

# 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. 25, 2009 Regular Meeting

### Minutes

**Present:** Rick Hill – Chair, Kathy Hughes – Vice Chair, Tina Danforth – Treasurer, Patty Hoeft – Secretary, Ed Delgado, Ron “Tehassi” Hill Jr., Trish King, Brandon Stevens, Melinda J. Danforth – Council members

**Special recognition:** Presentation of Exxon Mobil Educational Alliance donations of \$750 to both Lannoye Elementary and Bay City Baptist schools by Michele Doxtator, Oneida Retail Manager

**I. Call to Order** by Chairman Rick Hill at 9 a.m. and opening by Tracey Williams

### II. Approval of the Agenda

Motion by Patty Hoeft to approve the agenda with the deletion of item XIV. Cost Containment FY2010 Exceptions item 2. Request to fill dental assistant position during medical leave; deletion of Other Exceptions item 1. Police department request to approve \$215 for course at Fox Valley Technical College, item 2. Police department request to approve \$221.25 to purchase one lithium battery for portable defibrillator, item 3. Police department request to approve \$600 for fitness for duty evaluation for one officer, item 4. Police department request to approve \$117.48 to replace printer ribbon; deletion of XVI. Executive Session item 10. Human Resources request to approve reassignment of Personnel Relations Director to Equal Employment Opportunity Director; under Section XV. Additions add the following items--1. Oneida Higher Education scholarship, 2. Head Start Concerns regarding federal funding, 3. Finance Committee minutes of Oct. 9 and Nov. 6, 2009; add to Executive Session New Business item 4. Internal Audit position; Move to the top of the Followups section the following items--3. Reconsideration of BC resolution 11-12-09-A, 4. Reconsideration of BC resolution 11-12-09-F, 5. Cut BC salaries by 5 percent and decrease non-medical salaries and wages to \$100,000 or less during cost containment, and the FY2010 budget proposal, seconded by Ed Delgado. Motion carried with two abstentions:

Ayes: Melinda J. Danforth, Ed Delgado, Ron “Tehassi” Hill Jr., Patty Hoeft, Trish King, Brandon Stevens

Abstained: Tina Danforth, Kathy Hughes

### III. Oaths of Office

#### 1. Southeastern Office Tribal Services (SEOTS)

Kim Nash-Walker administered by Patty Hoeft

## **IV. Minutes to be approved**

### **1. Nov. 12 Special Business Committee minutes**

Motion by Patty Hoeft to defer the Nov. 12 Business Committee minutes to the Dec. 9 Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously:

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

## **V. Reports**

### **1. Long-term Care and Aging Disability Resource Center report**

Sponsor: Debbie Thundercloud/Debbie Danforth

Motion by Trish King to approve the Long-term Care and Aging Disability Resource Center report, seconded by Melinda J. Danforth. Motion carried unanimously:

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

### **2. Stimulus initiative report**

Sponsor: Debbie Thundercloud/Jennifer Hill-Kelley

Motion by Kathy Hughes to accept the Stimulus Initiative report, seconded by Ed Delgado. Motion carried unanimously:

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

## **VI. Boards, Committees and Commissions Reports**

### **1. Environmental Resource Board**

Sponsor: Jerry Jordan

Motion by Ed Delgado to approve the Environmental Resource Board, seconded by Melinda J. Danforth. Motion carried unanimously:

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

### **2. Oneida Tribal School Board**

Sponsor: Debbie Danforth

Motion by Trish King to approve the Oneida Tribal School Board report, seconded by Tina Danforth. Motion carried unanimously:

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

## **VII. Travel Reports**

### **1. White House Tribal Nation Conference Nov. 2-5, Washington D.C.**

Sponsor: Rick Hill

Motion by Tina Danforth to approve the White House Tribal Nation Conference travel report, seconded by Trish King. Motion carried unanimously:

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

## **VIII. Follow up Reports/BC Directives from Previous Meetings**

### **1. Reconsider BC Resolution 11-12-09-D Appointed Boards, Committees and Commissions and a Maximum of \$50 Stipends for Remainder of Fiscal Year 2010**

Sponsor: Ed Delgado

Motion by Ed Delgado to amend BC Resolution 11-12-09-D so that the first Now Therefore Be It Resolved shall read "all appointed members of a board, committee or commission shall receive a stipend no greater than \$50 for a meeting."; and to delete the words "or for a hearing, initial review, interview or other activities for which a stipend payment is issued to a board, committee or commission member."; and that the first Be It Further Resolved to read as "except for the Oneida Child Protective Board, each appointed member of a board, committee or commission may only be eligible for one meeting stipend payment per month.", seconded by Trish King. Motion by Melinda J. Danforth to table, seconded by Trish King. Motion carried unanimously:

