



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the

Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-1260



Oneida, WI 54155



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

Approved As
Read 8-29-86

SPECIAL MEETING

TUESDAY, JULY 29, 1986

Meeting called to order at 1:30 p.m.

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

Excused: Purcell Powless-Chairman, Tony Benson-Council Member

Others: Barbara Schuman, Bob Niemela, Larry Barton, Patricia Ninham

ADDITIONS TO AGENDA

- Audit
- Draft Agreement for D & O Liability Coverage
- Oneida Town Board Meeting
- Memo from Miss Oneida
- Travel Request from Purcell Powless

Kathy moved to adopt the agenda with the additions Gordon seconded. Motion carried.

PERSONNEL - Barbara Schuman

Emergency/Temporary Employees:

The following list was presented as requested:

Building & Grounds

Archiquette, Sharon
Christjohn, Gwendolyn
Cornelius, Randall L.
King, Scott
Lemieux, Roland
Marlewski, Ernie
Melchert, Carl
Moore, Loren
Thomas, Gene

On-Call
Norbert Hill center
Roof
Tribal Wide
Refrigeration
Tribal Wide
Norbert Hill Center
Tribal Wide

Car Pool
Housekeeper
Groundskeeping
Archiquette
Groundskeeping
Norbert Hill Center
Groundskeeping
Groundskeeping
Groundskeeping

ONEIDA TRIBE OF INDIANS OF WISCONSIN
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§5 EMERGENCY/TEMPORARY EMPLOYEES (Continued)

Building & Grounds (Continued)

Jordan, Randy	Roof	Archiquette
Jordan, Peter	Roof	Archiquette
Smith, Jack	Roof	Archiquette
Moore, Keith	Roof	Archiquette
King, Albert	Carpentry Work	Maintenance

Seasonal jobs that need to be done during this time. Also, these are special jobs that need to be done and will only take a shore time.

Health Center

Bekx	Relief	Dentist
Cornelius, Dellora		CHR
Cornelius, Laura		CHR
Hill, Lianne		Accounts Receivable
Joppe, Mark	Relief	Pharmacist
Kilstad, Seidl James	Relief	Pharmacist
Laehn, Gregory	Relief	Pharmacist
Luther, Ted J.	Relief	Pharmacist
Metoxen, Jacqueline		Medical Receptionist
Nackers, Richard	Relief	Pharmacist
Wisneski, Debra		Contract Health
Stiller, Michael	Relief	Pharmacist

Food Distribution

Cottrell, Keven	Unloading Trucks
Danforth, Reginald	Unloading Trucks
Metoxen, Dale	Warehouse Supervisor
Barber, Paul E.	Unloading Trucks

Nori uses these people once a month when the semi-trucks come in.

Norbert Hill Center - Food Service

Danforth, Jacalyn	Cook
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Call in person when needed

Printing

Webster, Lori	Bindery
Laflex, Glory	Bindery

Recreation

Denny, Sharon	Recreational Aide
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Bingo

King, Annette	Kitchen
Moore, Greg	Kitchen

EMERGENCY/TEMPORARY EMPLOYEES (Continued)

Bingo (Continued)

Schultz, Jacqueline	Kitchen
Skenandore, Diane	Kitchen
Tubby, Michelle	Kitchen
Vanenkenvoort, Mary	Kitchen

Oneida Tobacco Enterprise

Skenandore, LeRoy	Call-in Cashier
Johnson, Elizabeth	Call-in Cashier

All these will be taken off once we put the new salary plan into place.
This will be forthcoming.

Higher Education

King, Thomas	Supervisor
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One time occurrence.

Business Committee

Hill, Tami	Receptionist/Secretary
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Will end in August when Business Committee offices move.

Accounting

Smith, Bridget	Budgets
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Job will end as emergency/temporary once new job description is posted.

Kalihwisaks

Skenandore, Keith	Secretary
Wunderlich, Virginia	Photographer

Will end this summer.

Tony Benson also asked that the Personnel Manager express opinion whether she felt the emergency/temporary positions were being abused. Barbara Schuman's answer to this question is no, after researching the matter.

The following reasons are why a director/manager requests and emergency/temporary employee:

1. A regular full-time employee has quit or been terminated, and they cannot wait for the hiring process to put another person on board, so they call on an emergency/temporary, usually never more than three months duration. Some jobs are hard to fill and may exceed three months.

8085 EMERGENCY/TEMPORARY EMPLOYEES (Continued)

2. Growth or Expansion - While Planning finds out that a special project needs to be done, but once it is finished, will no longer need the individual. These projects might take longer than three months.
3. Vacations or Sick Leave. Some people cannot leave without hindering the operations. Having people on-call to take these people's places is a must.

This year the Tribe has employed numerous emergency/temporary people, but Barbara Schuman stated that this is due to the growth and expansion of the Tribe. "Emergency/temporary positions not only help the Tribe, but also the individual being hired." It gives them experience and money.

After discussion, Barbara was requested to put the salaries that these people are receiving with the report.

