

# 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 REGULAR MEETING SEPTEMBER 16, 1998 BUSINESS COMMITTEE CONFERENCE ROOM

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

**EXCUSED:** Julie Barton - Secretary, Sandra Ninham - Council Member

**OTHERS PRESENT:** Judy Cornelius, Geraldine Danforth, Shane Anton, Linda Danforth, Dottie Krull, Kitty Merlchert, Lloyd Powless, Conrad King, Michelle Peterson, John Beringer, Mike Finn, Mary Adams, Patti Hoeft, Chaz Wheelock, Francine Skenandore, Crystal Holtz, Simon DeCota

**OPENING:** Leander Danforth

**I. CALL TO ORDER BY DEBORAH DOXTATOR AT 9:00 A.M.**

**II. OATH OF OFFICE**

**III. APPROVAL OF AGENDA**

**A. ADDITIONS:**

**TO REQUESTS:**

3. Judy Cornelius RE: Liability Insurance for Tribal Schools

**TO CONTRACT:**

2. Kathy Hughes RE: Bear Claw Contract

**TO TREASURER'S REPORT:**

- Bruce King RE: Reschedule the Treasurer's Report to Sept. 30, 1998

**TO EXECUTIVE SESSION NEW BUSINESS:**

2. Deborah Doxtator RE: Ashwaubenon Service Agreement & DePere Service Agreement first amendments

**B. DELETIONS:**

**MOTION BY SHIRLEY HILL TO APPROVE THE AGENDA, SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

**IV. MINUTES TO BE APPROVED:**

**Regular Business Committee Minutes of September 9, 1998.**

**APPROVED AS PRESENTED**

**V. TABLED BUSINESS:**

- 1 Kathy Hughes/LOC RE: Appropriate Resolution designating the collection and depository activities regarding the present Room Tax collection and Statement of Effect.

**Excerpt from the August 26, 1998 Business Committee Meeting: MOTION BY GARY JORDAN TO TABLE THIS ITEM FOR TWO WEEKS TO DIRECT THE TREASURER TO FORWARD AN APPROPRIATE RESOLUTION DESIGNATING THE COLLECTION AND DEPOSITORY ACTIVITIES REGARDING THE PRESENT ROOM TAX COLLECTION AT THE ONEIDA RADISSON HOTEL, SECONDED BY SANDRA NINHAM. TINA DANFORTH OPPOSED, LELAND DANFORTH ABSTAINED. MOTION CARRIED.**

**Response Due September 9, 1998.**

**Excerpt from the September 9, 1998 Business Committee Meeting: MOTION BY TINA DANFORTH TO SEND THIS RESOLUTION TO LOC FOR A STATEMENT OF EFFECT BACK IN ONE WEEK, SECONDED BY LELAND DANFORTH. MOTION CARRIED UNANIMOUSLY.**

**Response Due September 16, 1998.**

**MOTION BY KATHY HUGHES TO TAKE THIS ITEM FROM THE TABLE, SECONDED BY TINA DANFORTH. MOTION CARRIED UNANIMOUSLY.**

**MOTION BY GARY JORDAN TO ADOPT RESOLUTION 9-16-98-A AND INCLUDE THE ADDITIONAL RESOLVE RECOMMENDED BY THE LAW OFFICE: NOW THEREFORE BE IT RESOLVED, THAT THE ONEIDA BUSINESS COMMITTEE HEREBY RESCINDS THAT PORTION OF RESOLUTION 9-17-97-A WHICH IDENTIFIES "SPECIAL PURPOSES" AS THE "CONVENTION CENTER PROJECT," SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

2. Artley Skenandore

RE: Request to approve of the FY 1998 Incentive Plan for Divisional Employees

**Excerpt from the September 2, 1998 Business Committee: MOTION BY TINA DANFORTH TO TABLE THIS ITEM FOR ONE WEEK, SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

**Response due September 9, 1998**

**Excerpt from the September 9, 1998 Business Committee Meeting: MOTION BY TINA DANFORTH TO TABLE THIS ITEM FOR ONE WEEK, SECONDED BY SHIRLEY HILL. KATHY HUGHES, LELAND DANFORTH OPPOSED. TIED VOTE, THE CHAIR VOTED IN FAVOR OF TABLING.**

