

Oneida Tribe of Indians of Wisconsin BUSINESS COMMITTEE



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.

P.O. Box 365 • Oneida, WI 54155
Telephone: 920-869-4364 • Fax: 920-869-4040

ONEIDA BUSINESS COMMITTEE MINUTES REGULAR MEETING DECEMBER 5, 2007 Business Committee Conference Room

Present: Kathy Hughes - Vice Chair Patty Hoeft - Secretary
Melinda J. Danforth - Council member Mercie Danforth - Treasurer
Edward Delgado - Council member Paul Ninham - Council member

Excused: Gerald Danforth - Chair, Vince Dela Rosa - Council member

Others Present: Barb Skenandore, Geraldine Danforth, Melinda K. Danforth, Michael Canfield, Shannon Mick, Josh Cottrell, Brenda John, Marty Antone, Racquel Hill, Kitty Melchert, Linda Glaser, Cathy Bachhuber, Wanda Diemel, Julie Denny, Fred Muscavitch, Cheryl Skolaski, Vinnie Cornelius, Katsi Danforth, Eleanora Smith

Opening Prayer: Lee Ann Thompson

Special Recognitions: None

1. Call to Order by Kathy Hughes @ 9:04
2. Oath of Office administered by Patty Hoeft

Environmental Resource Board

Al Manders - Present

3. **Approval of the Agenda**

a. Additions:

To Oath of Office: Environmental Resource Board

To Regular Session Request 4. - Valiant Compensation Study Presentation

Action: Motion by Patty Hoeft to adopt the agenda with the additions, seconded by Trish King. Motion carried unanimously.

4. Minutes to be Approved

Regular Minutes of November 21, 2007

Action: Motion by Trish King to approve the November 21, 2007 minutes, seconded by Melinda J. Danforth. Motion carried unanimously.

5. Tabled Business

Regular Minutes of October 24, 2007

Excerpt from November 21, 2007: Remains on the Table

Action: Motion by Melinda J. Danforth to take the October 24, 2007 minutes from the table, seconded by Trish King. Motion carried unanimously.

Motion by Melinda J. Danforth to approve the October 24, 2007 minutes, seconded by Trish King. Motion carried unanimously.

Regular Minutes of November 7, 2007

Excerpt from November 21, 2007: Motion by Melinda J. Danforth to table the regular minutes of November 7, 2007, seconded by Ed Delgado. Motion carried unanimously.

Action: Motion by Melinda J. Danforth to take the November 7, 2007 minutes from the table, seconded by Paul Ninham. Motion carried unanimously.

Motion by Melinda J. Danforth to approve the November 7, 2007 minutes, seconded by Paul Ninham. For: Melinda J. Danforth, Paul Ninham, Mercie Danforth, Ed Delgado, Patty Hoeft. Abstained: Trish King. Motion carried.

6. Reports

1. Bay Bank (Quarterly: Feb/May/Aug/Nov)
John Johnson 2nd meeting of the month

Excerpt from November 21, 2007: Motion by Kathy Hughes to defer the Bay Bank

quarterly report, seconded by Paul Ninham. Motion carried unanimously.

Action: Motion by Ed Delgado to accept the Bay Bank quarterly report, seconded by Trish King. Motion carried unanimously.

Note: Valiant Compensation Study Presentation was given after Bay Bank report.

Request:

4. Neil Cornelius RE: Valiant Compensation Study Presentation

Action: Motion by Patty Hoeft to approve the Compensation Philosophy Statement, "The Oneida Tribe is committed to providing a fair and equitable compensation package enabling the Tribe to build a world class organization embracing our core values in support of our vision and mission," seconded by Trish King. Motion carried unanimously.

Action: Motion by Trish King to approve the Four Wage Scales: Non-Exempt, Exempt, Teachers, Professionals as presented, seconded by Paul Ninham. Motion carried unanimously.

Action: Motion by Paul Ninham to direct the JET team to bring back an implementation plan within thirty days inclusive of: a communication plan that celebrates a compensation philosophy and a plan that's based on market; final report on minimums; 3% wage adjustment recommendations; accrual of vacation and personal time; and labor code; seconded by Melinda J. Danforth. Motion carried unanimously.

7. **Travel Reports**

1. Vince Dela Rosa RE: Legislative Issues - Chicago, IL August 17 - 19, 2007

Excerpt from November 7, 2007: Motion by Kathy Hughes to defer the travel report, seconded by Trish King. Motion carried unanimously.