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

Motion by Ed Delgado to take this item from the table, seconded by Kathy Hughes. Motion carried unanimously:

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

Motion Ed Delgado to amend BC Resolution 11-12-09-D so that the first Now Therefore Be It Resolved shall read "all appointed members of a board, committee or commission shall receive a stipend no greater than \$50 for a meeting."; and to delete the words "or for a hearing, initial review, interview or other activities for which a stipend payment is issued to a board, committee or commission member."; and that the first Be It Further Resolved to read as "except for the Oneida Child Protective Board, each appointed member of a board, committee or commission may only be eligible for one meeting stipend payment per month.", seconded by Trish King. Motion carried with three abstentions:

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

Abstained: Melinda J. Danforth, Tina Danforth, Kathy Hughes

### **2. Reconsider BC Resolution 11-12-09-F to Suspend Employer Matching Contributions to Tribal Employee Retirement Plans**

Sponsor: Ed Delgado/Elaine Doxtator

Motion by Tina Danforth to reconsider Resolution 11-12-09-F, seconded by Patty Hoeft. Motion failed with four opposed and one abstention:

Ayes: Melinda J. Danforth, Ed Delgado, Patty Hoeft

Opposed: Trish King, Ron "Tehassi" Hill, Jr. Brandon Stevens, Kathy Hughes

Abstained: Tina Danforth

For the Record: Tina Danforth abstained because she opposed taking funding from the Executive Contingency Fund.

**3. Cut Business Committee salaries by 5 percent and decrease non-medical salaries and wages to \$100,000 or less during the cost containment period**

Sponsor: Ed Delgado/Elaine Doxtator

Main motion by Ed Delgado to adopt the resolution to reduce Oneida Business Committee and Senior Management wages during cost containment, seconded by Patty Hoeft. Amendment to the main motion by Patty Hoeft to direct HR to bring back an implementation plan at the Dec. 9 Business Committee meeting so cost containment measures can go into effect. Jan. 1, 2010, seconded by Ed Delgado. The amendment to the main motion failed with six opposed:

Ayes: Ed Delgado, Patty Hoeft

Opposed: Melinda J. Danforth Tina Danforth, Ron "Tehassi" Hill, Jr. Kathy Hughes, Trish King, Brandon Stevens

The main motion to adopt the resolution to reduce Oneida Business Committee and Senior Management wages during cost containment also failed with five opposed:

Ayes: Tina Danforth, Ed Delgado, Patty Hoeft

Opposed: Melinda J. Danforth, Ron "Tehassi" Hill, Jr., Kathy Hughes, Trish King, Brandon Stevens

Main motion by Melinda J. Danforth to adopt the resolution with the exclusion of no. 2 in the Now Therefore Be It Resolved that states "No non-medical tribal wage or rate of pay shall exceed \$100,000 annually and such reduction in wage or rate of pay shall be in effect until such time that the cost containment initiative is lifted, either by the OBC or by the Oneida General Tribal Council.", seconded by Kathy Hughes. Amendment to the main motion by Tina Danforth to make the 5 percent cut effective for all employees who fall under category no. 2, seconded by Trish King. There was no action on the main motion or the amendment to that motion because this item was tabled. Motion by Melinda J. Danforth to table this item, seconded by Brandon Stevens. Motion carried with three opposed and one abstention:

Ayes: Melinda J. Danforth, Ron "Tehassi" Hill Jr., Kathy Hughes, Brandon Stevens

Opposed: Tina Danforth, Ed Delgado, Patty Hoeft

Abstained: Trish King

Motion by Melinda J. Danforth to take this item from table, seconded by Ed Delgado. Motion carried unanimously:

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

Not Present: Tina Danforth

Main motion by Melinda J. Danforth to adopt Emergency Resolution 11-25-09-B to cut Business Committee wages by 5 percent to be in effect until the cost containment is lifted, effective Jan. 3, 2010, seconded by Ed Delgado. First amendment to the main motion by Brandon Stevens to change the 5 percent wage reduction to a 3 percent wage reduction, seconded by Ron "Tehassi" Hill, Jr. The first amendment to the main motion carried with one opposed and one abstention:

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

Opposed: Tina Danforth

Abstained: Melinda J. Danforth

For the record: Tina Danforth wanted to support a 5 percent wage reduction collectively but this divides everything up. She said this should have been done all together, to work collectively together.

