

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

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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

Approved As  
Read 8-29-86

## SPECIAL MEETING

TUESDAY, AUGUST 5, 1986

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

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

Others: Jerome Heschler, Don Wilson

### AGENDA

Gordon moved to adopt the agenda, Kathy seconded. Motion carried.

### RESOLUTION TO IHS ON BLOOD QUANTUM #8-5-86-A

WHEREAS, the Oneida Tribe has established Comprehensive Health Services to serve it's Tribal members, and

WHEREAS, the Oneida Business Committee, in the interest of continuing to provide the highest quality of health care services to it's members and their families, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin has the authority to determine blood quantum of it's members, and

WHEREAS, the Oneida Tribe believes that the proposed changes in eligibility for the provision of health care services is not in the best interests of it's tribal members, and

WHEREAS, said legislatively defined blood quantum would diminish the ability and authority of individual tribes to determine their own membership, which is a sovereign duty of tribes to determine, and

NOW, THEREFORE BE IT RESOLVED: That the Oneida Tribe of Indians of Wisconsin is opposed to the proposed ruling regarding eligibility as it will adversely affect future provisions of adequate health care to it's members.

BLOOD QUANTUM (Continued)

Mark moved to adopt Resolution #8-5-86-A with the following additions

WHEREAS, an excessive amount of administrative time and money would be spent on determining and researching tribal membership of health care recipients when said time and money could be spent on direct health care services, and

WHEREAS, the proposed legislation would potentially reduce adequate health care services by restricting eligibility more narrowly than membership.

Kathy seconded Motion carried.

ANA GRANT FUNDS FOR NARF

The Native American Rights Fund (NARF) had applied directly to the Federal Government for ANA Grant funds to assist Tribes in litigation. The Federal Government has now changed the procedure and regulations for applying for ANA Grant funds. Indian Tribes themselves must apply directly to the Federal Government for ANA Grant Funds for litigation. Attorney Arlinda Locklear, on behalf of NARF, is asking whether the Wisconsin Oneidas would be willing to apply for ANA Grant funds for Narf.

Mark moved to approve the request, Kathy seconded. After discussion, Mark moved to table this request and have Don Wilson follow-up for more information and bring back a report on Friday. Kathy seconded, Motion carried.

TRAVEL REQUESTS - Lloyd Powless

1. August 7, 1986 - Madison -- WAC - Statewide voter education project coordination committee.
2. August 11, 1986 - Rhinelander -- Protect the Earth Rally Planning Committee.
3. August 12, 1986 - Gresham -- AILCEB regular monthly meeting (expenses paid).
4. August 23-29, 1986 - Minneapolis -- Mole Lake Protect The Earth Rally.

Dave moved to approve, Lois seconded. Lloyd abstained. Motion carried.

TRAVEL REQUEST FOR THE LITIGATION COMMITTEE

Gordon, Lois, Rick and Dave are requesting approval to attend the All Oneida Meeting in Buffalo, N.Y., August 15 & 16, 1986 for discussion on the N.Y. Land Claims.

Lloyd moved to approve, Kathy seconded. Motion carried.

TRAVEL REQUEST FROM MISS ONEIDA COMMITTEE

The Miss Oneida Committee recommends that Patricia Ninham and Sandra Ninham (as Chaperone) to go to Bismark, North Dakota on September 1 - 7, 1986 and to Phoenix, Arizona on September 20 - 26, 1986. They are also requesting that Francine Skenandore (last runner-up) and Wilma Skenandore (as chaperone) attend the Student Of the Year Award Contest at Reno, Nevada, November 20 - 14, 1985. Sandra Ninham has been approved for vacation during the two trips.

The two chaperones are recommended by the Miss Oneida Committee and they both intend to become part of the Miss Oneida Committee.

Kathy moved to approve the recommendation from the Miss Oneida Committee Gordon seconded. Mark opposed. Motion carried.

Mark stated he opposed because he feels Sandra Ninham will be away from her job too long.

LAND COMMITTEE MINUTES OF JULY 22, 1986

Carlton West Property: The Land Committee discussed the memo's of 6/25/86 from John Powless and 7/17/86 from Carl Rasmussen. These memo's refer to the offer for the Carlton West Property. The first offer of \$16,000 per acre which was turned down. It was felt that this location was better than any other we are now considering for the Truck Stop. It was also felt that we should offer at least the \$23,960 per acre price and possibly higher. They are asking \$30,000 per acre. The Land Committee recommends to proceed with negotiations to purchase this property and Carl Rasmussen, Bruce King and the Law Department be included on the negotiations.

Mark moved to approve the recommendation, Dave seconded. Tony and Gordon opposed. Motion carried.

PERSONNEL - Barbara Schuman

- Transfer Information -

Carol L. Smith has been recommended for the position of Bus Coordinator for the Oneida Bingo Enterprise; all of the Personnel Policies and Procedures have been complied with.

