



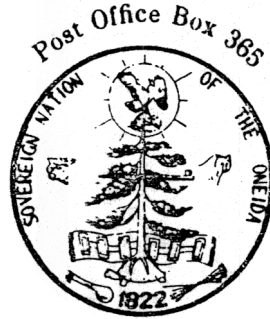
Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Oneida Tribe of Indians of Wisconsin



UGWA DEMOLUM TATENE
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.

Phone: 869-2771



Oneida, WI 54155

SPECIAL MEETING

FRIDAY, NOVEMBER 2, 1984

Meeting was called to order at 9:00 A.M.

Present: Richard Hill-Vice Chairman, Kathy Hughes-Treasurer, Gordon McLester-Secretary, Lloyd Powless, Tony Benson, David King, Mark Powless-Council Members

Excused: Purcell Powless-Chairman, Lois Powless-Council Member

Others: Bob Christjohn, Barb Hawkins, Dale Wheelock

060-DAVID KING TO BE EXCUSED FROM THE 7:00 MEETING

David requested to be excused for the November 5, 1984 Regular Meeting to attend a basketball Official's Clinic at the Oneida Civic Center. Mark moved to approve. Tony seconded. Motion carried.

010-FINANCE & APPROPRIATIONS RECOMMENDATIONS PER MEMO OF OCTOBER 31, 1984

1. Software proposal from Data Inc., to address refinement to the Health Center Billing needs. The Finance and Appropriations Committee recommended if the Business Committee goes with the Data Inc., proposal at a cost not to exceed \$4,500, the purchase should be through Management Services with recovery from the contract once on-line.

Mark moved to approve the recommendation. David seconded. Motion carried.

Mark moved to refer this proposal to the Law Office and have them draft a contract. David seconded. Motion carried.

380-O.R.C.O.A. CONTRACT WITH HERMAN MILLER CONSTRUCTION CO.

The contract with Herman Miller Construction Co., has been reviewed by the Law Office and everything is in order.

Mark moved to approve the contract between the Oneida Tribe and H. Miller Construction Co., for the addition to the Senior Center. David seconded. Gordon abstained. Motion carried.

Oneida Tribe of Indians of Wisconsin
Special Meeting - November 2, 1984
Page 2

ONEIDA SENIOR CENTER AND BILL DANFORTH CONSTRUCTION CONTRACT

This contract has been reviewed by the Law Office and everything is in order.

Kathy moved to approve the contract between the Oneida Tribe and Bill Danforth Construction to do the septic system for the Senior Center. David seconded. Gordon abstained. Motion carried.

060-TICKETS FOR THE GERALDINE FERRARO PRESENTATION - Loretta Metoxen

Loretta was able to get 200 tickets for the Ferraro presentation at South West High School for November 3, 1984 at 11:30 A.M. These tickets will get seats closer to the podium and they will be on a first come basis. There will be two banners in the South West High Gym: "First Americans for Mondale/Ferraro" and "Oneidas Welcome Geraldine". A special election edition will be sent out in todays mail.

MINUTES FROM THE WEST DEPERE PAC OF OCTOBER 26, 1984

The Business Committee requested documentation of the request by West DePere PAC to rent Frank Cornelius' trailer for the programs they intend to start.

Lloyd presented the minutes of October 26, 1984 which states that the Parent Committee has inquired for room rental at the Norbert Hill Center and the Civic Center and found nothing suitable or available for the programs the Parent Committee would like to start and this is why they need approval to rent the trailer. The letter was signed by Carol J. Cornelius, Chairperson of West DePere Parent Committee.

After discussion, Lloyd moved to approve the request to rent the trailer. Kathy seconded. Mark opposed. Motion carried.

The Law Office will develop the rental contract and bring it back for the Business Committee's approval on November 6, 1984.

VACATION REQUEST FOR BOB ARCHIQUETTE

Bob requested vacation time for a half day on November 2, 1984 and a whole day on November 5, 1984. Kathy moved to approve. Lloyd seconded. Motion carried.

310-PERSONNEL RECOMMENDATION - Dale Wheelock

- General Manager Position

This position will oversee all Tribal operations. Mark moved to approve to the General Manager Position and the job description to be posted out. Lloyd seconded. Tony opposed. Motion carried.

PERSONNEL RECOMMENDATION (CONTINUED)

General Manager Position (Continued)

Mark moved to approve a procedural exception on this position. The Policy & Procedures state after 5 days posting internal interviewing will be done. With this procedural exception, the internal and external interviewing will be done at the same time. Kathy seconded. Motion carried.

HIRING/INFORMATION

Early Childhood Teacher Assistant - Grade 5 (Minimum) - Joanne Thundercloud.

Request approval of a new position - Printer's Helper - Grade 6/2 \$4.99/hr. This person will work in the Printing Office; responsible to the Production Manager. The second procedural exception is to fill this position with David Cannon.

The reason for the request of a new position in the Printing Department is to facilitate the increase of production operations. This position would involve an on-the-job training program for 6 months from JTPA.

The Personnel Office requested a procedural exception for David Cannon who was layed off due to work reduction on October 1, 1984. It is the Oneida Tribe's intent to utilize layed off personnel when ever possible. Dave is eligible for JTPA Training. It is also requested to give retroactive approval to October 12, 1984 due to work demands of the Printing Department as well as the Enterprise Administrator, the necessary paperwork involving this recommendation was delayed.