Second amendment to the main motion by Patty Hoeft that JET members' salaries be reduced to \$100,000 during the cost containment period, seconded by Ed Delgado. The second amendment to the main motion failed with five opposed and one abstention:

Ayes: Ed Delgado, Patty Hoeft

Opposed: Melinda J. Danforth, Ron "Tehassi" Hill, Jr., Kathy Hughes, Trish King, Brandon Stevens

Abstained: Tina Danforth

Main motion as amended to adopt Emergency Resolution 11-25-09-B to cut Business Committee wages by 3 percent to be in effect until the cost containment is lifted was approved with one opposed and one abstention:

Ayes: Melinda J. Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Kathy Hughes, Trish King, Brandon Stevens

Opposed: Patty Hoeft

Abstained: Tina Danforth

Motion by Melinda J. Danforth that a meeting be established with JET for the issue of compensation and contract review of JET as soon as possible, seconded by Ed Delgado. Motion carried with one opposed:

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

Opposed: Tina Danforth

For the record: Tina Danforth opposed because it creates a conflict of interest.

#### **4. Proposed FY2010 budget recommendation and request to begin preparing agenda materials for the Jan. 30 GTC Budget meeting**

Sponsor: Business Committee and Joint Executive Team budget work team

Motion by Tina Danforth to approve the consolidated report regarding the FY2010 to 12 budget with a change to the FY2010 budget to reallocate the Land Acquisition Contingency to the Executive Contingency Fund unit, seconded by Ed Delgado. Motion carried with three abstentions:

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

Abstained: Melinda J. Danforth, Ron "Tehassi" Hill Jr., Brandon Stevens

For the record: Ron "Tehassi" Hill Jr. abstained because he wasn't sure about the land acquisition.

For the record: Brandon Stevens agreed with Councilman Delgado but that the monies in the contingency are identified.

Motion by Tina Danforth to recess for 10 minutes at 12:20 p.m., seconded by Ron "Tehassi" Hill Jr. Motion carried unanimously:

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

Vice Chairwoman Kathy Hughes called the meeting back to order at 12:37 p.m.

Motion by Trish King to come out of recess at 12:38 p.m., seconded by Kathy Hughes. Motion carried unanimously:

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

Motion by Patty Hoeft to change the agenda with Head Start Concerns regarding federal funding as next item, seconded by Ed Delgado. Motion carried unanimously:

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

#### **5. Addition--Head Start Concerns regarding federal funding**

Sponsor: Brian Stevens, Oneida Head Start Policy Council Chairman

Motion by Ed Delgado to refer the Head Start financial concerns to the General Manager and the security and safety concerns to the Chief of Staff by Monday, Nov. 30, 2009, and that the Business Committee receive a report of the progress at the Dec. 9, 2009 Business Committee meeting, seconded by Trish King. Motion carried unanimously:

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

#### **6. Oneida historical perspective placed into Congressional record**

Sponsor: Bill Gollnick/Nathan King

**Excerpt from Oct. 28:** Motion by Trish King to defer the historical perspective of the Oneida Tribe of Indians of Wisconsin to be placed into the Congressional record to the Nov. 25 Business Committee meeting to allow members to comment within the next two weeks to the Chief of Staff and for the final document to come back, seconded by Kathy Hughes. Motion carried unanimously.

Motion by Ed Delgado to approve the Oneida historical perspective to be placed into the Congressional record, seconded by Kathy Hughes. Motion carried with one abstention:

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

Abstained: Melinda J. Danforth

### **IX. General Tribal Council**

#### **a. Petitions**

##### **1. Petitioner Elaine Reed-Doxlator: Cost containment for Business Committee, Senior Management, Relief to GTC members, tribal employees**

Sponsor: Patty Hoeft

Motion by Patty Hoeft to accept receipt of the petition by Elaine Reed-Doxlator and send it to management for analysis and back to the Business Committee by Jan. 15, 2010, seconded by Kathy Hughes. Motion carried with one opposed and one abstention:

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

Opposed: Tina Danforth  
Abstained: Melinda J. Danforth

Motion by Trish King to add to the agenda the complaint of an allegation that a resolution was not shown with the GTC petition regarding cost containment for Business Committee, Senior Management, relief to GTC members, and tribal employees, seconded by Brandon Stevens. Motion carried with one opposed:

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

Motion by Brandon Stevens to have the investigation of the alleged improper signature process be included in the analysis, seconded by Melinda Danforth. Motion carried with one opposed:

