



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

# Oneida Tribe of Indians of Wisconsin, Inc.



UGWA DEHOLUH 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.

De Pere  
Route 4



Wisconsin  
54115

## SPECIAL MEETING

July 11, 1980  
9:15 A.M.

**PRESENT:** Chrmn, Purcell Powless, V-Chrmn. Norbert Hill, Secretary Wanda Webster, Mark Powless, Edwin King Jr., Loretta Metoxen.

**ALSO PRESENT:** Kathy Hughes, Mr. Denoble, Cliff Webster.

### RECOMMENDATIONS ON THE PENSION PLAN:

Motion was made by Loretta to approve recommendation 1, that Wendell McLester, Joseph Villegomez and Kathy Hughes serve on the Pension Administration Committee, Wendell to be Chairman. Mark seconded. Motion carried unanimously.

Discussion on Personnel Manager position, Mark stated Joe does a lot of work for the Business Committee and if anyone from the Business Committee want Joe to do anything a request should go through Edwin as he is the Supervisor for that program.

Discussion on recommendation 2, which is: the employer will pay 10% of gross annual salary and individual will have the option to pay up to 15% of the same salary. Motion was made by Norbert to approve item 2. Loretta seconded. Motion carried unanimously.

Discussion on recommendation 3, which is: all employees hired as of July 1, 1980 will be enrolled immediately. All new employees must be 21 years of age and/or have served 1 year in a position to be eligible for enrollment in pension plan. Motion was made by Loretta to approve item 3. Norbert seconded. Motion carried unanimously.

Discussion on recommendation 4, which is: accounting should be done on a calendar basis in order to reconcile with W-2's. Motion was made by Mark to approve item 4. Edwin seconded. Motion carried unanimously.

Discussion on recommendation 5, which is: loans to participants; providing we are not responsible for the accounting or processing of the loans we recommend the following: Only those enrollees who have paid into the plan for 5 years may borrow and then may borrow only up to 50% of their vested interest. Motion was made by Mark to table item 5 until it was made more clear as to how this process would work. Edwin seconded. Motion carried unanimously.

Discussion on recommendation 6, which is: all employees enrolling as of July 1, 1980 will receive immediate vesting.

Normal vesting is 10 years at 10%.

Motion was made by Loretta that vest 20% on a 5 year basis. Norbert seconded. Motion carried unanimously.

Discussion on CETA regulations and also on employees that have less than 5 years employment with the Tribe.

Motion was made by Loretta to vest immediately anyone that has five years plus employment with the Tribe, and those employees that are age 55 also be included in this, or five years at 20% per year up to three years.

Chairman Powless read memo from Sonny King, Joe villegomez and Kathy Hughes regarding insurance coverage for all the Tribe's buildings. Risk Planners will take 30 days to evaluate all our property and policies to ensure that we are getting adequate coverage in all areas.

Motion was made by Edwin to approve the above recommendation. Loretta seconded. Vote was 4 for with 1 abstention (Wanda.) Motion carried.

FHA HOUSING: Those present were: Steven Hardman, Loretta Webster, Carl Rasmussen, Evelyn Metoxen, Hurley Parkhurst, Audrey Doxtator, Mary Greendeer, Priscilla Manders, Anna John, Burce Schaepe, Lois Powless.

Bruce explained that Oneida was selected to be among 10 Tribes competing for 2 model projects for "congregate elderly housing". This program will provide \$1.25 million for each project, the money will cover all building expenses and funds for expenses in the operation of this new concept in elderly housing. Bruce also stated that Neil Kirsten from Iowa has offered to come to Oneida, at no cost to the Tribe, to explain congregate housing. (Neil is with an architect firm out of Iowa)

Anna stated there are many people that would benefit from this, all of the people in attendance agreed.

Bruce stated the planning office will be doing a survey on the elderly next week to get more information as to the income of the elderly, ages, and how many people would use this

Motion was made by Mark that the Planning Office follow up on this FHA Housing and get the necessary documents needed. Loretta seconded. No one opposed, motion carried.

#### RENOVATION OF ONEIDA COMMODITY WAREHOUSE:

Memo was presented by Bruce Schaepe in regards to the complete renovation of the Oneida commodity warehouse including a gravel parking lot. Three bids were received, the planning office recommends O.T.D.C with a bid of \$9,626.00. The planning office also request approval to make change orders as needed to the original contract, total additions will not exceed \$2,000. The planning office also request approval of a bid of \$938.90 with United Security Systems for a complete burgler and fire alarm system.

Motion was made by Norbert to approve the recommendations. Mark seconded. No one opposed, motion carried.

#### 1981 ITAC PROPOSAL

Motion was made by Mark to approve the 1981 ITAC Proposal. Norbert seconded. Motion carried unanimously.

(Meeting recessed for 10 minutes)

#### FOOD COMMODITIES PROGRAM:

Harriet Reiter stated she needs to know what her responsibility is as a director. Discussion on the food commodities program, and on the outreach food stamp position.

Motion was made by Norbert that the Commodities <sup>(Certification Clerk)</sup> ~~Program Director~~ stay at the present location (Seminary) and that Harriet have full supervision over her, and also to post the job description for the Food Stamp Outreach Worker. Loretta seconded. No one opposed, motion carried.

Harriet stated there is a three day workshop in Rhinelander for the work experience people next week, with the work load they have she doesn't know if they will go.

Motion was made by Loretta to approve the travel to Rhinelander at Harriet's disgression. Mark seconded. No one opposed, motion carried.

Discussion on Adminstrative Rule, many people are complaining about no job descriptions being posted.

#### LAW OFFICE:

Jerry presented a re-drafted resolution for the General Telephone Company for a right of-way

to place cables on Government Road.

Motion was made by Edwin to adopt the resolution. Mark seconded. Motion carried unanimously. Discussion on Mr. Bokowski, from the Corporate Council of Brown County, Francis stated he is being pressured into taking legal steps on Oneida's Bingo Operation.

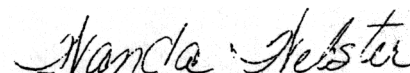
Discussion on hunting and fishing regulations. Francis stated the Tribe should voluntary coincide with the DNR regulations until the Tribe has a Tribal Court, the purpose being not to allow persons to shoot anything because they have guns and are Indian.

Francis went over the Lease the Law Office had drafted between the Oneida Tribe and Bay Engineering and Machine Company, for a business in the Oneida Industrial Park. Motion was made by Loretta to adopt the Lease. Mark seconded. Motion carried unanimously. (Law Office Staff leave, Mr. Avalos arrives - 11:45)

Mr. Avalos stated this Lease has been completely re-written, he thought at our last meeting everyone had agreed on the Lease, but the language on the taxation provision. Chairman Powless stated he had requested the Tribal Attorney to draft up a Lease as we understood it, and that each time we had met with Mr. Avalos's Attorneys and agreed to what we wanted in the Lease, it was never put in. Mr. Avalos stated if the Tribe is considering this new drafted Lease, he has nothing to talk about with the Tribe, and he will have a conference with the news media and inform them as to what has happened between him and the Tribe and the Oneida Tribe will pay the consequences.

Meeting ended at 11:55 A.M.

Respectfully submitted

  
Wanda Webster, Secretary  
Oneida Business Committee