Kathy moved to approve the requests of the Personnel Office for the Printing Department with the stipulation that there be no further expansion of the Printing Department to be done until the Business Committee receives a full report on the planned activities of the operation. Dave and Mark abstained. Tony opposed. Motion carried.

RECOMMENDATION FOR A NEW POSITION IN THE RECREATION DEPARTMENT

Recreational Helper (Part-Time) 20 hrs/wk; all nights; Grade 2 - \$3.83/hr.

Lloyd moved to approve the recommendation and a valid Wisconsin Chauffeur's Drivers License be added to the qualifications. Tony seconded. Motion carried.

SELF-FUNDED DENTAL AND MEDICAL INSURANCE REPORT

A separate account was established on September 6, 1984 with the State Bank of DePere for the Dental and Medical funds.

The Dental Insurance at the end of October indicates a deficit of \$8,887.21. Dale Anticipates within one year with our recent rate increase, the deficit will be reduced if not entirely recovered.

The Medical Insurance is doing well with a reserve of \$95,958.33 by the end of November. Back billing from the Oneida Health Center will also increase the reserve.

PROMOTION REQUEST FOR ANITA BARBER

Request for Anita Barber to the position of Chemical Dependency Counselor/Data Coordinator. Mark moved to approve. David seconded. Motion carried.

PROCEDURAL EXCEPTION REGARDING A PROMOTION FOR HENRIETTA OUDENHOVEN

This request is due to a delay in processing the posting of the Certified Dental Assistant Supervisor position, which was vacated by Elaine Skenandore's resignation. Henrietta Oudenhoven did apply for the position even though the job description wasn't posted. She is the only eligible Tribal employee certified for the position through promotion.

Mark moved to approve. David seconded. Tony moved to amend the motion to be effective on October 25, 1984. Mark seconded. Kathy opposed. David abstained.

Vote on the amendment carried. Vote on the main motion carried.

ADOPTION OF POLICY STATEMENT

Personnel requested adoption of the Policy Statement regarding Handicapped and Equal Employment Opportunity Statement and Grievance Procedure.

POLICY OF NONDISCRIMINATION ON THE BASIS OF HANDICAPPED STATUS:

The Oneida Tribe of Indians of Wisconsin does not discriminate on the basis of handicapped status in the admission or access to, or treatment or employment in, its programs or activities. Dale P. Wheelock P.O. Box 365, Oneida, Wisconsin 54155, 869-1320 has been designated to coordinate compliance with the nondiscrimination requirements contained in section 51.55 of the revenue sharing regulations.

Oneida Tribe of Indians of Wisconsin
Special Meeting - November 2, 1984
Page 5

ADOPTION OF POLICY STATEMENT (CONTINUED)

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT:

The Oneida Tribe of Indians of Wisconsin does not discriminate on the basis of race, color, national origin, sex, religion, age and handicapped status in employment or the provision of services. However, individuals of Indian ancestry will be given preference by law in initial employment or re-employment.

Mark moved to approve. Kathy seconded. Motion carried.

200-RESOLUTION #11-2-84-A - EASEMENT FOR JOSHUA COURT AND RESOLUTION
#11-2-84-B - EASEMENT FOR DANIEL COURT

The easements are granted in perpetuity for the express purpose of maintenance, snowplowing, etc.

Kathy moved to approve both resolutions. Lloyd seconded. Mark opposed. Motion carried.

The two resolutions will be sent to the Law Office for review and comment before they are sent to the Oneida Housing Authority

150-ONEIDA TRIBAL HEALTH BOARD MINUTES OF OCTOBER 8, 1984

David moved to approve, Lloyd seconded. Motion carried.

Under New Business of the Health Board Minutes, it states Dr. Craig is seeking contributions for a mini-computer. Mark moved to have Bob Christjohn review this matter and bring back a report. Tony seconded. Motion carried.

GRANTS WRITER FOR THE TRIBE

This is a new position that was projected in the FY-85 budget, and a job description has to be presented for approval.

Lloyd moved to have Bob Christjohn report on the development of the Grants Writer position. Kathy seconded. Mark abstained. Motion carried.

CHRISTMAS HOLIDAY

Gordon moved to approve a procedural exception that December 24, 1984 be a full day Holiday instead of the half-day Holiday and that no office parties take place on Tribal work time. Kathy seconded. Mark and David abstained. Tony opposed. Motion carried.

Oneida Tribe of Indians of Wisconsin
Special Meeting - November 2, 1984
Page 6

CHRISTMAS PARTY

Gordon moved that the Tribal Employee Christmas Party be delegated to Sandy Ninham and Alma Webster for coordination, and the party will be held on Monday, December 17, 1984, at the Irene Moore Activity Center. Tony seconded. David abstained. Motion carried.

TRAINING FOR THE INVESTMENT COMMITTEE

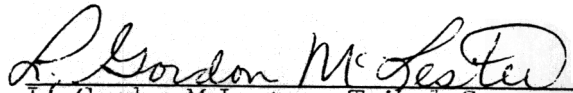
November 14 - 18, 1984, December 6-12-16, 1984 to be held at the Norbert Hill Center. All Business Committee Members are invited.

GORDON REQUESTED TO BE EXCUSED FROM THE NOVEMBER 6, 1984 SPECIAL MEETING

Gordon requested to be excused from this meeting because he was requested to make a presentation on the Oneida History to the 8th grade classes at the Seymour School.

Kathy moved to approve. David seconded. Motion carried.

11:10 Kathy moved to recess. Gordon seconded. Motion carried



L. Gordon McLester, Tribal Secretary
Oneida Business Committee