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

## **2. Petitioner Elaine Reed-Doxlator: Cost containment for LLC's, Boards, Committees, and Commissions**

Sponsor: Patty Hoeft

Motion by Kathy Hughes to acknowledge receipt of the GTC petition received Nov. 12, 2009 regarding cost containment for LLC's, Boards, Committees and Commissions and that a legal, financial and LOC analysis be completed by Jan. 15, 2010, seconded by Trish King. Motion carried with one abstention:

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

Motion by Patty Hoeft to have the investigation of the alleged improper signature process be included in the analysis, seconded by Ron "Tehassi" Hill, Jr. Motion carried with one opposed:

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

## **3. Petitioner Wayne Silas: No out-of-budget expenditures for 2010 and no job loss retro to Oct. 1, 2009**

Sponsor: Patty Hoeft

Motion by Ed Delgado to acknowledge receipt of the petition from Wayne Silas regarding no out-of-budget expenditures for 2010 and no job loss retro to Oct.1, 2009, seconded by Brandon Stevens. Motion carried with one abstention:

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

## **X. New Business**

### **a. Resolutions**

#### **1. Discontinue Business Committee evening report sessions**

Sponsor: Kathy Hughes

Motion by Melinda J. Danforth to adopt Resolution 11-25-09-C to discontinue Evening Reports sessions, seconded by Brandon Stevens. Motion carried unanimously:

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

#### **2. Office of Special Trustee Sign-Off Authority**

Sponsor: Bill Gollnick/Susan White

Motion by Melinda J. Danforth to adopt Resolution 11-25-09-D Office of Special Trustee-Sign Off Authority, seconded by Kathy Hughes. Motion carried unanimously:

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

#### **3. CY 2010 County Tribal Law Enforcement Grant – Outagamie County State of WI/Dept. of Justice**

Sponsor: Debbie Thundercloud/Marsha Danforth

Motion by Patty Hoeft to adopt Resolution 11-25-09-E CY 2010 County Tribal Law Enforcement Grant – Outagamie County State of WI/Dept. of Justice, seconded by Ron "Tehassi" Hill Jr. Motion carried unanimously:

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

#### **4. CY 2010 County Tribal Law Enforcement Grant – Brown County State of WI/Dept. of Justice**

Sponsor: Debbie Thundercloud/Marsha Danforth

Motion by Melinda J. Danforth to adopt Resolution 11-25-09-F CY 2010 County Tribal Law Enforcement Grant – Brown County State of WI/Dept. of Justice, seconded by Trish King. Motion carried unanimously:

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

### **b. Requests**

#### **1. Retroactive approve letters to US Senators Feingold and Kohl to keep US Postal Office in Green Bay**

Sponsor: Bill Gollnick/Nathan King

Motion by Patty Hoeft to retro-approve letters to US Senators Feingold and Kohl to keep US Postal Office in Green Bay, seconded by Kathy Hughes. Motion carried unanimously:

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

## **2. Request General Manager to strictly enforce the Blue Book**

Sponsor: Ed Delgado

Motion by Ed Delgado to direct the General Manager to strictly follow the Indian Preference Law policy and procedures in the Blue Book with a report on how she will do that at the Dec. 9, 2009 Business Committee meeting, seconded by Tina Danforth. Motion carried unanimously:

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

Motion by Ron "Tehassi" Hill, Jr. to send the Indian Preference Law policy and procedures in the Blue Book to an LOC work meeting to be identified as soon as possible, seconded by Ed Delgado. Motion carried unanimously:

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

## **3. Approve annual facility license for Oneida Gaming**

Sponsor: Debbie Thundercloud/Louise Cornelius

Motion by Melinda J. Danforth to approve the facility licenses for E& EE One Stop, Hwy 54 One Stop, Main Casino and IMAC, seconded by Ron "Tehassi" Hill Jr. Motion carried unanimously:

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

## **4. Wisconsin Native American Tourism and Oneida memorandum of agreement for fiscal services**

Sponsor: Rick Hill

Motion by Kathy Hughes to defer the Wisconsin Native American Tourism and Oneida MOU for Fiscal services to the Law Office, back to the Dec. 9, 2009 Business Committee meeting, seconded by Trish King. Motion carried unanimously:

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

## **5. Request to seek donations from Tribal vendors for the 2009 Oneida Elder Christmas party**

Sponsor: Debbie Thundercloud

Motion by Tina Danforth to approve the request to seek donations from Tribal vendors for the 2009 Oneida Elder Christmas party, seconded by Melinda J. Danforth. Motion carried unanimously:

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

## **6. Oneida Gaming Commission, Gaming Background Investigations and Human Resources Department memorandum of agreement**

Sponsor: Melinda J. Danforth/Shirley Hill

Motion by Melinda J. Danforth to defer the Oneida Gaming Commission, Gaming Background Investigations and Human Resources Department Memorandum of Agreement to the Dec. 9, 2009 Business Committee meeting, seconded by Brandon Stevens. Motion carried with one abstention:

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

Abstained: Tina Danforth

For the record: Tina Danforth abstained because the agreement was already signed.