8085 PROCEDURAL EXCEPTION FOR RANDALL JORDAN

Randall Jordan has successfully completed the interviewing process and was chosen the number one candidate for the position of "Building Maintenance Supervisor".

Presently, Mr. Jordan does not possess a High School Diploma or G.E.D. which is a requirement of the job. It is recommended at this time that Mr. Jordan be hired. The rationale behind this decision is as follows:

1. Mr. Jordan's experience and reputation as a journeyman carpenter precedes him.
2. His duty performance would not be hindered by not possessing a High School Diploma or G.E.D.

Lloyd moved to approve the Procedural Exception for Randall Jordan. Kathy seconded. Lois and Mark opposed. Motion carried.

Lois opposed because he doesn't have a G.E.D. or a highschool diploma.

Based on the Procedural Exception, Mr. Jordan will be hired as Building Maintenance Supervisor at Grade 17.

RESOLUTION #7-29-86-A RE: MR. & MRS. DAVIDS

WHEREAS, Oneida Housing Authority, holder of Lease B-1010 (76); Mutual Help Housing Sites, and

WHEREAS, Site 12, became part of Lease B-1010 (76) in modification dated July 25, 1977 and approved August 10, 1977 by the Minneapolis Area Office, and

RESOLUTION #7-29-86-A (Continued)

WHEREAS, Mr. and Mrs. Donald Davids, the homeowners, have met the monetary obligations and,

WHEREAS, Mr. and Mrs. Donal Davids should be removed from Lease B-1010 (76) Lot 12 of The Ridgeland Community Subdivision; Mutual Help Housing Sites,

THEREFORE BE IT RESOLVED: that Lease No B-1010 (76) between the Oneida Housing Authority and the Oneida Tribe of Indian of Wisconsin be modified, and

BE IT FURTHER RESOLVED: that the Chairman and the Secretary of the Oneida Tribe of Indians of Wisconsin are hereby authorized to execute modification documents.

ONEIDA HOUSING AUTHORITY RESOLUTION #MH-81-5-7-86

WHEREAS, Oneida Housing Authority (IHA) and Mr. and Mrs. Donal Davids, a Homebuyer entered into a Mutual-Help and Occupancy Agreement (MHO) dated October 21, 1977, and

WHEREAS, by lease dated October 21, 1977, Oneida Housing Authority certain land including the Description of Site Number 10 attached, and

WHEREAS, the MHO provides that when participant has satisfied all obligations under such MHO the Housing Authority convey to the participant the maximum interest in the house and grounds that it can give; and

WHEREAS, all commitments of the parties under the MHO have been satisfied and each party now desires to release, the other of any further obligation under the MHO.

NOW THEREFORE, it is resolved by this Board of Commissioners that the Oneida Housing Authority shall release, quitclaim, convey and assign to the Participant all their rights, title and interest in Site Number 10 of the Oneida Tribe of Indians of Wisconsin Reservation and to all improvements thereon. The Chairperson and Secretary of this Board of Commissioners are hereby authorized and directed to prepare and execute all documents necessary to effect the transfer of the property and mutual releases of the parties to the MHO.

Mark moved to adopt Resolution 7-29-86-A, Dave seconded. Motion carried.

REQUEST FOR OTE PRICE INCREASE - Bob Niemela, Larry Barton

The tobacco manufacturers have passed on a price increase to the Tribe effective June 16, 1986. This increase amounted to an average of \$.25/carton across the board. The Tribe has done two market surveys since that time to feel out the competition. As of the July 4, 1986 survey we were holding our own. By the July 23, 1985 survey, the competition has passed the price increase on to their customers.

OTE PRICE INCREASE (Continued)

At this time Bob Niemela and Larry Barton are asking for a price increase of 2.5 for name brands - Generic - Century/Richland and .35 for Player Kings and .45 for Play 100's. This increase would put us about \$1.75/carton away from our competition. They also request that this be effective August 1, 1986.

After discussion, Kathy moved to approve, Gordon seconded. Lois opposed. Dave abstained. Motion carried.

GOVERNORS CERTIFICATE OF APPRECIATION FROM ECONOMIC DEVELOPMENT ACCOMPLISHMENT

Purcell and Lloyd were asked to attend the Marketplace '86 Annual Awards Banquet in Milwaukee on September 30, 1986, to receive a Governor's Certificate of Appreciation in recognition of the Tribes major economic development accomplishment of the Oneida Rodeway Inn.

Kathy moved to approve Purcell and Lloyd attending the banquet. Dave seconded. Motion carried.

BAD RIVER LOG BUILDING BUSINESS - Lloyd Powless

When Lloyd was in Ashland at the American Indian Language and Culture Education Board meeting, he also took a tour of the Bad River log building business. Lloyd recommends that we send some of our staff to Bad River to discuss a possible joint venture.

After discussion, Kathy moved to refer this request to the Economic Development Department. Dave seconded. Motion carried.

