

Onedas 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

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IGWA DEMOLLUM KATEHE
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

1-28-94

**SPECIAL MEETING
WITH LOC
REGARDING THE GAMING LICENSING POLICES AND PROCEDURES**

FRIDAY-JANUARY 28, 1994

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

Others: Vern Doxtator-Security Director, Attorney Diane Danforth, Trish Farmer, Samantha Greendeer, Steven Hill, Attorney Sharon House, Chief of Police-Jim Danforth, Sherry King, Rick Hill, Attorney Gerald L. Hill, Roy Skenandore, Bill Gollnick

Comments:

1. Vern Doxtator stated that the seconded resolution (12/8/93) will have a direct effect to the current problems; specifically the criteria of hiring.
2. Shirley Hill noted that in the Federal Regulations only after revocation hearing--there needs to be a hearing; section needs to be looked at.
3. Loretta Metoxen noted that in the proposed Licensing procedures, there is intermixing of the Gaming Commission and the Tribe. There needs to be clarification of the two bodies.
4. Loretta Metoxen noted that she had circled the needed changes regarding clarification of the commission's authority and the tribe's authority. Loretta also noted part J. of page 3 of the Licensing Procedures is a key item which we need to scrutinize and agree on the length of time of criminal charges.
5. Vern Doxtator noted that part E. of page 4 indicated that the resolution (12/8/93) will have a direct effect on the Licensing Policies.
6. Loretta Metoxen noted the point of authority; Commission vs. the Tribe: the Tribe can be more restrictive but not less than the Commission.
7. Vern Doxtator stated the resolution (12/8/93) makes the Pardon Policy out of hand. Vern indicated that 80% of the 15,000 applicants have a clean record and the Tribe should not cater to the minority of the 20%.
8. Gary Jordan noted that the internal procedures on hiring need to be developed.
9. Debbie Doxtator questioned if the "stay" was determined due to the employees not being notified.
10. Sharon House explained that the "stay" was never taken off but was rather going on strict interpretation (with investigations); and correlation with Human Resources Department.

11. Steve Hill noted that the information and communication flow of the "stay" caused people to believe that they could be hired.
12. Vern Doxtator stated that now that they have hired individuals with felonies, etc. They will have to relieve them if they return to the stricter hiring. Vern also noted that if the Tribe has such low criteria for hiring, then why do we require background checks.
13. Sharon House noted the Business Committee should refer to the memo sent to them by her regarding the resolutions (referring to resolution 12/8/93-C and 11/2/93-B).
14. Debbie Doxtator recalled that the Business Committee discussed the memo but that Sharon was directed to return with the interpretation of a "stay".
15. Sharon House stated that was what happened.
16. Shirley Hill stated that the "stay", as she interpreted it, was for people that were already working had nine (9) month waiver to go through the procedures were hired if there is a stringent hiring policy.
18. Jim Danforth noted that there will be a lot of individuals who will have to be relieved right after they've been hired. Jim questioned why the fourteen (14) issues just can't be dealt with.
19. Vern Doxtator answered to Shirley Hill's question that Steve Hill--Investigation, has not been in his position for a very long time and that there have been people with theft and felon records there before Steve's position was filled.
20. Shirley Hill questioned about "key people".
21. Vern Doxtator stated that people have moved upon the resolution due to the "stay" on resolution.
22. Sharon House stated that according to resolution 12/8/93, there is three (3) screening procedures. It is allowing people in based on their records. Resolution opens criteria up to anybody. Sharon also noted that the memo sent to the Business Committee two (2) weeks ago was based on the impact of HRD and Verns concerns.
23. Vern Doxtator emphasized the number of felons, etc. working in our casinos due to the resolution which opens up hiring to every body in the nation.
24. Steve Hill stated that there has been personal advances but we need to clarify this.
25. Debbie Doxtator noted that managers don't have knowledge of these people and the procedures--only security does.
26. Steve Hill noted that positions were being filled where there should not have been people with major felons put in.
27. Jim Danforth elaborated on Steve's point by stating that there are names of individuals with records in the Green Bay Press Gazette and now they are working in our operations, why? Jim also pointed out that the Tribe may get into a big lawsuit. Jim's idea is to let them go; get them out of there and ask where the Tribe stands.
28. Debbie Doxtator clarified what action was needed by the Business Committee; to approve Sharon's recommendation.
29. Sharon House recommended that after the meeting of January 26, 1994 Steve Hill showed the structure of security and the problems. Sharon also stated that Aurene Martin-Munoz and Diane Danforth will incorporate these concerns into the ordinance but still we need to concur on the resolution. Sharon stated that we need to rescind resolution 11/24/93 and let Diane and Aurene continue the development.
30. Debbie Doxtator stated that the problem is the lack of communication.
31. Sharon House stated that she doesn't know how the memo got out into the community.