Motion by Ed Delgado that a legal review be done on the memorandum of agreement to ensure that it complies with ONGO and other tribal laws, seconded by Melinda J. Danforth. Motion carried unanimously:

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

#### **7. Appoint Pat Cornelius to Inter Tribal Bison Corp Board of Directors**

Sponsor: Patty Hoeft/Pat Cornelius

Motion by Ed Delgado to approve the appointment of Pat Cornelius to the Inter-Tribal Bison Corporation Board of Directors contingent on funding being provided by the Inter-Tribal Bison Corporation Board of Directors, seconded by Patty Hoeft. Motion carried unanimously:

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

#### **c. Travel Requests**

##### **1. MAST Fall meeting Dec. 2-3, Crandon, WI**

Sponsor: Kathy Hughes

Motion by Patty Hoeft to approve the travel request to MAST Fall meeting Dec. 2-3, 2009, seconded by Trish King. Motion carried with one abstention:

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

Abstained: Kathy Hughes

#### **XI. Community Development Planning Committee**

#### **XII. Finance Committee**

#### **XIII. Legislative Operating Committee**

##### **1. Oct. 21 LOC minutes**

Sponsor: Trish King

Motion by Patty Hoeft to approve the LOC minutes of Oct. 21, 2009, seconded by Kathy Hughes. Motion carried unanimously:

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

##### **2. SEOTS advisory board bylaws amendments**

Sponsor: Trish King

Motion by Kathy Hughes to accept the SEOTS advisory board bylaws amendments, seconded by Patty Hoeft. Motion carried unanimously:

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

### **3. Forward constitution amendments memo to the Jan. 4, 2010 GTC meeting**

Sponsor: Trish King

Motion by Patty Hoeft to approve forwarding the constitution amendments memo to the Jan. 4, 2010 GTC meeting, seconded by Ron "Tehassi" Hill, Jr. Motion carried with one abstention:

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

Abstained: Tina Danforth

### **4. Forward Oneida Election Law amendments to the Jan. 4, 2010 GTC meeting**

Sponsor: Trish King

Motion by Trish King to approve forwarding the Oneida Election Law amendments to the Jan. 4, 2010 GTC meeting, seconded by Ed Delgado. Motion carried with one abstention:

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

Abstained: Tina Danforth

## **XIV. Cost containment FY2010 Exceptions**

### **1. Proposed process to bring the number of accumulated vacation and personal hours to 280 or less hours per employee**

Sponsor: Joint Executive Team

**Excerpt from Nov. 12:** Amendment to the main motion by Tina Danforth to change the language in the final resolve: that the General Mangers be changed to Joint Executive Team, shall make their recommendation to the Business Committee on a procedure that addresses those employees that 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 proved by Nov. 25 this will not go into effect, seconded by Ed Delgado. Motion carried unanimously.

Motion by Tina Danforth to support the proposed transition plan process to bring the number of accumulated vacation and personal hours to 280 or less hours per employee, seconded by Trish King. Motion carried with one abstention:

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

Abstained: Melinda J. Danforth

### **a. FY2010 Hiring Freeze Exceptions**

#### **1. Audit – Approve job reassignment of Internal Audit Manager to Interim Internal Audit Director**

Sponsor: Ed Delgado

Motion by Ed Delgado to approve the job re-assignment of Internal Audit Manager to Interim Internal Audit Director, seconded by Brandon Stevens. Motion carried unanimously:

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

Motion by Ed Delgado to retro-approve the salary adjustment retro-active to Oct. 31, 2009, seconded by Brandon Stevens. Motion carried with three opposed:

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

Opposed: Tina Danforth, Kathy Hughes, Melinda J. Danforth

**2. Health Center – Approve request to fill Dental Assistant position during medical leave with an emergency temporary employee**

Sponsor: Debbie Thundercloud/Tenielle Johnson

Deleted

**3. Gaming – Retro-approve emergency temporary employee to regular full time Cage Vault employee**

Sponsor: Louise Cornelius

Motion by Patty Hoeft to retro-approve emergency temporary employee to regular full-time cage vault employee, seconded by Brandon Stevens. Motion carried with two opposed and one abstention:

Ayes: Ron "Tehassi" Hill, Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

Opposed: Tina Danforth, Ed Delgado

Abstention: Melinda J. Danforth

**4. Gaming - Justification to pay executive host commissions**

Sponsor: Louise Cornelius/Lorna Skenandore

Motion by Brandon Stevens to approve justification of pay executive host commissions, seconded by Kathy Hughes. Motion carried with two opposed:

Ayes: Melinda J. Danforth, Ron "Tehassi" Hill, Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

Opposed: Ed Delgado, Tina Danforth

For the Record: Tina Danforth opposed because she felt preference was being given to certain employees.