**Response Due September 16, 1998.**

**MOTION BY GARY JORDAN TO TAKE THIS ITEM FROM THE TABLE, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

**MOTION BY TINA DANFORTH TO APPROVE RECOMMENDATION #3 OF OUR PACKET WHICH ALLOWED \$360.00 IN ONEIDA MONEY TO ALL DIVISIONAL EMPLOYEES, THAT ALL EMPLOYEES WHO ARE DIVISIONAL AND NON-DIVISIONAL WHO RECEIVED OR WILL RECEIVE A BONUS IN FISCAL YEAR 98 ARE INELIGIBLE FOR THE INCENTIVE, ALSO I AM RECOMMENDING THAT ALL NON-DIVISIONAL EMPLOYEES GET A CASH GIFT INCENTIVE OF \$360.00 IN**

**LIEU OF ONEIDA MONEY AND FURTHER THAT ALL EMPLOYEES DIVISIONAL AND NON-DIVISIONAL RECEIVE NOTIFICATION THAT THE ONEIDA MONEY THEY RECEIVE AND THE CASH GIFT THEY RECEIVE ARE SUBJECT TO TAX CONSEQUENCES, SECONDED BY SHIRLEY HILL. KATHY HUGHES, ERNIE STEVENS, JR. ABSTAINED. MOTION CARRIED.**

For the Record, Gary Jordan stated he had concerns as the plan was originally presented. In his opinion, the plan is mediocre at best. The segregation between in the trenches\frontline employees and upper management will be further extended. Some received \$360 Oneida Money while some receive \$1,500 bonuses. The \$360 should minimally be in cash, because it still has to be claimed with the IRS with the same dollar value. Concerns: The plan as presented may be perceived as an attempt to quell employee dissatisfaction with the lack of increases in base pay and individual compensation (COLA, merit, bonus) during the past two years, retain and improve individual performance. Research by the Oneida Human Resource department found that by offering higher than average wages, Oneida can attract specialized or skilled employees but, Oneida fails to retain them after three years because of base pay had not been increased to remain competitive with the local labor market.

The plan also seems to be an attempt to address a long-term need to develop a performance reward plan that would "grow" the people who work for Oneida. Instead, the plan seems to be a "race" to utilize available funds. The plan seems to imply that a substantial performance reward system may never be developed.

Calling the proposal an "incentive plan" may be inaccurate. An incentive is any type of award (cash or noncash) that is contingent upon some measure of performance. Group incentive plans are preannounced (The Reward Plan Advantage by Jerry L. McAdams.)

The plan can be more accurately defined as a "recognition" plan. Recognition awards celebrate the achievement of reaching a goal or objective. These kinds of awards are given "after the fact." Recognition plans are intended to reinforce the process of performance improvement by reminding everyone how much the organization appreciates their efforts and contributions.

Questions Unanswered: While I have all these concerns, the employees do deserve some type of reward\recognition for all their hard work. Yet, this document is not a systematic - professional plan.

Data needs:

2. The plan states that \$824,000 is available to fund the incentive program. How was that figured determined.
2. While the plan aims to recognize the achievement of meeting FY98 cost containment goals, the plan does not identify those goals, specifically those figures listing total dollar amounts saved. List the kinds of dollar amounts saved and the areas\line items affected by cost containment measurements.
3. Compare total cost containment savings to the proposed incentive plan cost of \$805,000.
4. Explain the criteria and formula used to determine the non-cash gift of \$360.
5. The plan identifies three expenditures totaling \$19,000. Explain each of the following:  
Printing cost (\$8-10,000) \$10,000  
\$25x1240 gaming employees 3,000  
Employee incentive spent YTD 6,000 (Is this the \$1,500 bonus already distributed?)  
Total expenditures \$19,000
6. Compare the proposed incentive plan to the recently approved plan to distribute bonuses for FY98
  - . How are the two initiatives different? Similar?
  - . What is the estimate expenditure for bonuses in FY98?
  - . Explain the purpose and/or goals for using "bonuses" as part of an organization's effort to improve performance. What impact will the bonus plan have on front line employee morale?
  - . Identify the positive and negative behaviors that will be reinforced by the bonus plan.
7. What tax consequences will each employee face by receiving the \$360.00 non-cash gift?
8. Which line item under FY98 does the total dollar amount come from, as approved by GTC?

For the Record, Ernie Stevens, Jr. supported the incentive plan, but because he only heard of this

plan that separates the bonus from Oneida money for some and cash to others. I support the incentive but have not had a chance to evaluate this proposed split between coupon\cash.

