



Onondagas 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

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UGWA DEHOLUH YATENE

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.

*Approved at Board  
Regular Meeting  
July 19 1982*

## SPECIAL MEETING

MAY 27, 1982

Meeting called to order at 10:12 A.M. by Vice-Chairman.

Present: Norbert Hill, Wendell McLester, Gordon McLester, Joy Ninham, Mark Powless, Tony Benson, Frank Cornelius.

Excused: Gary Metoxen, Howard Cannon.

## INDIRECT COST PROPOSAL

### INTRODUCTION

The Oneida Tribe has been receiving an indirect cost rate from the Department of the Interior since fiscal year beginning October 1, 1976. Since that time, there has been major changes each year to the indirect cost pool in order to provide a greater accountability, improve internal controls, and to improve operational efficiency. The primary changes beginning in fiscal 1983 are:

1. Addition of Planning Office
2. Addition of Reproduction Center
3. Addition of Centralized mailing system

These changes will tend to increase the indirect cost rate, but this increase should be less than the savings in direct program costs. With cutbacks in funding it is imperative that the Tribe implement these changes so that the effect of these cutbacks on program services can be minimized.

The Tribe has also changed its method of allocation of indirect costs. In the past, the direct cost base was composed of all direct costs except pass through funds. Starting in fiscal 1983, the direct cost base will be composed of direct salary and wage expense only. The reasons for this change are as follows:

1. Salaries and wages are a better gauge of central administration services provided than total direct costs less pass through.
2. The new method will enable savings in central administration costs because it can be automated on the computer system.
3. The new method will eliminate conflicts in determining indirect costs chargeable to individual program because of problems in defining "pass through funds".

The Tribe did a complete evaluation of all its enterprises because of many difficulties in getting these enterprises under the central administration. This evaluation revealed that enterprises differ greatly from contracts and grants in

purpose, format, control and objectives. As a result, enterprises are set up separately in 1983 from contracts and grants in regard to the indirect cost pool. The Tribe will contract with each enterprise for accounting and data processing services, and revenues from these contracts will be deducted from the actual indirect cost pool itself.

As of September 30, 1982, the Tribe is planning to implement the "One-audit concept". This will be the first complete audit of the Tribe since the BIA audit was done as of June 30, 1978. Much of the cost of this audit is in the 1983 indirect cost proposal and therefore is part of the reason for the higher indirect cost rate.

Tony made a motion to approve the indirect cost rate. Frank seconded. Motion carried.

#### NOMINATIONS FOR INDIAN EDUCATOR OF THE YEAR

Frank made a motion to submit the following nominations to NACIE for Indian Educator of the Year:

Bill Gollnick  
Norbert Hill, Jr.  
Dr. Robert Powless  
Don White  
Al Manders

Wendell seconded. Motion carried.

#### TRIBAL SCHOOL GRADUATES

The Oneida Tribal School will be graduating 10 students. The entire Business Committee was invited to attend. It will be held in the Sacred Heart Center Auditorium at 1:30 P.M. on June 3, 1982. Mark made a motion to approve a watch and a \$10.00 gift certificate from the Arts & Crafts Store as a gift for them. Joy seconded. Frank and Tony opposed. 4 yes. Motion Carried.

#### PERSONNEL MANAGER RECOMMENDATION

##### Pamela Webster Wage Claim

In regard to the wage claim of Pamela Webster, a reply from the Assistant District Attorney of Brown County stated, "From past experience, it would be my opinion that the District Attorney's Office would be unable to proceed on behalf of Ms. Webster against the Oneida Tribe in a manner such as this. Additionally, I understand that the Oneida Tribal organization itself has procedures available for one member of the Tribe who feels a grive by the actions of another member of the Tribe. In this case, it would seem more appropriate that those avenues be explored by Ms. Webster."

Gordon made a motion to re-consider the action of the Business Committee and approve the wage payment to Pamela Webster. Joy Seconded. Tony asked if Gordon would amend the motion and include in the motion that the administrator at that time who did instigate the extra work at the time and refused to pay as stated in the minutes. That if ever he work for the Tribe or was hired by the Tribe that this issue be brought up and taken into consideration at that time. Frank said Pamela Webster should send something in writing to the Business Committee. 3 yes, Wendell and Frank opposed. Mark abstained. Motion Carried.