**5. Gaming Commission – Approve interim assignment of Executive Director**

Sponsor: Melinda Danforth/Shirley Hill

Motion by Melinda J. Danforth to defer approval of interim assignment of Gaming Commission Executive Director to the Dec. 9 Business Committee meeting, seconded by Kathy Hughes. Motion carried with one abstention:

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

Abstained: Tina Danforth

Not present: Trish King

**6. Backgrounds – Approve interim reassignment with no salary change of Backgrounds Investigator to Benefits Specialist for period Nov. 29, 2009 through Jan. 2, 2010**

Sponsor: Debbie Thundercloud/Barb Kolitsch

Motion by Kathy Hughes to approve interim re-assignment with no salary change of Backgrounds Investigator to Benefits Specialist for period Nov. 29, 2009 to Jan. 2, 2010, seconded by Ed Delgado. Motion carried with one abstention:

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

**7. Security – Approve reassignment of Security Officer to Senior Security Officer with 67 cent per hour wage increase**

Sponsor: Bill Gollnick/Rich VanBoxtel/Owen Somers

Motion by Ed Delgado to approve re-assignment of Security officer to Senior Security officer with a \$.67-cent wage increase per hour, seconded by Patty Hoeft. Motion carried with five abstentions:

Ayes: Ed Delgado, Patty Hoeft, Brandon Stevens  
Abstained: Melinda J. Danforth, Tina Danforth, Ron "Tehassi" Hill Jr., Kathy Hughes, Trish King  
For the record: Ed Delgado voted in favor of this change because if someone is moved to an outside position, we need to fill it so it doesn't go unfilled.  
For the record: Tina Danforth abstained because she didn't know the staffing patterns of security. This is one area that needs to be addressed.  
For the record: Kathy Hughes abstained also on staffing patterns and it needed better clarification or explanation. Any other duties as assigned on job descriptions she felt this is how it should have been filled. The increase, shouldn't that be in shift premium that is already in the policy? It just doesn't fit as to why it is here. Management should have been able to deal with that without it having to come here.

**8. Police – Approve request to fill Officer Manager position during medical leave with an emergency temporary employee Jan. 4 through March 17, 2010**

Sponsor: Bill Gollnick/Rich Van Bortel

Motion by Patty Hoeft to approve the request to fill the Officer Manager position during medical leave with an emergency temporary employee Jan. 4 through March 17, 2010, seconded by Ed Delgado. Motion carried with one abstention:

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

**9. Printing – Approve six month extension of Interim Printing Manager**

Sponsor: Lloyd Powless/Geraldine Danforth

Motion by Patty Hoeft to approve a six-month extension of the Interim Printing Manager, seconded by Melinda J. Danforth. Motion carried with one abstention:

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

**10. Human Resources – Approve reassignment of Personnel Relations Director to Equal Employment Opportunity Director with retroactive pay starting Oct. 27, 2009**

Sponsor: Debbie Thundercloud/Barb Kolitsch

Deleted

**11. Transit – Approve request to fill Dispatcher position during medical leave with emergency temporary employee**

Sponsor: Debbie Thundercloud/Rosalind Webster

Motion by Ed Delgado to approve the request to fill a dispatcher position during medical leave with an emergency temporary employee, seconded by Melinda J. Danforth. Motion carried unanimously:

Ayes: Melinda J. Danforth, Tina Danforth, Ed Delgado, Ron “Tehassi” Hill Jr.,  
Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

**12. Mail Center – Approve request to fill Mail Clerk position during medical leave with a limited term employee Nov. 19, 2009 through April 30, 2010**

Sponsor: Lloyd Powless/Geraldine Danforth

Motion by Trish King to approve the request to fill the mail clerk position during medical leave with a limited-term employee Nov. 19, 2009 through April 30, 2010, seconded by Patty Hoeft. Motion carried unanimously:

Ayes: Melinda J. Danforth, Tina Danforth, Ed Delgado, Ron “Tehassi” Hill Jr.,  
Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

