITIVE WORKING RELATIONSHIP WITH ALL FACETS OF DIVISIONAL AND ADMINISTRATIVE STAFF.

UNDER QUALIFICATIONS AND REQUIREMENTS, AFTER NUMBER (1) ADD THE "***NOTE: THE ONEIDA TRIBE WILL CONSIDER APPLICANTS WHOSE EDUCATION AND TRAINING DEMONSTRATE COMPETENCIES TO THE STATED QUALIFICATIONS. APPLICANTS WHOSE EDUCATION AND EXPERIENCE IS BELOW THE STATED QUALIFICATIONS WILL BE EXPECTED TO FORMULATE AND AGGRESSIVELY PURSUE AND COMPLETE A TRAINING PLAN WITHIN A SPECIFIED PERIOD OF TIME AS APPROVED BY THE ONEIDA BUSINESS COMMITTEE."

SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

- B) Hiring Information: FOR INFORMATION ONLY. . .
 - 1. Patricia Baird (O) - Housekeeper/AJNH
 - 2. Scott Webster (O) - Fitness Assistant II-Healthworks
 - 3. Wayne L. Cornelius, Jr. (O) - Custodian III Pool
- C) Transfers/Promotions/Reassignments
 - 1. Debbie Johnson (O) - Optical Receptionist transferring from Medical Receptionist - Oneida Health Center

3. TRAVEL REPORTS

- A. Kathy Hughes/Russell Metoxen: WIGA Meeting, September 29, 1993

MOTION BY SANDRA NINHAM TO ACCEPT THE REPORT AS PRESENTED, SECONDED BY SHIRLEY HILL, MOTION CARRIED, KATHY HUGHES AND RUSSELL METOXEN ABSTAINED.

4. FOLLOW UP REPORTS/BC DIRECTIVES FROM PREVIOUS MEETINGS

5. LOC MEETING MINUTES

- A. FOR INFORMATION: September 24, 1993
- B. FOR APPROVAL: September 30, 1993

Temporary Employees Policy:

MOTION BY JULIE BARTON TO APPROVE THE TEMPORARY EMPLOYEES POLICY, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

6. FINANCE PLANNING AND/OR F & A RECOMMENDATIONS

VII. NEW BUSINESS

1. RESOLUTIONS

- A. Resolution to designate the Oneida Community Health Center/Community Health Nursing Department as the Lead Agency for the Community Options Program (COP Plan was approved last week)

WHEREAS, the Oneida Tribe of Indians of Wisconsin is extremely concerned and supportive of the health and welfare of its members, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin has acknowledged the need for a Community Options Program to serve frail elderly, chronically mentally ill, developmentally disabled, physically disabled, and chemically dependent persons, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin authorized and directed the Community Options program Planning Team to submit a letter of Intent for the Community Options Program to the State of Wisconsin's Division of Community Services, Department of Health and Human Services, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin was awarded Community Options Program funding during FY 93, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin is required to designate a lead agency to administer the Community Options Program, and

WHEREAS, the Oneida Tribe of Indians designated the Oneida Community Health Center-Community Health Nursing Program as the lead agency in the Letter of Intent for a Community Options Program,

NOW THEREFORE BE IT RESOLVED: the Oneida Tribe of Indians designate the Oneida Community Health Center-Community Health Nursing Program as the Lead Agency for the Oneida Tribe of Indians of Wisconsin Community Options Program.

MOTION BY RUSSELL METOXEN TO ADOPT RESOLUTION 10-6-93-A, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

2. BINGO PASS REQUESTS

A. RETRO: Oneida Health Center (30)

MOTION BY SHIRLEY HILL TO APPROVE BINGO PASS REQUEST, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

3. REQUESTS

A. Land Committee Meeting of September 13, 1993 - Regular

1. A request from Gaming was presented for the lease of the H. C. Miller Building. A motion was made by Sonny King and seconded by Alberta Baird to lease the entire building for 180 days to Gaming, lease payment to be calculated at: Warehouse Area (22,000 sq. feet) at \$2.00 = \$3,666.00, Office Area (3,00 sq. feet) at \$5.00 = \$1,250.00 total Per Month = \$4,916.00. The lease to begin upon approval of the Business Committee, and upon all other procedures to be met internally. MOTION CARRIED.

NO ACTION NECESSARY, PREVIOUS ACTION TAKEN BY BUSINESS COMMITTEE.

2. Sonny King moved that Planning, Land Management and Tribal Housing assist OHA to identify 25 mutual help sites and bring back in 60 days. Seconded by Phyllis Johnson. MOTION CARRIED.