For the Record, Deborah Doxtator stated bonus and incentive are two distinct things within the Nation. She recommended that the LOC that if they think they are one and the same, legislative action should be taken to consolidate them because they are two separate and distinct items in the Budget that GTC has approved. She has not seen any statistics about bonus' that have been paid and to whom. There is assumption that they have been paid to top management, she was not aware of or seen factual documentation.

**MOTION BY TINA DANFORTH TO DIRECT THE CFO TO PROVIDE A REPORT TO THE BUSINESS COMMITTEE WITHIN ONE WEEK ON HOW MANY BONUSES WERE DISPERSED IN FY98, IN WHAT AMOUNTS AND TO WHAT POSITIONS, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

## **VI. REPORTS**

- A. HOTEL CORPORATION - (QUARTERLY:  
NOVEMBER/FEBRUARY/MAY/AUGUST) 2nd Wednesday of the Month -  
Pat Lassila**
- B. APPEALS COMMISSION - (JAN 10/APR 10/JULY 10/OCT 9)  
2nd Wednesday of the Month - Stan Webster**
- C. ONEIDA TRIBAL SCHOOL BOARD - 3rd Wednesday of the Month -  
Debbie Danforth**

**Report Submitted.**

**MOTION BY SHIRLEY HILL TO DEFER THIS ITEM UNTIL SOMEONE IS PRESENT, SECONDED BY KATHY HUGHES. MOTION CARRIED UNANIMOUSLY.**

- D. HOUSING AUTHORITY - 4th Wednesday of the Month - Lois Powless**
- E. ONCOA - 4th Wednesday of the Month - Clifford Doxtator**
- F. ONEIDA GAMING COMMISSION - (QUARTERLY:  
JAN/APR/JULY/OCT) 2nd Wednesday of the Month - Jeff Metoxen**
- G. ONEIDA AIRPORT BUSINESS DEVELOPMENT BOARD: (QUARTERLY:**

JAN/APR/JULY/OCT) 2nd Wednesday of the Month -Gary Metoxen

**H. TRAVEL REPORTS**

**I. FOLLOW UP REPORTS/BC DIRECTIVES FROM PREVIOUS MEETINGS**

- 1 Artley Skenandore RE: Partnership Proclamation with the United States  
Census Bureau.

**Excerpt from the August 26, 1998 Business Committee Meeting: MOTION BY KATHY HUGHES TO DIRECT THE GENERAL MANAGER TO BRING FORWARD THE PARTNERSHIP PROCLAMATION AND THE RECOMMENDATIONS FOR APPOINTMENT TO THE COMPLETE COUNT COMMITTEE, DUE NEXT WEEK, SECONDED BY ERNIE STEVENS, JR. MOTION CARRIED UNANIMOUSLY.**

**Response due September 2, 1998.**

**Excerpt from the September 9, 1998 Business Committee Meeting: MOTION BY KATHY HUGHES TO DIRECT THE GENERAL MANAGER TO BRING THE PROCLAMATION FORWARD IN ONE WEEK, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

**Response Due September 16, 1998.**

**MOTION BY GARY JORDAN TO ADOPT THE PROCLAMATION, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

2. Oneida Law Office/CRC RE: Opinion and Comments on the  
Constitution & Enrollment Ordinance.

**Excerpt from the August 5, 1998 Business Committee Meeting: MOTION BY SHIRLEY HILL TO DIRECT LEGAL AND THE CONSTITUTIONAL REVIEW COMMITTEE TO GIVE AN OPINION AND COMMENTS ON THE CONSTITUTION AND THE ENROLLMENT ORDINANCE REGARDING RALPH POWLESS' REQUEST, BACK IN THIRTY DAYS, SECONDED BY TINA DANFORTH. MOTION CARRIED UNANIMOUSLY.**

**Response Due September 16, 1998.**

**Response Submitted.**

**MOTION BY GARY JORDAN TO ACCEPT THE LEGAL OPINION AND REFER TO ENROLLMENT COMMITTEE TO PURSUE IMPLEMENTATION THROUGH THE APPROPRIATE PROCESS, SECONDED BY ERNIE STEVENS, JR. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