**13. Surveillance – Approve reassignment of Interim Surveillance Director to Surveillance Director**

Sponsor: Melinda J. Danforth/Connie Herlache

Motion by Melinda Danforth to defer approving reassignment of the interim surveillance director to surveillance director, seconded by Ed Delgado. Motion carried unanimously:

Ayes: Melinda J. Danforth, Tina Danforth, Ed Delgado, Ron “Tehassi” Hill Jr.,  
Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

**14. Tribal Secretary – Approve title reassignment with no pay change: Recording Secretary to Executive Tribal Clerk**

Sponsor: Patty Hoeft

Motion by Patty Hoeft to approve the title reassignment with no pay change from Recording Secretary to Executive Tribal Clerk, seconded by Ed Delgado. Motion carried with one abstention:

Ayes: Melinda J. Danforth, Ed Delgado, Ron “Tehassi” Hill Jr., Patty Hoeft,  
Kathy Hughes, Trish King, Brandon Stevens

Abstained: Tina Danforth

**15. Records Management—Approve request to fill Records Technician position with an emergency temporary employee**

Sponsor: Patty Hoeft

Motion by Ed Delgado to approve the request to fill the Records Technician position with an emergency temporary employee, seconded by Kathy Hughes. Motion carried with one abstention:

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

Abstained: Tina Danforth

**b. Elimination Food, Beverage and Related Open Purchase Order Exceptions**

**1. SEOTS – Request to spend up to \$1,500 on Harvest Party and up to \$750 to transport elders to Oneida for Elders Christmas party**

Sponsor: Ed Delgado/Michael Debraska

Motion by Ed Delgado to delete the request to spend up to \$1,500 on Harvest party and up to \$750 to transport elders to Oneida for Elders Christmas party, seconded by Trish King. Motion carried unanimously:

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

Not present: Tina Danforth

**c. Other Exceptions**

**1. Police Department – Approve \$215 for one course at Fox Valley Technical College as part of certification requirements for one officer**

Sponsor: Bill Gollnick/Rich Van Bortel

Deleted

**2. Police Department – Approve \$221.25 to purchase one lithium battery for portable defibrillator**

Sponsor: Bill Gollnick/Rich Van Bortel

Deleted

**3. Police Department – Approve \$600 for fitness for duty evaluation for one officer as part of requirements when returning to work from medical leave**

Sponsor: Bill Gollnick/Rich Van Bortel

Deleted

**4. Police Department – Approve \$117.48 to purchase replacement printer ribbon**

Sponsor: Bill Gollnick/Rich Van Bortel

Deleted

**5. SEOTS – Approve \$119.44 reimbursement to SEOTS director for purchase of two fire extinguishers for the SEOTS office**

Sponsor: Debbie Thundercloud

Motion by Patty Hoeft to approve the request for \$119.44 reimbursement to SEOTS director for purchase of two fire extinguishers for the SEOTS office, seconded by Ed Delgado. Motion carried unanimously:

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

Not present: Tina Danforth

**6. Trust/Enrollment – Approve \$624 to purchase 13 baskets of Oneida Orchard and beef products for Trust and Enrollment employee reward program**

Sponsor: Ed Delgado/Carole Liggins

Motion by Ed Delgado to approve the request for \$624 to purchase 13 baskets of Oneida Orchard and beef products for Trust and Enrollment employee reward program, seconded by Brandon Stevens. Motion carried with two opposed:

Ayes: Melinda J. Danforth, Ed Delgado, Ron “Tehassi” Hill Jr., Patty Hoeft, Brandon Stevens

Opposed: Trish King, Kathy Hughes

Not present: Tina Danforth

**7. Food Pantry – Approve request to allocate \$150,000 to the Oneida Food Pantry**

Sponsor: Melinda J. Danforth

Motion by Brandon Stevens to approve the request to allocate \$150,000 to the Oneida Food Pantry from the Winter Gift Package, seconded by Trish King. Motion carried unanimously:

Ayes: Melinda J. Danforth, Ed Delgado, Ron “Tehassi” Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

Not present: Tina Danforth

**d. Elimination Out-of-State Travel Exceptions unless Emergency, Certification Requirements, and Government Official Travel**

**1. Gaming – Assistant Gaming Manager Lorna Skenandore to attend NIGC MICS Advisory Committee meeting Dec. 7-12, Sacramento, CA**

Sponsor: Louise Cornelius

Motion by Kathy Hughes to approve Assistant Gaming Manager to attend NIGC MICS Advisory Committee meeting Dec. 7-12, 2009 with funds coming from NIGC, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Melinda J. Danforth, Ed Delgado, Ron “Tehassi” Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