MOTION BY KATHY HUGHES TO APPROVE RECOMMENDATION, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

- 3 A motion by Pat Cornelius to accept Mary and Louis Danforth's proposed residential lease was seconded by Alberta Baird. MOTION CARRIED.
(RESOLUTION)

MOTION BY GARY JORDAN TO APPROVE AND ADOPT RESOLUTION 10-6-93-B, SECONDED BY RUSSELL METOXEN, MOTION CARRIED UNANIMOUSLY.

4. A motion was made by Alberta Baird to approve the residential application of Yvonne and Leonard Cornelius for a lot in Ridge Land (recently canceled by OHA); seconded by Pat Cornelius. MOTION CARRIED.

MOTION BY SHIRLEY HILL TO APPROVE ACTION, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

5. A motion was made by Pat Cornelius to accept the resolution for Trust Acquisition of the H. C. Miller parcel and to send directly to Minneapolis for expediency; seconded by Alberta Baird. MOTION CARRIED
(RESOLUTION)

MOTION BY KATHY HUGHES TO APPROVE AND ADOPT RESOLUTION 10-6-93-C, SECONDED BY RUSSELL METOXEN, MOTION CARRIED UNANIMOUSLY.

6. A motion was made by Pat Cornelius to accept the Trust Resolution for the former Don Hill site, seconded by Alberta Baird. MOTION CARRIED.
(RESOLUTION)

MOTION BY KATHY HUGHES TO APPROVE AND ADOPT RESOLUTION 10-6-93-D, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

7. A motion was made by Sonny King to accept the Tip Road Right-of-way to Outagamie County for construction, seconded by Alberta Baird. MOTION CARRIED (RESOLUTION)

MOTION BY SHIRLEY HILL TO APPROVE AND ADOPT RESOLUTION 10-6-93-E, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED UNANIMOUSLY.

8. A motion was made by Pat Cornelius to direct Land Management to continue to accept applications for rentals and maintain same for three (3) months, and place families as the rentals become available according to their qualifications. This is due to the increasing number of homes made available and to expedite moving in. Seconded by Alberta Baird. MOTION CARRIED.

MOTION BY SHIRLEY HILL TO APPROVE ACTION, SECONDED BY RUSSELL METOXEN, MOTION CARRIED UNANIMOUSLY.

9. A motion was made to post for vacant Land Committee position (Pat Cornelius), seconded by Phyllis Johnson. MOTION CARRIED.

MOTION BY KATHY HUGHES TO APPROVE POSTING THE LAND COMMITTEE VACANCY, SECONDED BY SANDRA NINEHAM, MOTION CARRIED UNANIMOUSLY.

10. The "Trail Blazers" Snowmobile Club to renew their permission to cross Tribal Land (DeBruin) was accepted by Sonny King and seconded by Pat Cornelius, MOTION CARRIED.

MOTION BY RUSSELL METOXEN TO APPROVE ACTION, SECONDED BY KATHY HUGHES, MOTION CARRIED, GARY JORDAN OPPOSED.

11. Discussion on Parish Hall Renovation Project, Deed Presentation from Episcopal Diocese.

MOTION BY SHIRLEY HILL THAT ATTORNEY SHARON HOUSE CORNELIUS WORK WITH CHRIS DOXTATOR AND CONTACT HER TO BRING DOCUMENTS TO THE BUSINESS COMMITTEE WITHIN ONE WEEK TO PREPARE FOR SIGNING OFF CEREMONY, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED UNANIMOUSLY.

- B. FOR DISCUSSION: Letter from U.S. Department of Justice regarding Clifford Dann - Deborah Doxtator

Submitted for information only.

- C. Nomination for Athena Award - Deborah Doxtator

Submitted for information only, no action taken.

- D. Resignation from Oneida Utility Commission - David G. Skenandore

MOTION BY RUSSELL METOXEN TO HAVE EXECUTIVE SESSION MEETING ON OCTOBER 13, 1993 WITH DAVID SKENANDORE AND TRISH FARMER TO DISCUSS OPERATIONS, SECONDED BY SHIRLEY HILL, MOTION CARRIED, KATHY HUGHES AND ERNIE STEVENS ABSTAINED.

- E. Caucus-Business Committee - Shirley Hill

Excerpt from Shirley Hill's Memorandum: "I feel the Business Committee, all nine members, should meet on a regular basis for briefing of what is transpiring in everyone's area of responsibility and also to discuss issues of priority within the Nation."

MOTION BY SANDRA NINHAM TO HOLD A BRIEFING EVERY TWO WEEKS AND THAT THE SECRETARY IS RESPONSIBLE FOR SCHEDULING THIS BRIEFING, SECONDED BY KATHY HUGHES, MOTION CARRIED, GARY JORDAN OPPOSED.