3. Keith Summers RE: Hobart Water System Infrastructure upgrades to Tribal properties, and Tribal Member properties.

**Excerpt from the September 9, 1998 Business Committee Meeting: MOTION BY SHIRLEY HILL TO SEND THIS ITEM TO LEGAL, LAND COMMISSION AND LAND MANAGEMENT FOR REVIEW, SECONDED BY TINA DANFORTH. KATHY HUGHES ABSTAINED. MOTION CARRIED.**

**Response Due September 16, 1998.**

**MOTION BY GARY JORDAN TO SET DEADLINE OF TWO WEEKS TO THE LAW OFFICE TO REPORT BACK ON THIS ISSUE, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

4. Gerald L. Hill/Mike Finn RE: Legal Review and request for approval of the B.I.A. Contract CTF55T43337 - 2% Transportation Planning funds. Oneida Nation Fair share of TEA21.

**Excerpt from the September 9, 1998 Business Committee Meeting: MOTION BY KATHY HUGHES TO REFER THIS ITEM TO CHIEF COUNSEL'S OFFICE FOR REVIEW BACK IN ONE WEEK, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

**Response Due September 16, 1998.**

**MOTION BY KATHY HUGHES TO APPROVE THE BIA CONTRACT CTF55T43337 - 2% TRANSPORTATION PLANNING FUNDS, ONEIDA FAIR SHARE OF TEA21, RESOLUTION 9-16-98-B, SECONDED BY TINA DANFORTH. MOTION CARRIED UNANIMOUSLY.**

## **VII. NEW BUSINESS**

### **A. RESOLUTIONS**

1. Gary Jordan RE: Proposed resolution to ensure wages comply w/Davis-Bacon Act.

**MOTION BY KATHY HUGHES TO APPROVE THE RECOMMENDATION TO REFER THE PROPOSED RESOLUTION TO THE LOC FOR PROCESSING AND STATEMENT OF EFFECT AND PUBLIC HEARING, BACK WITHIN A THIRTY DAY TIME LINE, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

### **B. REQUESTS**

- Deborah Doxtator RE: (1) Board Recommendation to the Oneida Cemetery Board.

**MOTION BY SHIRLEY HILL TO APPROVE THE APPOINTMENT OF SUE DANIELS TO THE ONEIDA CEMETERY BOAR, SECONDED BY TINA DANFORTH. MOTION CARRIED UNANIMOUSLY.**

2. Chaz Wheelock RE: Concerns to the General Council directive dealing with New York development and land rights strategy for New York.

### **FOR INFORMATION ONLY**

3. Judy Cornelius RE: Liability Insurance for Oneida Schools

**MOTION BY KATHY HUGHES TO DIRECT THE CFO TO PROVIDE A REPORT FROM RISK MANAGEMENT IN REGARDS TO THE TYPES OF STUDENT COVERAGE WE HAVE TO COVER PLAYGROUND ACCIDENTS; AND DIRECT THE GENERAL MANAGER TO PROVIDE A REPORT FROM THE SAFETY DEPARTMENT ON THE ASSESSMENT ON PLAYGROUND EQUIPMENT; AND DIRECT THE CHAIR OF THE ONEIDA SCHOOL BOARD TO PROVIDE A REPORT ON THE SPECIFICS OF THE INCIDENT AND WHAT OCCURRED, BACK IN TWO WEEKS. SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

### **C. CONTRACTS/AGREEMENTS**

1. Mike Finn

RE: Request for approval of Contract  
#CTF55T43338 - Construction of Road  
infrastructure VandeWalle Phase II.

**MOTION BY SHIRLEY HILL TO APPROVE THE CONTRACT #CTF55T43338 -  
CONSTRUCTION OF ROAD INFRASTRUCTURE VANDEWALLE PHASE II,  
RESOLUTION 9-16-98-C, SECONDED BY TINA DANFORTH. MOTION CARRIED  
UNANIMOUSLY.**

Kathy Hughes

RE: Bear Claw Contract

**MOTION BY SHIRLEY HILL TO TABLE THIS ITEM FOR A COST ANALYSIS OF  
THE WHOLE PROJECT AND THE CONSIDERATION OF THE TIME LINES TO  
COMPLETE WITH A REPORT BACK TO THE BUSINESS COMMITTEE IN  
REGARD TO THOSE ISSUES AND THE WORK WITH THE CULTURAL CENTER IF  
THERE IS ANY, SECONDED BY GARY JORDAN. KATHY HUGHES, LELAND  
DANFORTH, ERNIE STEVENS, JR. OPPOSED. TINA DANFORTH ABSTAINED.  
MOTION FAILED.**

**MOTION BY ERNIE STEVENS, JR. TO APPROVE THE BEAR CLAW CONTRACT,  
SECONDED BY KATHY HUGHES. GARY JORDAN, SHIRLEY HILL OPPOSED.  
MOTION CARRIED.**

For the Record, Shirley Hill opposed because this project has cost an insurmountable dollar amount and because the cost analysis should be done before approving a contract. TIME LINES should be in place instead of it being ongoing.

