

# 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.

## Special Business Committee Meeting

Norbert Hill Center

RE: Employee Incentive

December 2, 1998

3:00 p.m.

**Present:** Deborah Doxtator - Chair, Gary Jordan - Vice Chair, Kathy Hughes - Treasurer, Julie Barton - Secretary, Shirley Hill, Tina Danforth, Leland Danforth- Council Members

**Excused:** Sandra Ninham, Ernie Stevens, Jr. Council Members

**Agenda:** Retro active approval of \$219,000.00 for employee incentive that would come from the FY98 excess of funds that would revert back to the operations of the tribe.

Council Member Hill asked how the taxes entered into the cost of the package. The chair stated that the taxes were automatically included in the benefits package that was approved by GTC. It's disbursed through those approved funds.

Discussion from the audience ranged from the total dollar amount spent; how employees who should have received the incentive but didn't would be dealt with to ensure equity to employees; per capita for the elderly; expression that care givers, COPP and Title IV workers should have been included in this package vs. JTPA workers on Oneida payroll through federal funds administered to the tribe; rumors of duplication of monies handed out; concern of no tracking system because of the way the serial numbers were grouped; security issues dealing with the Oneida Money; dissatisfaction with the way the plan was administered; thoughts that everyone didn't deserve it to tax issues paid by employees at the end of the year.

It was explained that a flat amount would have had a greater dollar amount subtracted from the total, as much as up to \$160.00. With it falling into the total end of year income bracket, according to the bracket your in, payment would be more in the line of \$10-\$25 vs. the flat amount of up to \$160.00 on the incentive itself. Although it wasn't the best of plans, it was felt that employees should be given something to thank them for their efforts during the cost constraints and for doing a good job.

The following motions were made regarding the Employee Incentive issues:

**MOTION BY GARY JORDAN TO RETRO APPROVE THE \$219,000.00 FOR THE FY98 EMPLOYEE INCENTIVE PLAN TO COME FROM THE FY98 EXCESS REVENUE, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

**MOTION BY GARY JORDAN TO DIRECT THE AUDIT CHAIR TO PROVIDE FOR A FULL ACCOUNTING OF (A) TOTAL AMOUNT OF ONEIDA MONEY PRINTED (B)WHO RECEIVED ONEIDA MONEY ACCORDING TO SERIAL NUMBERS (C) HOW MUCH ONEIDA MONEY WAS REDEEMED PER PERSON AS ALLOWED, DUE BACK IN 90 DAYS, SECONDED BY KATHY HUGHES. MOTION CARRIED UNANIMOUSLY.**

**MOTION BY GARY JORDAN TO DIRECT THE ACTING GENERAL MANAGERS TO PROVIDE AN ANALYSIS AND AN APPROPRIATE DATA TO ESTABLISH A LIST OF ELIGIBLE ONEIDA EMPLOYEE RECIPIENTS WHO DIDN'T RECEIVE ONEIDA MONEY AND SHOULD HAVE, CONSIDERING ALL RECOMMENDED TITLES WHICH WAS ORIGINALLY AGREED UPON, DUE IN THIRTY DAYS, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

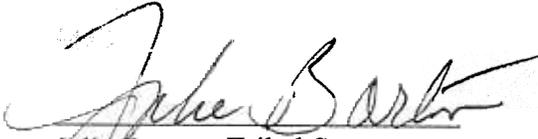
**MOTION BY GARY JORDAN TO DIRECT THE FINANCE COMMITTEE CHAIR TO BE PREPARED TO DESIGNATE ADDITIONAL FUNDS IN PREPARATION FOR FUTURE REQUESTS FOR THE HISTORICAL ONEIDA INCENTIVE IF APPROPRIATELY APPROVED BY THE BUSINESS COMMITTEE AND/OR GTC, SECONDED BY SHIRLEY HILL. TINA DANFORTH, KATHY HUGHES ABSTAINED. MOTION CARRIED.**

**MOTION BY TINA DANFORTH THAT THE BUSINESS COMMITTEE FIND A RESOURCE THAT WILL ALLOW FOR RECOGNITION AND APPRECIATION FOR COPPS EMPLOYEES WHO SERVICE TRIBAL ELDERS AND COMMUNITY PEOPLE, SECONDED GARY JORDAN. MOTION CARRIED UNANIMOUSLY.**

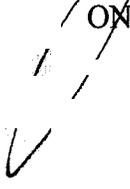
Recess\Adjourn:

**MOTION BY GARY JORDAN TO RECESS, SECONDED BY SHIRLEY HILL.  
MOTION CARRIED UNANIMOUSLY.**

Respectively Submitted,

A handwritten signature in cursive script, appearing to read "Julie Barton".

Julie Barton, Tribal Secretary  
ONEIDA BUSINESS COMMITTEE

A large handwritten checkmark or "V" symbol.