

Oneida Tribe of Indians of Wisconsin

Post Office Box 365



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Phone: (414) 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.

**ONEIDA BUSINESS COMMITTEE
SPECIAL MEETING
APRIL 7, 1997- 9:00 A.M.
BUSINESS COMMITTEE CONFERENCE ROOM
re: Administrative Procedures Act Invoking Emergency Resolution Modifying FY97
Budgets**

PRESENT: Deborah Doxtator-Chair, Gary Jordan -Vice Chair, Kathy Hughes- Treasurer, Julie Barton-Secretary, Sandra Ninham, Shirley Hill, Ernie Stevens,Jr., Tina Danforth, Leland Danforth-Council Members

MOTION BY SHIRLEY HILL TO ADOPT RESOLUTION 4-07-97-A ON AN EMERGENCY BASIS UNDER THE EMERGENCY PROCEDURES ACT, SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.

**BC Resolution # 4-07-97-A
Emergency Resolution Modifying FY 1997 Budgets**

- WHEREAS,** the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of the Wisconsin, and
- WHEREAS,** the General Tribal Council has been delegated the authority of the Constitution of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** the Oneida Business Committee is delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and
- WHEREAS,** the Oneida General Tribal Council adopted Fiscal Year 1997 (FY97) budgets in December of 1996 allocating the projected revenues of the Oneida Tribe's enterprises and funds from grants to enterprises, programs and other entities, and
- WHEREAS,** this FY97 budget was based on revenue projections developed utilizing economic forecasting techniques to obtain the best available most accurate revenue projection, and
- WHEREAS,** the Oneida Business Committee has reviewed budget spending and revenue generated for FY97 and find that revenues are not being generated in the anticipated amounts causing potential funding shortfalls which must be addressed to avoid immediate and long-term deficit spending by the Oneida Tribe, and
- WHEREAS,** the General Tribal Council in approving FY97 budgets has indicated that modifications to the budget exceeding \$250,000 for Non-Divisional Budgets and \$500,000 for Divisional Budgets must receive approval by the General Tribal Council prior to implementation, and

WHEREAS, the Oneida Business Committee has determined that modification includes reductions as well as increasing budgets, and

WHEREAS, the Oneida Business Committee is unable to timely schedule a General Tribal Council meeting to address this issue which requires an immediate response, and

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee finds that failure to modify budgets by lowering the spending of the Oneida Tribe to be in line with current revenue projections would be an immediate danger to the welfare of the Oneida Tribe and its membership by causing deficit spending such that an emergency action is necessary to protect the Oneida Tribe and its membership and therefore utilizes the emergency authority under the Administrative Procedures Act to adopt this resolution for immediate implementation until such time as a General Tribal Council meeting can be called at the earliest possible date, and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Oneida Business Committee shall consider employee and membership input for final consideration for the FY97 budget modification by the General Tribal Council, and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Oneida Business Committee utilizing the emergency action authority granted in the Administrative Procedures Act does hereby adopt and implement the following directives regarding spending and budget modifications to the FY97 Non-Divisional and Divisional budgets for six months:

1. *Travel.* All travel is restricted. Provided that where travel is necessary, approval from the General Managers and the Chief Financial Officer shall be required for a maximum of two employees from the entire Oneida Tribe to attend.
2. *Business Expense.* The use of business expenses is restricted, including, but not limited to, meals, promotional items, golf outings, external fund raising, donations, and sponsorships.
3. *Equipment Purchases.* All equipment purchases shall be restricted.
4. *Seminars, Workshops, Conferences.* All approval for attendance at seminars, workshops, and conferences (*training*) is restricted. Provided that, where training is necessary, approval from the General Managers and the Chief Financial Officer shall be required. Provided further, because of the independent nature of the Oneida Business Committee, Oneida Appeals Commission and the Oneida Gaming Commission, travel shall be restricted to job related travel, excluding training, and shall be limited to two members employees from the entire Oneida Tribe.
5. *Consultants, Contracts.* All new consultant and contracts are restricted. All departments are directed to review existing consultants and contracts for mandatory need to complete department related activities.
6. *Cell Phones, Beepers.* All cell phones and beepers of the Oneida Tribe shall be cut by 50% both in usage and in equipment. Departments shall audit the number of cell phones and beepers and identify fundamental and critical need as primary equipment necessary to complete job related duties. No employee shall maintain both a cell phone and a beeper, unless one is personal equipment not reimbursed by the Oneida Tribe.
7. *Subscription Services.* No new subscription services. All subscriptions shall be evaluated by each department for fundamental and critical need to complete department related activities. All duplicate subscriptions shall be consolidated and circulated as needed to appropriate departments and personnel.
8. *TB Testing.* No TB testing shall be required of employees under the Personnel Policies and Procedures. Provided that Health Center employees, Nursing Home employees, teachers, day care employees and food service employees shall continue to be required to receive TB testing.
9. *Personnel.* All hiring of new personnel, Emergency Temporary personnel, Limited Term personnel, and student intern personnel shall be restricted with no new positions filled. Existing vacant positions shall remain vacant including transfers to those positions. No extensions to existing Emergency Temporary or Limited Term positions shall be granted.
10. *Wages.* All wages shall be restricted, including merit increases. Merit increases not implemented as of the date of this resolution shall be placed on suspension and evaluated regarding retroactive pay upon lifting this restrictions. No program area employee is authorized to work overtime.
11. *Land Purchases.* All new land purchases shall be restricted.