For the Record, Gary Jordan opposed because he felt it was a duplication of the Cultural Heritage, if it was not verbatim, he believed that department critiqued their responsibilities to do a similar activity. This contract is costing approximately \$60 an hour based on two thousand eighty hours per year and the amount that is proposed to be approved of \$120,000. Also, he felt an internal employee would be less expensive then that contract.

For the Record, Shirley Hill stated she wasn't questioning the benefits of the project, she was questioning the cost of what they have received thus far, and if there would ever be an end to this. A contract should come to an end sometime, either that or hire the person to do the job.

**MOTION BY TINA DANFORTH TO DIRECT ERNIE STEVENS, JR. TO DO A COST  
ANALYSIS REPORT ON THIS PROJECT, SECONDED BY KATHY HUGHES. ERNIE  
STEVENS, JR. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**D. TRAVEL REQUESTS**

**E. VACATIONS**

**VIII. FINANCE COMMITTEE**

**A. OLD BUSINESS**

1. Catastrophic Fund RE: Meeting Minutes of August 28, 1998

**Excerpt from the September 2, 1998 Business Committee Meeting: MOTION BY GARY JORDAN TO SEND THIS ITEM BACK TO THE CATASTROPHIC FUND FOR RECONSIDERATION OF THEIR RECOMMENDATIONS BACK IN 10 DAYS, SECONDED BY TINA DANFORTH. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**Response due September 16, 1998**

**MOTION BY KATHY HUGHES TO DEFER THIS ITEM ONE WEEK, SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

**IX. AUDIT COMMITTEE REPORT**

**X. LEGISLATIVE OPERATING COMMITTEE**

1. FOR APPROVAL: LOC Meeting Minutes of Thursday, September 3, 1998

**MOTION BY KATHY HUGHES TO APPROVE THE LOC MEETING MINUTES OF SEPTEMBER 3, 1998, SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

2. FOR APPROVAL: Public Hearing Meeting minutes for Ten (10) Day Notice Policy-Amendment September 3, 1998

**MOTION BY TINA DANFORTH TO APPROVE THE PUBLIC HEARING MEETING MINUTES FOR TEN DAY NOTICE POLICY AMENDMENT OF SEPTEMBER 3, 1998, SECONDED BY LELAND DANFORTH. MOTION CARRIED. UNANIMOUSLY.**

3. FOR APPROVAL: Public Hearing Meeting Minutes for Compensation Policy/September 8, 1998

**MOTION BY GARY JORDAN TO ACCEPT THE PUBLIC HEARING MEETING MINUTES FOR COMPENSATION POLICY OF SEPTEMBER 8, 1998, SECONDED BY KATHY HUGHES. MOTION CARRIED UNANIMOUSLY.**

4. FOR APPROVAL: Resolution Regarding Contract for Transportation Equity Act for the 21st Century Funds.

**MOTION BY TINA DANFORTH TO APPROVE THE ACCEPTING OF RESOLUTION 9-16-98-B (SEE FOLLOW-UP), SECONDED BY GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

**XI. TREASURERS REPORT- 4th Wednesday of the Month - Kathy Hughes**

1. Bruce King RE: Reschedule the Treasurer's Report to Sept. 30, 1998

**MOTION BY GARY JORDAN TO APPROVE RESCHEDULING THE TREASURER'S REPORT TO SEPTEMBER 30, 1998, SECONDED BY ERNIE STEVENS, JR. KATHY HUGHES ABSTAINED. MOTION CARRIED.**

**TRIBAL GENERAL MANAGER**

**GAMING GENERAL MANAGER**

**ATTORNEY BRIEF**

**ONEIDA BUSINESS COMMITTEE CAUCUS**

**ONEIDA BUSINESS COMMITTEE PLANNING**

**XVII. OFFICERS MEETING**

**MOTION BY SHIRLEY HILL TO RECESS FOR TEN MINUTES, SECONDED BY ERNIE STEVENS, JR. MOTION CARRIED UNANIMOUSLY.**

**XVIII. EXECUTIVE SESSION**

- A. **ONEIDA LAND CLAIMS - 1st Wednesday of the Month - Patty Hoeft**
- B. **OLD BUSINESS**

Gerald L. Hill/Artley Skenandore

RE: Practice & Procedures for  
Standardization in the Dream Home  
Loan Program.