32. Vern Doxtator stated that the documents are not being communicated.
33. Steve Hill stated that now they will have to backtrack as to who they have just hired due to the resolution.
34. Vern Doxtator explained that security doesn't give names to the Human Resources Department, they simply state if the individual meets the criteria.
35. Steve Hill noted that the procedure includes security to send a letter to the Human Resources Department.
36. Sharon House noted that the procedure is being dealt with now but the resolution needs to be rescinded.
37. Julie Barton noted that the Pardon Policy only applies to Tribal Members.
38. Sharon House also noted that in the resolution, Indian Preference wasn't clear.
39. Loretta Metoxen stated that the Human Resources Department should call the policy-makers if the policy is not clear to them.
40. Shirley Hill stated that we should perhaps send certified mail due to the problems with communications.
41. Vern Doxtator stated that the problem was with the communications of the "stay" on the resolution.
42. Trish Farmer noted that once a resolution is adopted, it is published in the KalihWisaks.
43. Sharon House noted that there was an official "stay".
44. Debbie Doxtator questioned what action the Business Committee wanted to take.
45. Shirley Hill stated the Business Committee doesn't have the knowledge on individual's background; security/investigations does. The investigations should take the initiative and implement it.
46. Vern Doxtator stated that there needs to be clarification on what has been going on for the past three (3) months.
47. Jerry Hill noted that what the discussion was to rescind Resolution 12-8-93-C. Jerry noted that he and Jo Anne House have drafted that resolution and if the resolution is rescinded than another is needed to replace it. Jerry also noted that input was not received and the purpose was to clear up the mess. It is the understanding that the Committee (BC) is to have a strict interpretation.
48. Shirley Hill noted that we should give the respect to the attorney's who have drafted it.
49. Jerry Hill stated that if the resolution is to be wiped out, then there should be another resolution to clarify.
50. Kathy Hughes stated that she agrees with Jerry that we need another document to replace the resolution.
51. Loretta Metoxen noted that we need to get correct information to the employees.
52. Sharon House suggested that there be an actual statement from security to be placed in a resolution under a "Whereas".
53. Debbie Doxtator questioned if we can appoint people Monday to adopt a resolution.

MOTION BY LORETTA METOXEN THAT A RESOLUTION THAT RESCINDS RESOLUTION 12-8-93-C BE DEVELOPED TO INCLUDE THE ORIGINAL ATTORNEYS WHO AUTHORED THE ORIGINAL--JERRY HILL AND JO ANNE HOUSE IF AVAILABLE, SECONDED BY JULIE BARTON, MOTION CARRIED, SHIRLEY HILL OPPOSED.

54. Kathy Hughes noted that according to the Licensing Procedures, an entry level employee can be promoted after 1-2 years, so a background check is needed prior to employment.

55. Shirley Hill suggests that the Business Committee give comments and the author rewrites.
56. Shirley Hill noted that under the Federal Regulations, the Tribe shall forward all information (licenses) to the National Indian Gaming Commission.
57. Vern Doxtator stated that we need to look into the regulations.
58. Loretta Metoxen stated that she had confusion on roles and responsibilities internally, so language is confusing. Loretta also noted to compare the National Indian Gaming Commission to our commission in terms of regulatory, in carrying out the intent of the law. Loretta concluded that we (the Tribe) are very new and we need to clearly define roles.
59. Diane Danforth stated that the role of the Gaming Commission will be clarified on Monday at the meeting.
60. Loretta Metoxen noted that the clarification of the role of the Gaming Commission has to come from the top down. Loretta also stated that we (Business Committee) would also like to get their concerns regarding role clarification.
61. Shirley Hill noted the model in the back (of the Licensing Procedures) shows the responsibilities but we (the Business Committee) are lacking a line of authority.
62. Jim Danforth noted the recognition of expunged records. Investigations should not recognize this on background checks.
63. Vern Doxtator suggested to send a memo to the area judges that if they expunge an individual, then we still aren't going to hire them because the record is still there.

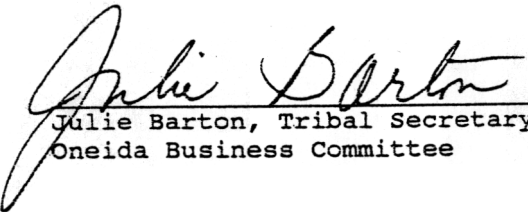
MOTION BY SHIRLEY HILL TO HAVE A SPECIAL LOC MEETING TO REVIEW AND REDRAFT THE LICENSING POLICES AND PROCEDURES ALONG WITH THE SECURITY, THE LOC AND THE REPRESENTATIVES FROM THE GAMING COMMISSION, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

SHERRY KING REQUESTS - SAVE SQUARE PROJECT
Requesting approval for research for final plan

MOTION BY KATHY HUGHES TO APPROVE THE SAVE SQUARE PROJECT (ALLIANCE DEVELOPMENT) FROM LYON FRANCE, SECONDED BY LORETTA METOXEN, MOTION CARRIED, ERNIE STEVENS, JR. AND SHIRLEY HILL ABSTAINED.

MOTION BY GARY JORDAN TO RECESS UNTIL MONDAY AT A DESIGNATED TIME ACCORDING TO THE SCHEDULE, SECONDED BY RUSSELL METOXEN, MOTION CARRIED UNANIMOUSLY.

Respectfully Submitted,



Julie Barton, Tribal Secretary
Oneida Business Committee