Wendell stated his reason for opposing. "Basic reason for his opposing is that he was here during the lengthy time that all of these things went on and in particular this one. I did vote on this when the Business Committee took action to resolve this problem. I concur with the original decision that was made and secondly I do not really see a request coming from the individual for reconsideration for the kind of action that is being taken."

Frank stated "the reasons for my opposing, for the record, that there is no request from the individual, no formal request in writing. Secondly for the same Business Committee to undue something that they in fact approved of before without all the members who had previously voted and for the actual reasons why, without studying it to go back on the minutes and say why they voted to sustain and not approve that request and then to turn around and without any document in front of them and approve it is to me unfair in that the Business Committee at that time had the documents had all knowledge and information in front of them. Now to say that the State refused it and supported that Business Committee's decision. The District Attorney in Green Bay refused to adjudicate this, referred it back to the Business Committee. To sustain our actions which was correct and then to immediately turn around and reverse our decision seems inappropriate."

Joy stated as a final comment that the present administrator should make it very clear to all Program Director's that they make NO promises to Tribal employee's verbally. Any promises made with a monetary nature should come out of the Director paycheck.

Gordon stated, "The purpose of my motion was to try to rectify an injustice that had been done to one of our own individuals and I felt that she was not a party to the problems. We are. I feel I have a right to change my mind as when I first came on here I sat in on the discussion of the present committee that sits her and I listened to very briefly a decision that was made to turn a situation over to out attorneys to handle. I did not have all the facts as they were not presented to me but the Business Committee took action. I went with the Business Committee action because I was not knowledgeable of what had transpired earlier. I accepted the information in the discussion. I feel that I've looked at this situation since that time. Also, I feel that the recommendation that came from Pamela Webster stated that this was the desire that she requested. I have no problem with putting this in writing by Pamela Webster to the Business Committee to change their mind. I feel that it is not necessary but I would have a problem accepting something like that. As far as not having the documentation or understanding, I felt that I am more prepared now than I was at that time, based on the decision of the discussions that the Business Committee had at the time. So I am just clarifying my situation.

#### EMPLOYMENT RECOMMENDATION

Mark made a motion to approve the recommendation of the Personnel Selection Committee of May 24th and 25th, 1982 for the position of Mail Clerk at the Oneida National Memorial Building.

- \* 1. Paula M. King
- 2. Brucelyn Cornelius
- 3. Elaine M. Skenandore

Joy seconded. Gordon abstained. Motion carried.

Tony made a motion to approve the recommendation of the Personnel Selection Committee from May 26, 1982 for the position of Speech/Language Clinician for the Oneida Headstart Program. #1 ranked applicant Deborah N. Hunsberger had more actual work experience, also she had worked with Early Childhood and Headstart programs before. Number 2 ranked was Rosalie V. Ruis. Gordon seconded. Motion carried.

Wendell would like to see a better system worked out on the interim positions for employment.

There was discussion on raises and evaluations concerning employee at Oneida One Stop. The information will be put together by Joe Villagomez. Joe said when an evaluation or raise is coming up on an employee, the Program Director or Enterprise Manager is supposed to do it and send the information to the Personnel Office and the Personnel Office is the sign-off.

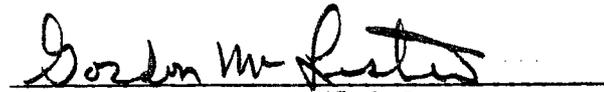
PROPOSAL FOR AN ONEIDA ARCHIVE FROM THELMA MCLESTER

After reviewing the proposal and discussion, Joy made a motion to approve the Archive Project pending funds being available. Frank seconded. Motion Carried. 3 Yes, Mark and Gordy abstained. Tony opposed.

The proposal is to be sent to the Finance Committee to look for funding.

Frank made a motion to recess at 12:30. Mark Seconded. Motion Carried.

Respectfully Submitted

  
Gordon McLester, Tribal Secretary