**Excerpt from the August 5, 1998 Business Committee Meeting: MOTION BY KATHY HUGHES TO DIRECT THE GENERAL MANAGER AND LEGAL COUNSEL TO REVIEW THE PRACTICES AND PROCEDURES FOR STANDARDIZATION IN THE DREAM HOME LOAN PROGRAM BACK IN THREE WEEKS, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

**Response Due August 26, 1998.**

**Excerpt from the August 26, 1998 Business Committee Meeting: MOTION BY SHIRLEY HILL TO APPROVE A THREE WEEK EXTENSION, SECONDED BY SANDRA NINHAM. MOTION CARRIED UNANIMOUSLY.**

**Response Due September 16, 1998.**

**Response Submitted.**

**MOTION BY SHIRLEY HILL TO ACCEPT THE REPORT AND REFER THE RECOMMENDATIONS TO THE LAND COMMISSION FOR A RESPONSE; TO DIRECT INTERNAL AUDIT TO CONDUCT A FISCAL AUDIT ON THE PROGRAM; DIRECT KATHY HUGHES TO BRING BACK RECOMMENDATIONS IN TWO WEEKS ON AN OPERATIONAL AUDIT, SECONDED BY ERNIE STEVENS, JR. KATHY HUGHES ABSTAINED. MOTION CARRIED.**

- 2. Julie Barton RE: Audit Committee Minutes of August 6, 1998

**Excerpt from the July 22, 1998 Business Committee Meeting: MOTION BY SHIRLEY HILL TO DEFER THIS ITEM FOR ONE WEEK FOR A WRITTEN REPORT, SECONDED BY SANDRA NINHAM. MOTION CARRIED UNANIMOUSLY.**

**Response due September 9, 1998**

**Excerpt from the September 9, 1998 Business Committee Meeting: NOTHING SUBMITTED.**

**Response Submitted.**

**MOTION BY GARY JORDAN TO ACCEPT THE AUDIT COMMITTEE MINUTES OF AUGUST 6, 1998, SECONDED BY KATHY HUGHES. MOTION CARRIED UNANIMOUSLY.**

**C. NEW BUSINESS**

1. Deborah Doxtator RE: Conflict of Interest.

**MOTION BY GARY JORDAN TO REPOST THE VACANCIES FOR THE ONEIDA MUSEUM BOARD, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

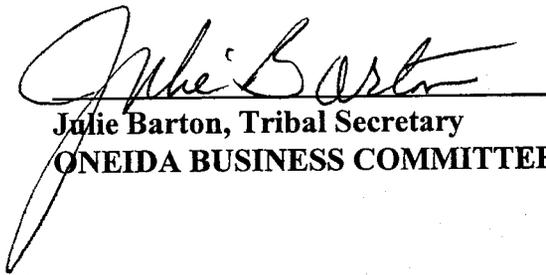
2. Deborah Doxtator RE: Ashwaubenon Service Agreement & DePere Service Agreement first amendments

**MOTION BY KATHY HUGHES TO ASSIGN SANDRA NINHAM AND ERNIE STEVENS, JR. TO RE-NEGOTIATE THE ASHWAUBENON SERVICE AGREEMENT AND ASSIGN LELAND DANFORTH AND ERNIE STEVENS, JR. TO RE-NEGOTIATE THE DEPERE SERVICE AGREEMENTS, SECONDED BY SHIRLEY HILL. ERNIE STEVENS, JR, LELAND DANFORTH ABSTAINED. MOTION CARRIED.**

**XVIII. RECESS/ADJOURN**

**MOTION BY TINA DANFORTH TO RECESS, SECONDED BY KATHY HUGHES. MOTION CARRIED UNANIMOUSLY.**

**MINUTES APPROVED AS PRESENTED/CORRECTED ON September 23, 1998.**

  
**Julie Barton, Tribal Secretary**  
**ONEIDA BUSINESS COMMITTEE**