Excerpt from November 21, 2007: Motion by Ed Delgado to defer the Legislative Issues - Chicago, IL August 17-19, 2007 Travel Report to December 5, 2007, seconded by Kathy Hughes. For: Kathy Hughes, Mercie Danforth, Patty Hoeft, Ed Delgado, Paul Ninham. Opposed: Trish King. Abstained: Melinda J. Danforth, Vince Dela Rosa. Motion carried.

Action: Motion by Mercie Danforth to defer the legislative issues travel report seconded by Paul Ninham. Motion carried unanimously.

2. Gerald Danforth RE: NCAI Travel Report, November 11-16, 2007

Action: Motion by Mercie Danforth to approve the NCAI travel report, seconded by Melinda J. Danforth. Motion carried unanimously.

3. Kathy Hughes RE: TTAG Retreat, Washington, DC November 18-20, 2007

Action: Motion by Melinda J. Danforth to approve the TTAG Retreat travel report, seconded by Trish King. Motion carried unanimously.

4. Kathy Hughes RE: Midwest Feet to Trust Advisory Council Mtg. Fort Snelling, MN November 15, 2007

Action: Motion by Trish King to approve the Midwest Fee to Trust travel report, seconded by Mercie Danforth. Motion carried unanimously.

5. Kathy Hughes RE: Bemidji Area IHS Fall all ITU meeting, November 27-29, 2007

Action: Motion by Mercie Danforth to approve the IHS Fall all ITU travel report, seconded by Patty Hoeft. Motion carried unanimously.

8. Follow up Reports/BC Directives from Previous Meetings

1. Debbie Thundercloud RE: Screening SOP's

Excerpt from Executive Staff Meeting of October 4, 2007: Motion by Patty Hoeft to support process to amend SOP for screening, direct General Manager to bring back revised SOP to the December 5, 2007 Business Committee Meeting, seconded by Paul Ninham. Motion carried.

Action: Motion by Mercie Danforth to accept the HRD screening SOP update, seconded by Trish King. Motion carried unanimously.

2. Patty Hoeft RE: Waterfowl Complaint follow-up request

Excerpt from November 7, 2007: Motion by Kathy Hughes to refer the Waterfowl complaint to the General Manager's office for status report at next Business Committee meeting, seconded by Ed Delgado. Motion carried unanimously.

Excerpt from November 21, 2007: Motion by Patty Hoeft to defer the Waterfowl complaint follow-up request to the December 5, 2007 agenda for a written report from the General Manager, seconded by Vince Dela Rosa. Motion carried unanimously.

Action: Motion by Ed Delgado to approve the General Manager's report regarding the Waterfowl complaint, seconded by Paul Ninham. Motion carried unanimously.

3. Patty Hoeft RE: Reschedule GTC Meeting date regarding Linda Dallas petition

Excerpt from November 7, 2007: Motion by Paul Ninham to defer the rescheduling of the GTC meeting date to the next Business Committee meeting, seconded by Trish King. Motion carried unanimously.

Excerpt from November 21, 2007: Motion by Patty Hoeft to defer rescheduling of a GTC Meeting date regarding the Linda Dallas petition to the December 5, 2007 Business Committee meeting, seconded by Paul Ninham. Motion carried unanimously.

Action: Motion by Mercie Danforth to defer rescheduling the GTC meeting date regarding the Linda Dallas petition to the December 19, 2007 Business Committee meeting, seconded by Trish King. Motion carried unanimously.

4. Debbie Danforth RE: School Board Contracting Process

Excerpt from November 7, 2007: Motion by Patty Hoeft to defer the School Board contract process to the first Business Committee meeting of December 5, 2007, seconded by Melinda J. Danforth. Motion carried unanimously.

Action: Motion by Melinda J. Danforth to accept the School Board contracting process report as FYI, seconded by Paul Ninham. Motion carried unanimously.

5. Matt Cornelius RE: Monthly Ombudsman Update

Action: Motion by Paul Ninham to defer the monthly Ombudsman Update to December 19, 2007, seconded by Melinda J. Danforth. Motion carried unanimously.

6. Kevin Cornelius RE: Follow-up action regarding air quality management

Excerpt from October 24, 2007: Motion by Trish King to have Legislative Affairs coordinate the follow-up action on information on air quality management, including the Law Office review on SB 150 and its impact. Have Gaming General Manager include in this process an evaluation of the air quality as it pertains to customers and employees and

to also engage the General Manager in the review process and bring back it's initial report in 30 days, seconded Paul Ninham. Motion carried unanimously.

Action: Motion by Mercie Danforth to defer the follow-up action regarding air quality management to December 19, 2007, seconded by Paul Ninham. Motion carried unanimously.

