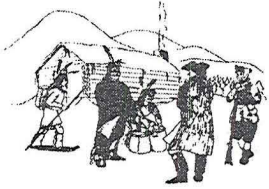
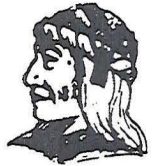


# Oneida Tribe of Indians of Wisconsin



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



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 9 a.m. Nov. 12, 2009 Emergency Meeting

### Minutes

**Present:** Rick Hill, chairman, Tina Danforth, treasurer, Patty Hoeft, secretary, Ed Delgado, council member, Ron "Tehassi" Hill Jr., council member, Trish King, council member, Brandon Stevens, council member

**Excused:** Kathy Hughes, vice-chair, Melinda Danforth, council member

#### Others

**Present:**

**I. Call to Order** by Chairman Hill at 9:18 a.m. Opening by Ron "Tehassi" Hill Jr.

#### II. Adopt the Agenda

##### 1. Chairman Hill's memo calling for emergency Business Committee meeting

Main motion by Trish King to adopt the agenda, seconded by Ed Delgado. Amendment to the main motion by Ed Delgado to adopt the agenda with the additions: 1. Request from Elaine Doxtator regarding a number of cost containment measures, 2. Groundskeeper job position at gaming, 3. Proposal to purchase switches for the Bally installation project, 4. Review a capital expenditure report dated Nov. 4 from the Gaming General Manager, 5. Executive session item regarding concierge position at gaming, 6. Executive session item regarding an administrative assistant II position at gaming, 7. Executive session item regarding a cage cashier position at gaming, seconded by Patty Hoeft. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

Motion motion by Trish King to adopt the agenda as amended, seconded by Ed Delgado. Motion carried with one abstention:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Abstention: Tina Danforth

Excused: Melinda Danforth, Kathy Hughes

For the record: Tina Danforth abstained because she did not have the complete and accurate information for which had approved the agenda for. She said she would like to go into a meeting with the information in hand and it was not available.

### III. New Business - Resolutions

#### 1. Emergency amendment to the Personnel Policies and Procedures relating to vacation and personal time accumulation

Sponsor: Joint Executive Team

Main motion by Ed Delgado to adopt resolution 11-12-09-A Emergency Amendment to the Personnel Policies and Procedures Relating to Vacation and Personal Day Accumulation, seconded by Patty Hoeft. Amendment to the main motion by Ed Delgado to change the language under line 71, section 5G, that the vacation and personal days shall be capped at 280 hours instead of 300 hours, and to change when an employee has accumulated 200 hours instead of 300 hours they will be notified, seconded by Patty Hoeft. Motion carried with one abstained:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Abstention: Tina Danforth

Excused: Melinda Danforth, Kathy Hughes

Second amendment to the main motion by Tina Danforth to change the language in the final resolve--that the term, General Managers be changed to: Joint Executive Team shall make recommendation to the Business Committee on a procedure that addresses those employees who have accumulated over 280 hours instead of 300 hours, and that they bring back a procedure, that addresses employees who accumulated over 280 hours of vacation and personal time, no later than Nov. 25 so that the Business Committee can adopt the resolution that addresses those employees and if this is not provided by Nov. 25, this will not go into effect, seconded by Ed Delgado. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

Main motion as amended by Ed Delgado to adopt resolution 11-12-09-A Emergency Amendment to the Personnel Policies and Procedures Relating to Vacation and Personal Day Accumulation, seconded by Patty Hoeft. Motion carried with one abstention:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Abstention: Tina Danforth

Excused: Melinda Danforth, Kathy Hughes

## 2. Emergency amendment to the Back Pay Policy

Sponsor: Joint Executive Team

Main motion by Ed Delgado to adopt the resolution Emergency Amendments to the Back Pay Policy, seconded by Brandon Stevens. Amendment to the main motion by Ed Delgado to approve the resolution with the deletion of subsection 3, lines 76 and 77, seconded Patty Hoeft. Motion carried with one opposed and one abstention:

Ayes: Tina Danforth, Ed Delgado, Patty Hoeft, Trish King,

Opposed: Ron "Tehassi" Hill Jr.

Abstained: Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

For the record: Brandon Stevens said we can look at the issues that are brought up and I don't know if they are in the civil rules of procedure or not. I do a lot of advocacy for our youth, delinquency in town and a pre-hearing you go before a judge and you say are you represented and have representation and go through that process to make sure when that goes forward there's advocacy or an attorney or whoever needs to be there on behalf of that person present and they are there before the hearing starts. I agree with the motion but we need to make sure everyone is advocated for when needed.

Main motion as amended by Ed Delgado to adopt the resolution Emergency Amendments to the Back Pay Policy, seconded by Brandon Stevens. The main motion was withdrawn causing the amendment to also fail.