- Creation of a New Position: Education Service Coordinator for Recreation -

The duties and responsibilities for this position are as follows: Consult with Johnson O'Malley Home School Coordinators to identify target population and academic deficiencies of students; maintain contact with Home School Coordinators for referral purposes; consult with parents to determine and enlist family support; enroll students in Recreation Tutoring Project; consult with Home School Coordinators to identify potential peer counselor/tutor/mentor ages

SS PERSONNEL (Continued)

16-18 years; contact resource people to provide career counseling & self-esteem workshops; plan group activities based on reward system for successful participation; maintain records and information relative to required reports for program; identify and enlist voluntary adults to serve as role models that will provide tutorial services to youth.

The Tribe has received a federal grant to cover the wages for this position. Mark moved to approve the new position, Dave seconded. Motion carried.

- Oneida Tribal School Request for a Procedural Exception -

The request is to transfer Ms. Julie Eiden from 7th grade teacher's position to Chapter I Reading Teacher. Also to transfer Dennis Kraus from 8th grade teacher to the 7th grade teacher's position. The School Administrator has contacted current faculty members and these are the only two that have shown interest.

In addition, the posting procedure would take too long and the Tribal School would not be fully staffed by the start of the school year.

Rick moved to approve the Procedural Exception request, Kathy seconded. Motion carried.

Request for a Salary Upgrade for Jerry Kurowski

Jerry is being recommended for a salary upgrade based on his high level of performance and the additional duties he has assumed during the past two years, which are as follows:

1. Drafts and designs as-builts for all installations of septic systems;
2. Performs building and property inspections of Tribal properties and anticipated acquisition;
3. Administers the Weatherization Program and the Emergency Assistance Project;
4. Drafts land descriptions and maps.

The upgrade requested is from Grade 11 - step 6 to Grade 15 - step 5 and that it be in effect upon approval. There is also consideration being given to have the HIP program becoming a Separate program.

Rick moved to approve, Lois seconded. Discussion followed on a updated job description to incorporate all the additional duties that Jerry is presently doing.

Lloyd moved to table this request until an updated job description is presented to encompass all the duties and responsibilities. Kathy seconded. 3 yes votes, 5 no votes. Motion to table failed.

PERSONNEL (Continued)

Rick withdrew his original motion and made another motion that approves the request and that Personnel develop a new job description that reflects the changes, and present it on Friday, August 8, 1986. Dave seconded. Lois moved to amend the motion to include direction be given to Don Wilson bring back a recommendation on the HIP program being a separate program by October, Dave seconded. Vote on the amendment carried. Mark and Kathy abstained. Vote on the main motion carried. Mark opposed.

- Salary Adjustment

A survey has been made on the wages that are paid for Bingo Floor Workers - Cashiers at One Stop and Cashiers at OTE. The average wage rate for cashiers in the surrounding areas is \$3.63 per hour.

The Tribes average rate is considerably higher and the administration is recommending that the Tribe keep all current employees working in these positions at their present grade level and once they reach the top of their grade level, the individual will be red circled. Upon Business Committee approval, all new employees hired in these positions will be paid at a rate of \$3.67 per hour. The following are additional rationale for implementing this policy:

1. We can then afford to give people over-time, and it doesn't have such detrimental effect on our profits. We can also increase personnel.
2. We have done a trial run by bringing on emergency/temps. at this rate of pay and had no problems hiring. The only criticism we had was on the status of emergency/temps.
3. Our rate of pay will be in line with surrounding areas. In fact, at \$3.67 per hour, we're still over the standard entry level of \$3.35 per hour. Attached is a survey done by Larry Barton at Oneida Tobacco Enterprises.
4. We will give people incentives to improve their skills and positions in the Tribe. We have had some top positions opening up and many people replied, "It doesn't pay enough." That they are making more money as cashiers than if they went into their profession.
5. This policy is a good sound business decision, and will not affect any current employees, but yet will help the managers to curtail their salary costs.

After lengthy discussion, Mark moved to deny the request. Lois seconded 2 yes votes, 5 no votes. 1 abstention. Motion failed.

Discussion followed on the discrepancies on wages and salaries throughout the whole system.

PERSONNEL (Continued)

Rick moved to defer this matter until a more comprehensive study is completed and then a report be brought back for review. Lloyd seconded. Mark opposed. Motion carried.

- Request for a Procedural Exception for Accounting -

The Tribal Controller requested the creation of a new position in accounting called Staff Budget Analyst. The duties and responsibilities would be to provide accounting assistance to the Controller in developing new budgeting procedures and the preparation of the annual budgets. Also prepare monthly and quarterly budget variance reports, assist in the preparation of the indirect cost proposal, develop and maintain inter-tribal billing rates and the preparation of data for the input sub-cycle of a new computerized billing program.

After review of the request, Lois moved to table the request for an updated job description and a justification of the wages for this position. This item will be on Friday's agenda, August 8, 1986.