- F. Attorney Review of the Ten Day Notice as it affects resolutions - Shirley Hill

Excerpt from Shirley Hill's memo. " I am requesting that the Business Committee direct an attorney to interpret the Ten-Day Notice regarding Special Meetings with any follow-up directives to be forwarded to the Legislative Operating Committee."

MOTION BY SHIRLEY HILL TO ASSIGN TO ATTORNEY GERALD L. HILL, SECONDED BY JULIE BARTON, MOTION CARRIED UNANIMOUSLY.

4. CONTRACTS/AGREEMENTS

A. FOR APPROVAL: Michael J. Lokensgard (Needs resolution adopted)

WHEREAS, the Oneida Tribe of Indians of Wisconsin desires to employ attorney Michael J. Lokensgard, as one of its staff counsel to the Oneida Business Committee and the Oneida General Tribal Council, and

WHEREAS, the Attorney Contract approved by the Oneida Business Committee setting forth all terms and conditions has been sent to the Tribal Operations Officer of the Bureau of Indian Affairs at the Ashland Agency.

NOW THEREFORE BE IT RESOLVED that it is the desire to the Oneida Tribe that this attorney contract be approved as submitted pursuant to 25 USC Section 81 and 25 CFR Part 89.

MOTION BY KATHY HUGHES TO APPROVE CONTRACT AND ADOPT RESOLUTION 10-6-93-F, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

- B. FOR INFORMATION: Alice B. Melchior
- C. FOR INFORMATION: Alice B. Melchior
- D. FOR APPROVAL: Alice B. Melchior

MOTION BY ERNIE STEVENS, JR., TO APPROVE CONTRACT WITH ALICE B. MELCHIOR, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

E. FOR INFORMATION: Ernst & Young

MOTION BY JULIE BARTON TO DEFER TO GENERAL MANAGER TO INCLUDE THE SCOPE OF WORK AND BRING BACK FOR THE OCTOBER 13TH MEETING, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

F. FOR APPROVAL: Dorothy Liska

MOTION BY SHIRLEY HILL TO APPROVE, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED, GARY JORDAN OPPOSED.

G. FOR APPROVAL: Clarice Jarock

MOTION BY ERNIE STEVENS, JR. TO APPROVE, SECONDED BY SANDRA NINHAM, MOTION CARRIED, GARY JORDAN OPPOSED.

H. FOR INFORMATION: Carole Basak

I. Land Claims Requests - Marj Stevens

Oneida Presentation Program with New York State to establish office.

MOTION BY SANDRA NINHAM TO ACCEPT THE PLAN AND FOR LORETTA METOXEN TO PRESENT THE PLAN WITH GOALS AND OBJECTIVES TO BE SUBMITTED TO BUSINESS COMMITTEE BY OCTOBER 20, 1993, SECONDED BY GARY JORDAN, SHIRLEY HILL OPPOSED.

ONYOTA AKA OF THE Thames revised budget

MOTION BY SHIRLEY HILL TO DEFER TO OCTOBER 7TH SPECIAL MEETING WITH BRUCE KING, SECONDED BY SANDRA NINHAM, MOTION CARRIED, GARY JORDAN ABSTAINED.

5. TRAVEL REQUESTS

- A. Ernie Stevens, Jr.: Reno, Nevada-November 29 - December 3, 1993 (NCAI 50th Annual Convention)

Travel was approved at meeting of September 29, 1993 back up submitted for information.

- B. Russell Metoxen: Washington, DC-October 17-20, 1993 (Tribal Leaders Meeting)

MOTION BY JULIE BARTON TO APPROVE REQUEST AND TO INCLUDE ERNIE STEVENS, JR., DEBORAH DOXTATOR CONTINGENT UPON BACK UP MATERIALS BEING SUBMITTED TO JENNY WEBSTER, TRAVEL COORDINATOR IMMEDIATELY, SECONDED BY KATHY HUGHES, MOTION CARRIED, SHIRLEY HILL OPPOSED, RUSSELL METOXEN, GARY JORDAN, ERNIE STEVENS, JR. ABSTAINED.

6. VACATION REQUESTS

- A. Julie Barton: October 11 -22, 1993

MOTION BY SANDRA NINHAM TO APPROVE, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

VIII. OTHER

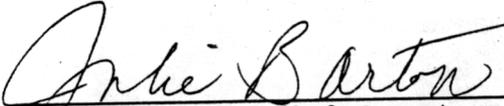
IX. EXECUTIVE SESSION

1. Bayland Building - For Discussion - NO ACTION TAKEN.
2. Resolution - Impact Statement - Discussion - NO ACTION TAKEN.

X. RECESS/ADJOURN

MOTION BY SHIRLEY HILL TO ADJOURN, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY. MEETING RECESSED AT 5:00 P.M.

Respectfully Submitted,



Julie Barton, Tribal Secretary
Oneida Business Committee