Not present: Tina Danforth

**XV. Additions**

**1. Higher Education**

Sponsor: Brandon Stevens

Motion by Patty Hoeft to accept as FYI and forward the revised higher education material to the GTC FY2010 budget packet, seconded by Brandon Stevens. Motion carried with two abstentions:

Ayes: Melinda J. Danforth, Ed Delgado, Ron “Tehassi” Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

Not present: Tina Danforth

**2. Oct. 9 Finance Committee minutes**

Motion by Ed Delgado to approve the Oct. 9, 2009 Finance Committee minutes, seconded by Trish King. Motion carried with two abstentions:

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

### **3. Nov. 6 Finance Committee minutes**

Motion by Kathy Hughes to approve the Nov. 9, 2009 minutes, seconded by Ed Delgado. Motion carried with one abstention:

Ayes: Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens  
Absent: Melinda J. Danforth  
Not present: Tina Danforth

### **XVI. Executive Session**

Motion by Kathy Hughes to go into executive session at 4:13 p.m., seconded by Ron "Tehassi" Hill Jr. Motion carried unanimously:

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

Motion by Trish King to come out of executive session at 5:24 p.m., seconded by Ed Delgado. Motion carried unanimously:

Ayes: Melinda J. Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens  
Not present: Tina Danforth  
Roll call: Melinda J. Danforth, Ed Delgado, Rick Hill, Ron "Tehassi" Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens

#### **a. Unfinished Business**

#### **b. New Business**

##### **1. Review Oneida Retail Department business plan to establish a new smoke shop**

Sponsor: Lloyd Powless/Geraldine Danforth

Motion by Trish King to approve the Oneida Retail Department business plan to establish a new smoke shop, seconded by Ed Delgado. Motion carried unanimously:

Ayes: Melinda J. Danforth, Ed Delgado, Ron "Tehassi" Hill Jr., Patty Hoeft, Kathy Hughes, Trish King, Brandon Stevens  
Not present: Tina Danforth

##### **2. Approve Jan. 4, 2010 Annual GTC meeting agenda and materials for printing at 1:30 p.m.** (Tribal members may attend this portion of executive session to review the proposed GTC meeting materials)

Sponsor: Patty Hoeft

Motion by Trish King to defer the annual GTC material until Monday, Nov. 30, 2009 at 12 p.m. for comments, seconded by Patty Hoeft. Motion carried unanimously:

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

Not present: Tina Danforth

### **3. Oneida Seven Generations Corporation and Nature's Way Tissue Company**

Sponsor: Brandon Stevens

Motion by Kathy Hughes to deny the request for \$100,000 for legal fees, seconded by Ed Delgado.

Motion carried unanimously:

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

Not present: Tina Danforth

### **c. Attorney Brief**

#### **1. Contract review report for September and October**

Sponsor: Jo Anne House

Motion by Brandon Stevens to accept the contract review report for Sept. and Oct. and FYI, seconded by Ron "Tehassi" Hill Jr. Motion carried unanimously:

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

Not present: Tina Danforth

#### **2. Update and review litigation strategy**

Sponsor: Jo Anne House/Becky Webster

Motion by Trish King to adopt resolution 11-25-09-G for litigation strategy, seconded by Kathy Hughes. Motion carried unanimously:

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

Not present: Tina Danforth

### **d. Audit Committee**

#### **1. Review gaming internal audit process by Internal Audit and Oneida Gaming Commission**

Sponsor: Melinda J. Danforth/Shirley Hill

Motion by Patty Hoeft to defer to the Dec. 9, 2009 Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously:

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

Not present: Tina Danforth

### **e. New York Land Claims at 2 p.m.**

#### **1. New York Land Claims update**

Sponsor: Bill Gollnick

Motion by Trish King to accept the New York Land Claims verbal update, seconded by Patty Hoeft. Motion carried unanimously:

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

Not present: Tina Danforth

#### **f. Additions**

##### **1. Audit Committee position**

Sponsor: Ed Delgado

Motion by Ed Delgado to accept the audit committee position statement as FYI, seconded by Melinda J. Danforth. Motion carried unanimously:

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

Not present: Tina Danforth


#### **XVII. Adjourn**

Motion by Trish King to adjourn at 5:30 p.m., seconded by Kathy Hughes. Motion carried unanimously:

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

Not present: Tina Danforth

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



Patricia Hoeft, Tribal Secretary  
ONEIDA BUSINESS COMMITTEE