9. New Business

a. Resolutions

1. Paul Van Noie RE: Associated Trust Company Service Agreement

Action: Motion by Melinda J. Danforth to adopt Resolution 12-05-07-A, appointing Associated Trust Company, N.A. as successor Trustee to the Deferred Compensation Plan Irrevocable Trust Agreement with an effective date of December 5, 2007, seconded by Ed Delgado. Motion carried unanimously.

b. Requests

1. Marty Antone RE: Approval of letter to Mr. Norbert Schwartz regarding flood hazard mapping initiative for signature

Action: Motion by Ed Delgado to approve the letter to Mr. Norbert Schwartz regarding flood hazard mapping initiative for the Chair's signature, seconded by Mercie Danforth. Motion carried unanimously.

2. Kathy Hughes RE: Amerindian Center donation Request

Action: Motion by Paul Ninham to deny the Amerindian Center donation request, seconded by Patty Hoeft. For: Paul Ninham, Patty Hoeft, Mercie Danforth, Ed Delgado, Melinda J. Danforth. Opposed: Trish King. Motion carried.

Motion by Patty Hoeft to direct the General Manager to provide a report on Urban Health Care needs and ways to deal with them, back to the January 2008 Business Committee Planning meeting, seconded by Ed Delgado. Motion carried unanimously.

3. Marty Antone

RE: Retro approval of Emergency Management Performance Grant

Action: Motion by Melinda J. Danforth to retro approve the Emergency Management Performance grant, seconded by Paul Ninham. Motion carried unanimously.

c. Travel Requests

1. Kathy Hughes

RE: Approve DHSS Office of Minority Health HRAC Meeting, Washington, DC - December 13, 2007

Action: Motion by Paul Ninham to approve the travel request for DHSS Office of Minority Health meeting of December 13, 2007, seconded by Melinda J. Danforth. Motion carried unanimously.

2. Trish King

RE: GLITC Meeting December 13, 2007, Lac Du Flambeau, WI

Action: Motion by Paul Ninham to approve the travel request for the GLITC Board meeting of December 13, 2007, seconded by Mercie Danforth. Motion carried unanimously.

10. Finance Committee - None

11. Legislative Operating Committee (LOC)

Please consider the following requests for action:

1. FOR CONSIDERATION: LOC Meeting Minutes of October 22, 2007.

Action: Motion by Melinda J. Danforth to approve the LOC minutes of October 22, 2007, seconded by Paul Ninham. Motion carried unanimously.

2. FOR CONSIDERATION: LOC Meeting Minutes of November 5, 2007.

Action: Motion by Melinda J. Danforth to approve the LOC minutes of November 5, 2007, seconded by Paul Ninham. Motion carried unanimously.

3. FOR CONSIDERATION: Resolution Adopting Drug and Alcohol Free Workplace Amendments.

Action: Motion by Ed Delgado to adopt resolution 12-05-07-B adopting the Drug and Alcohol Free Workplace amendments, seconded by Mercie Danforth. Motion carried unanimously.

Motion by Melinda J. Danforth to amend the main motion deleting the final resolve referring to the Sanitation Ordinance amendment, seconded by Melinda J. Danforth. Motion carried unanimously.

4. FOR CONSIDERATION: Resolution Adopting Emergency Amendments to the Personnel Policies and Procedures to Comply with the Amended Drug and Alcohol Free Workplace Policy.

Action: Motion by Ed Delgado to adopt resolution 12-05-07-C, emergency amendments to the Personnel Policies and Procedures to comply with the amended Drug and Alcohol Free Workplace Policy, seconded by Melinda J. Danforth. Motion carried unanimously.

12. Treasurer's Report 1:30 pm

Excerpt from November 21, 2007: Motion by Patty Hoeft to defer the Treasurer's Report to the next Oneida Business Committee meeting, seconded by Vince Dela Rosa. Motion carried unanimously.

Action: Motion by Paul Ninham to accept the Treasurer's Report. seconded by Patty Hoeft. Motion carried unanimously.

Action: Motion by Paul Ninham to go back into Executive Session at 2:30 p.m., seconded by Mercie Danforth. Motion carried unanimously.

13. Oneida Business Committee Planning - None

14. Executive Staff Meeting - None

15. Legislative Affairs Update

1. Native GOTV Programs - FYI

Action: Motion by Patty Hoeft to accept the Native GOTV Program update as FYI, seconded by Mercie Danforth. Motion carried unanimously.