Motion by Patty Hoeft to defer the proposed emergency amendments for the back pay policy back to the Legislative Operating Committee for further work, seconded by Ed Delgado. Motion carried with two opposed:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Brandon Stevens

Opposed: Tina Danforth, Trish King

Excused: Melinda Danforth, Kathy Hughes

Motion by Tina Danforth to recess at 12:26 p.m. until 1:30 p.m., seconded by Patty Hoeft. Motion carried with two opposed:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft

Opposed: Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

Motion by Ron "Tehassi" Hill Jr. to come out of recess at 1:40 p.m., seconded by Patty Hoeft. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King

Excused: Melinda Danforth, Kathy Hughes, Brandon Stevens



**3. Emergency amendment to the Personnel Policies and Procedures relating to Delegating Grievance Responsibilities to the Oneida Appeals Commission**

Sponsor: Joint Executive Team

Motion by Ed Delgado to defer the resolution back to the Business Committee and Personnel Commission for further discussion on how we can cut costs, seconded by Patty Hoeft. Motion carried with one opposed and one abstention:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft,  
Opposed: Trish King  
Abstained: Tina Danforth  
Excused: Melinda Danforth, Kathy Hughes, Brandon Stevens

**4. Elimination of parental leave time-off policy and requiring use of personal or vacation time**

Sponsor: Joint Executive Team

Motion by Patty Hoeft to defer the resolution back to the Business Committee for further study, seconded by Ed Delgado. Motion failed with two ayes, four opposed and one abstention:

Ayes: Ed Delgado, Patty Hoeft  
Opposed: Tina Danforth, Ron "Tehassi" Hill Jr., Trish King  
Excused: Melinda Danforth, Kathy Hughes, Brandon Stevens

Motion by Tina Danforth to adopt resolution 11-12-09-B Parental Leave and Requiring Use of Personal or Vacation Time, seconded by Trish King. Motion carried with one opposed:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Trish King  
Opposed: Patty Hoeft  
Excused: Melinda Danforth, Kathy Hughes, Brandon Stevens

Motion by Ed Delgado that the Business Committee discuss and examine the exempt employee status of the tribal positions of who should be exempt and who should be on the Kronos system, seconded by Patty Hoeft. Motion withdrawn.

**5. Emergency amendment to the Comprehensive Policy Governing Boards, Committees and Commission to eliminate stipends for attending training or conferences**

Sponsor: Joint Executive Team

Brandon Stevens arrived at 3:07 p.m.

Motion by Ed Delgado to adopt resolution 11-12-09-C Emergency Amendment to the Comprehensive Policy Governing Boards, Committees and Commissions to Address Stipends, seconded by Trish King. Motion carried with one abstention:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens  
Abstained: Tina Danforth  
Excused: Melinda Danforth, Kathy Hughes

**6. Emergency amendment to the Comprehensive Policy Governing Boards, Committees and Commissions to cap stipends for board members to \$50 a month for each board member during FY2010**

Sponsor: Joint Executive Team

Motion by Tina Danforth to adopt resolution 11-12-09-D Appointed Boards, Committees and Commissions and a Maximum of \$50 Stipends for Remainder of Fiscal Year 2010, seconded by Trish King. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

#### **7. Suspension of trade-back for cash during FY2010**

Sponsor: Joint Executive Team

Motion by Trish King to adopt resolution 11-12-09-E Suspension of Trade-Back for Cash for Fiscal Year 2010, seconded by Patty Hoeft. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

#### **8. Suspending tribal contributions to the Tribe's 401 (K) Retirement Plan during FY2010**

Sponsor: Joint Executive Team

Motion by Ed Delgado to deny the resolution, seconded by Patty Hoeft. Motion failed with five opposed and one for:

Ayes: Ed Delgado

Opposed: Tina Danforth, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

Motion by Patty Hoeft to adopt resolution 11-12-09-F Suspending Tribal Contributions to the Tribe's 401(k) Retirement Plan for Fiscal Year 2010, seconded by Brandon Stevens. Motion carried with one opposed:

Ayes: Tina Danforth, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Abstained: Ed Delgado

Excused: Melinda Danforth, Kathy Hughes

#### **9. Changing from weekly to bi-weekly payroll system**

Sponsor: Joint Executive Team

Main motion by Patty Hoeft to adopt the resolution changing from weekly to bi-weekly payroll system, seconded by Tina Danforth. First amendment to the main motion by Patty Hoeft to delete the words "to be in effect for the remainder of the fiscal year 2010", seconded by Tina Danforth. Second amendment to the main motion by Patty Hoeft that the Joint Executive Team bring back a plan at the Dec. 9 Business Committee meeting that would describe a transition process to help employees adapt to this new way of doing business. Second amendment to the main motion failed due to lack of a second.