NOW THEREFORE BE IT FURTHER RESOLVED, that an evaluation shall be completed within 30 days of the following areas with the focus of reduction of short and long term costs with recommendations to be made regarding possible changes:

1. *Long Distance Access.* All personnel shall justify all long-distance calls. Use of the toll free numbers of the Oneida Tribe shall be audited and a proposal to limit access to out of state areas shall be evaluated.
2. *Open Purchase Orders.* All open purchase orders shall be evaluated and justified on a fundamental and critical need basis.
3. *Renovation Projects.* Re-evaluate and re-prioritize renovation projects on a mandatory versus need basis regarding renovations for building standards and use.
4. *Uncollected Fees.* Evaluate need to monitor uncollected fees for subsidized and unsubsidized services for consideration of collection and enforcement methods.
5. *Consolidation of Services.* Review and re-evaluate the need to maintain multiple service operations considering closing, consolidation, and adjustment of rates.
6. *Marketing Plan.* The Marketing Plans of enterprises shall be reviewed and evaluated to restructure to efficiently and effectively use budgeted monies.
7. *Development Plans.* Re-evaluate the need for business development proposals and prioritization of projects.

NOW THEREFORE BE IT FURTHER RESOLVED, that the CIP projects shall have the following modifications:

Project #	Action	Amount
94-005	decrease	\$100,000
94-032	decrease	\$232,000
94-009	decrease	\$160,000
94-mall	decrease	\$150,000
94-013	decrease	\$100,000
95-015	decrease	\$100,000
Lateral extension/right of way	decrease	\$300,000
Cora House	delay until 1998	\$903,000
Dead End	delay until 1998	\$417,000

NOW THEREFORE BE IT FURTHER RESOLVED, that the Oneida Business Committee hereby rescinds the budget requirement that the profits from the Oneida Airport Hotel Corporation be utilized to accelerate retirement of the debt of the Oneida Airport Hotel Corporation as identified as a policy and incorporated into the Oneida Tribe's budgets by Oneida Business Committee resolution #BC 3-1-95-C, and

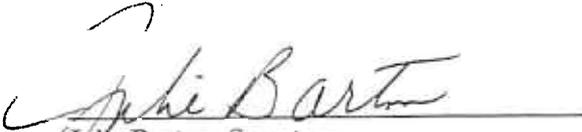
NOW THEREFORE BE IT FURTHER RESOLVED, that the Oneida Business Committee in accordance with the emergency authority of the Administrative Procedures Act on behalf of the General Tribal Council is restricting all boards, committees, commissions, and task forces to minimum required amount of meetings to carry out duties and responsibilities, and that all travel is restricted in accordance with the parameters set out above, and

NOW THEREFORE BE IT FINALLY RESOLVED, that the above budget restrictions and modifications shall be subject to exception upon submission of justification of need to meet mandatory department responsibilities by the General Manager, Gaming General Manager and the Chief Financial Officer to the Finance Committee for approval. Provided that, travel and seminar exception processes shall be as stated in the earlier Resolve.

Recess\Adjourned:

MOTION BY SHIRLEY HILL TO RECESS, SECONDED BY TINA DANFORTH. MOTION CARRIED UNANIMOUSLY.

Adjourned: 9:25 A.M.



Julie Barton, Secretary
ONEIDA BUSINESS COMMITTEE