GENERAL MANAGERS REPORT - Don Wilson

Don went over last month's objectives

1. Completion and approval of the 1986-87 budget.
2. Updated Parent Committee plan to administer JOM funds.
3. Partial implementation of Tribal reorganization.
4. Prepare semi-annual reports for General Tribal Council.
5. Begin next phase of Public Service Department Development.
6. Start up Pull Tab Operation.

Mark asked what are we waiting for to put pull-tabs into Oneida One Stop

It was explained that Francis Skenandore was preparing a legal opinion on the sale of pull-tabs throughout the Reservation. The Business Committee Sub-Committee had recommended that pull-tabs only be sold at the Bingo site at this time, and the Business Committee approved the recommendation.

After discussion, Lois moved that pull-tabs be sold at One Stop and we don't use machines, but have someone selling the pull-tabs in a glass enclosed case. Mark seconded. 3 yes votes, 5 no votes. Motion failed. Lloyd stated he will bring a report back on Friday on the sale of pull-tabs at One Stop

Don went on with his report.

7. Schneider Nitro Long Distance Service.
8. Evaluate Norbert Hill Center Operation, Recreation Program, Library and Museum.

GENERAL MANAGERS REPORT (Continued)

9. Implement changes in Grant Application and Administration.
10. Business Committee evaluation of Planning process and decision on community input.
11. Clarify relationship with Law Department including hiring a 3rd attorney.
12. Recommendation on Summer Session.
13. Establishment of a Foster Treatment Home.

Don stated that 11 out of the 13 points were completed and the other 2 are half finished and should be accomplished during August.

Don pointed out that September will start the preparation month for the beginning of the 86-87 budget and there are many issues that have to be dealt with. Because of this Don is requesting the Business Committee set aside two full days during September to have a Planning Retreat with him. Don recommended the following topics:

- Acceptance/rejection of a retirement plan recommendation
- Long term plan for sewage/septic systems
- Functional tribal organizational chart
- Land Acquisition plan and implementation
- Charge from general Tribal Council on land acquisition and possible loan fund
- Career Center Development
- Separation of Higher Ed and Employment functions
- Planning and Developing planning team
- Contract Administration Plan
- Phase III Public Safety and EMT training
- Wage and Salary Survey
- Personnel Policy & Procedure Revisions:
  - Personnel Selection Committee
  - Personal Days Off
  - Educational Benefits
- Health Promotion Program
- Exploration of position of Tribal Food Service Director
- Establishment of a Tribal Employment Agency
- Rick's Concerns

The retreat will be October 2 & 3, 1985 and everyone agreed to keep their calendar clear for these two days. Upon completion of the retreat, Don should give a full report to the Managers and Directors as the decision of the planning sessions.

Don stated that the Winnebago Tribe would like to send some people to Oneida to view various portions of our operation. It was discussed that if they wish to tour the Tribe, that their government send a request to our government. After more discussion, Lois moved to have Kathy follow up on the request from the Winnebago Tribe. Lloyd seconded. Mark opposed. Motion carried.

GENERAL MANAGERS REPORT (Continued)

Don had a request to transfer Terry Jordan and the Conservation Program under John Spangberg's authority until the 638 grant is straightened out. At that time, Don will evaluate the reporting relationship. During this time, Don stated he will be correcting the reporting problem and be finished by October 31, 1986.

Rick moved to approve the request, Lloyd seconded. Lois opposed. Mark abstained. Motion carried. Lois opposed because she doesn't know the reaction of IHS in regard to John Spangberg's responsibility.

Also Don has been contacted by Ron Melchert expressing an interest in becoming a Tribal Employee. It was recommended that Ron Melchert work through the Tribal System for employment.

TRAVEL REQUEST - Mark Powless

The Winnebago Tribe requested someone from Oneida to address their Bingo commission on HR-1920 on Wednesday, August 6, 1986.

Gordon moved to approve the request, Dave seconded Lois and Mark abstained. Motion carried.

MEMO DIVISION OF CORRECTIONS RECRUITMENT - Tony Benson

The Division of Corrections is presently engaged in recruitment of American Indians for Officer I positions.

At the Sanger Powers Correctional Center, located on the Oneida Reservation, there are no American Indians working there. This illustrates a problem that exists throughout the Department.

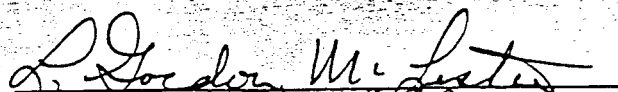
The Division of Community Services are asking Tribal Governments to give suggestions on how to improve on these recruitment efforts.

Rick moved to have Mark Powless follow up on and bring a report back as to the input our job developers are having on these matters. Kathy seconded. Motion carried.

VACATION REQUEST - Lloyd Powless

Lloyd is request 1/2 day vacation on August 8, 1986. Lois moved to approve, Gordon seconded. Motion carried.

3:45 Rick moved to recess, Mark seconded. Motion carried.

  
L. Gordon McLester, Tribal Secretary  
Oneida Business Committee