A new second amendment to the main motion by Tina Danforth that every exempt employee of the tribe shall be paid on an every two-weeks basis effective Jan. 3, 2010, seconded by Patty Hoeft. The second amendment to the main motion failed with two ayes and four opposed:

Ayes: Tina Danforth, Patty Hoeft  
Opposed: Ed Delgado, Ron "Tehassi" Hill Jr., Trish King Brandon Stevens  
Excused: Melinda Danforth, Kathy Hughes

The first amendment to the main motion by Patty Hoeft to delete the words "to be in effect for the remainder of the fiscal year 2010", seconded by Tina Danforth. The first amendment to the main motion failed with two ayes, three opposed, and one abstention.

Ayes: Tina Danforth, Ed Delgado  
Opposed: Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King  
Abstained: Brandon Stevens  
Excused: Melinda Danforth, Kathy Hughes

Main motion by Patty Hoeft to adopt the resolution changing from weekly to bi-weekly payroll system, seconded by Tina Danforth. Main motion failed with one aye, four opposed and one abstention.

Ayes: Patty Hoeft  
Opposed: Ed Delgado, Ron "Tehassi" Hill Jr., Trish King, Brandon Stevens  
Abstained: Tina Danforth  
Excused: Melinda Danforth, Kathy Hughes

#### **IV. Additions**

##### **1. Tribal member Elaine Doxtator cost containment recommendations**

Sponsor: Ed Delgado

Motion by Tina Danforth to accept the request as FYI and to defer it to the Joint Executive Team for review, seconded by Brandon Stevens. Motion withdrawn.

Motion by Brandon Stevens to accept the request as FYI and to move it the Tuesday budget work meeting, seconded by Patty Hoeft. Motion carried with four ayes and one abstention:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Brandon Stevens  
Abstained: Tina Danforth  
Not present: Trish King  
Excused: Melinda Danforth, Kathy Hughes  
For the record: Tina Danforth abstained because some of these things are not budget items.

##### **2. Gaming: Approve title reassignment—Groundskeeper III to Groundskeeper II**

Sponsor: Louise Cornelius

Motion by Patty Hoeft to approve the title reassignment to change Groundskeeper III to Groundskeeper II, seconded by Ed Delgado. Motion carried unanimously:



Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**3. Gaming: Approve CDW contract to purchase Cisco switches for the Bally system for \$45,077.40**

Sponsor: Louise Cornelius

Motion by Tina Danforth to approve the CDW contract to purchase Cisco switches for the Bally system for \$45,077.40, seconded by Trish King. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**4. Gaming: Approve purchase of 60 new slot machines from WMS for \$911,446.06**

Sponsor: Louise Cornelius

Motion by Ed Delgado to approve the purchase of 60 new slot machines from WMS for \$911,446.06, seconded by Brandon Stevens. Motion carried with one opposed:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Brandon Stevens

Opposed: Trish King

Excused: Melinda Danforth, Kathy Hughes

For the record: Trish King opposed because she doesn't fully understand how many machines that we have in storage, how many machines we have on the floor that are not working and if we were to put the money towards improving those machines or upgrading those machines wouldn't that have been a better process than just buying new machines? Then what do we do with all these old ones? That's my reason for opposing. I do want to support the gaming industry indefinitely but we need to take a look at what we have why it's not working and how to improve it.

**V. Executive Session**

Motion by Patty Hoeft to go into executive session at 4:42 p.m., seconded by Trish King. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

Motion by Tina Danforth to come out of executive session at 5:20 p.m., seconded by Trish King. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**1. Pending land purchases status report**

Sponsor: Debbie Thundercloud/Fred Muscavitch

Motion by Ed Delgado to approve the report as FYI, seconded by Trish King. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**2. Additions**

**a. Gaming: Approval of internal posting of Gaming Training & Development department's Administrative Assistant II position**

Sponsor: Louise Cornelius

Motion by Trish King to approve the internal posting for the administrative assistant II position in gaming. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**b. Gaming: Approval of emergency temporary status of cage cashier**

Sponsor: Louise Cornelius

Motion by Trish King King to approve the cage cashier emergency temporary employee, seconded by Ed Delgado. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**c. Gaming: Approve interim re-assignment of Maintenance Supervisor to Concierge Supervisor**

Sponsor: Louise Cornelius

No action.

**V. Recess/Adjourn**

Motion by Trish King to adjourn at 5:22 p.m., seconded by Patty Hoeft. Motion carried unanimously:

Ayes: Tina Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Excused: Melinda Danforth, Kathy Hughes

**Minutes Approved as presented/corrected on Dec. 23, 2009.**

Patricia Hoeft, Tribal Secretary  
ONEIDA BUSINESS COMMITTEE