2. Local, County & Municipal Report

Action: Motion by Paul Ninham to accept the local, county and municipal report as FYI, seconded by Patty Hoeft. Motion carried unanimously.

Action: Motion by Melinda J. Danforth to refer the Village of Hobart budget to the CFO for a trend analysis, seconded by Paul Ninham. Motion carried unanimously.

Action: Motion by Patty Hoeft to go back into Executive Session at 11:45 a.m., seconded by Melinda J. Danforth. Motion carried unanimously.

Action: Motion by Patty Hoeft to come out of Executive Session, seconded by Melinda J. Danforth. Motion carried unanimously.

Back into regular session at 12:29 p.m.

Executive Session

a. **Tabled Business - None**

b. **Old Business**

1. Bill Gollnick RE: Recommendations on payment considerations and status of outstanding payment issues

Excerpt from November 21, 2007: Motion by Melinda J. Danforth to direct the Chief of Staff to work with OEDA to bring back recommendations on payment considerations and that a status report on the outstanding payment issues be brought back to the December 5, 2007 Business Committee meeting, seconded by Patty Hoeft. Motion carried unanimously.

Action: Motion by Mercie Danforth to delete this item due to it being part of OEDA update, seconded by Paul Ninham. Motion carried unanimously.

2. Debbie Thundercloud RE: Attorney Charlene Smith Contract

Excerpt from November 7, 2007: Motion by Patty Hoeft to refer the attorney contract for Charlene Smith to the General Manager for further follow-up, and report back to the Business Committee agenda November 21, 2007, seconded by Mercie Danforth. Motion carried unanimously.

Excerpt from November 21, 2007: Motion by Kathy Hughes to approve Attorney Charlene Smith Contract Addendum extension to December 8, 2007, seconded by Patty Hoeft. Motion carried unanimously.

Action: Motion by Paul Ninham to approve a thirty (30) day extension on the original contract and refer the new contract back to the General Manager, seconded by Patty Hoeft. For: Paul Ninham, Patty Hoeft, Melinda J. Danforth, Mercie Danforth. Opposed: Ed Delgado, Trish King. Motion carried.

c. New Business

1. Cheryl Skolaski RE: Approval of 29 new enrollment applicants

Action: Motion by Ed Delgado to approve the 29 new enrollment applicants, seconded by Patty Hoeft. For: Ed Delgado, Patty Hoeft, Paul Ninham, Mercie Danforth, Trish King. Abstained: Melinda J. Danforth. Motion carried.

2. Paul Van Noie RE: Second Amendment to Credit Agreement Bank of America N.A. - Resolution

Action: Motion by Patty Hoeft to defer this item until after Treasurer's Report, seconded by Ed Delgado. Motion carried unanimously.

Motion by Mercie Danforth to adopt resolution 12-05-07-D, second amendment to Credit Agreement Bank of America N.A., seconded by Melinda J. Danforth. Motion carried unanimously.

d. Legislative Affairs Update -None

e. Attorney Brief

f. Audit Committee

1. Patty Hoeft RE: Final Oneida Housing Authority Audit Report

Action: Motion by Patty Hoeft to approve the verbal update and that the Tribal Secretary schedule Special Business Committee meeting in December for finalization of the Oneida Housing Authority Audit report, seconded by Melinda J. Danforth. Motion carried unanimously.

g. Oneida Enterprise Development Authority

Action: Motion by Ed Delgado to accept the cost to date report, seconded by Paul Ninham. Motion carried unanimously.

Action: Motion by Patty Hoeft to authorize payment to Power Plant Entertainment in the amount of \$409,282.00 for development cost dating back to May of 2006, seconded by Paul Ninham. Motion carried unanimously.

Action: Motion by Ed Delgado that the Chair follow up with Joe Weinberg on outstanding issues, seconded by Patty Hoeft. Motion carried unanimously.

Action: Motion by Paul Ninham to recess until 1:30 p.m., seconded by Mercie Danforth.
Motion carried unanimously.

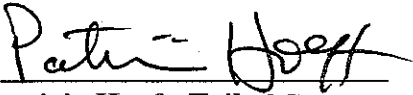
Recessed at 12:34 p.m.

Motion by Ed Delgado to come out of Executive Session at 2:36 p.m., seconded by Mercie Danforth.
Motion carried unanimously.

Recess/Adjourn @ 2:36 p.m.

Action: Motion by Melinda J. Danforth to adjourn, seconded by Trish King. Motion carried
unanimously.

Minutes Approved as presented/corrected on December 19, 2007.



**Patricia Hoeft, Tribal Secretary
ONEIDA BUSINESS COMMITTEE**