FOR INFORMATION

There will be an Oneida Town Board meeting at 8 p.m. tonight. The agenda is covering farm preservation and boundaries.

AUDIT CONTRACT WITH WIPFLI, ULLRICH & COMPANY

Kathy explained that it is time to engage an auditor for the FY'86 Single Audit. Last year's audit costed \$45,000.00 and was completed at the end of January.

After a total review of last year's audit, Kathy is requesting approval to negotiate an agreement with Wipfli, Ullrich and Co., for an audit to be done at a cost of not more than \$35,000 and an estimated completion date of November 21, 1986, also consider sending it out for bids next year.

Mark moved to approve the request, Gordon seconded. Motion carried.

DIRECTORS & OFFICERS INSURANCE LIABILITY COVERAGE DRAFT AGREEMENT - Kathy Hughes

Agreement made July ____, 1986, between the Oneida Tribe of Indians of Wisconsin, P.O. Box 365, Oneida, Wisconsin, 54155 (hereinafter called "Tribe"), and the Oneida Airport Hotel Corporation, 2040 Airport Drive, Green Bay, Wisconsin, 54303, (hereinafter called "Corporation").

WHEREAS, the tribe chartered the Corporation on February 24, 1984, and

WHEREAS, the Corporation was chartered for the purpose of promoting, developing and to assist in the operation of a hotel, known as the Oneida Rodeway Inn, and

WHEREAS, the Corporation Board Directors and Officers may and can incur liability in the performance of their duties and responsibilities as Corporation Board Directors and Officers, and

WHEREAS, the Tribe and Corporation agrees to hold harmless the Corporation Board Directors and Officers in the performance of their duties and responsibilities.

NOW THEREFORE, the Tribe and Corporation agree as follows

1. The Corporation Board Directors and Officers shall have no liability to the Tribe or to the Corporation for any mistakes or errors in judgment, nor for any acts or omission believed in good faith to be within the scope of authority granted to the Corporation Board of Directors by the Corporate Charter and/or By-laws and policy or procedures adopted by the Board of Directors or Officers. Actions or omissions taken in reliance upon the advice of legal counsel approved by the Corporation Board of Directors shall be conclusive evidence of good faith; however, the Corporation Board Director and Officers shall not be required to procure such advice to be entitled to the benefit of this paragraph.
2. The Tribe and Corporation agrees to hold harmless the Corporation Board Directors and Officers from any costs which may be incurred by them by reason of the fact that he or she is a Corporation Board Director or Officer in any suite or proceeding involving Corporation matters in which they are named as individuals and pay expenses (including attorney's fees) judgments, fines and/or amount paid in settlement actually and reasonably incurred in connection with such suit or proceeding to the extent that such person is not otherwise indemnified.
3. Corporation Board Directors and Officers shall be liable only for acts and/or omissions involving intentional wrongdoing or fraud.
4. This agreement shall be binding upon, and inure to, the benefit of the parties hereto, their legal representative, successors, and assigns.

INSURANCE LIABILITY DRAFT AGREEMENT (Continued)

This agreement is made necessary because of the inability of the Hotel Board and the Tribe to obtain Directors and Officers Insurance liability coverage.

After discussion, Mark moved that this be referred to the Hotel Board and they send back their recommendation. Lloyd seconded. Motion carried.

MISS ONEIDA TRAVEL

Patricia Ninham presented the cost of the three trips being requested to attend:

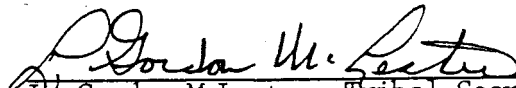
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|----|--|--|
| 1. | Bismark, North Dakota
"Miss Indian America" | Sept. 1 - 7, 1986
Two adults -- \$158 each, roundtrip
Holiday Inn -- \$34 per night
Car -- \$145 plus tax for week |
| 2. | Phoenix, Arizona
"NAI Conference" | Sept. 22 - 26, 1986
Two adults -- \$430. each, roundtrip
(without leaving on weekend)
OR Two adults \$258 each, roundtrip
(leaving on weekend)
Holiday Inn -- \$59 per night
Rodeway Inn -- \$40 per night
Car (Econ -- \$33. per day |
| 3. | Reno, Nevada
"NAEI Conference" | Nov. 21 - 24, 1986
Two adults -- \$208 each roundtrip
Holiday Inn -- 58. per night
Circus/Circus -- \$30 per night
Car (Avis) -- \$35 plus tax per day |

After reviewing the memo, Lois moved to approve the first two trips but the car rental is to be excluded. Kathy seconded. Dave abstained. Motion carried.

TRAVEL REQUEST - Purcell Powless

Purcell requested approval to attend the Health Promotion/Disease Prevention conference in Bemidji, Minn., August 18 - 22, 1986. Mark moved to approve, Gordon seconded. Motion carried.

2:50 Mark moved to recess, Kathy seconded. Motion carried.


J. Gordon McLester, Tribal Secretary
Oneida Business Committee