

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 na-
tion, the United States, was
made possible.

Approved As
Read 2/13/87

SPECIAL MEETING

JANUARY 13, 1987

Meeting called to order at 1:30 P.M. by Chairman, Purcell Powless.

PRESENT: Purcell Powless-Chairman, Richard Hill-Vice Chairman, L. Gordon
McLester-Tribal Secretary, Lloyd E. Powless, Jr., Lois Powless, Mark
Powless, Tony Benson-Council members

EXCUSED: Kathy Hughes-Treasurer, David G. King-Councilman

OTHERS: Don Wilson, Barbara Schuman, DNR Representatives

AGENDA

Lois Powless moved to adopt the agenda. Gordon McLester seconded. Motion carried.

MEETING WITH DNR REPRESENTATIVE

Bob Deer had not been contacted. The Secretary will arrange for another
for Bob Deer to meet with the Business Committee.

ORGANIZATION CHART & JOB DESCRIPTION: MANAGER. OF ECONOMIC DEVELOPMENT - Don Wilson

Don Wilson explained that he will be sending out the Organization Chart, and
he will be putting the names of the area managers and names of Business
Committee Liaison on the Chart. After some clarification on the location of
some programs on the Chart, the Business Committee agreed that Don Wilson
would put those additions on the chart and circulate it. Also he is to put
a copy of the chart in the Business Committee Conference room.

Don Wilson is doing a revised job description for the Management Support
position, which will be brought back at a later time.

There was discussion on the revised job description of the Manager of Economic
Development. Lois Powless moved to approve the job description with the
addition that an undergraduate degree is also required. Tony Benson seconded.
Motion carried.

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

TABLED MINUTES OF DECEMBER 5, and DECEMBER 9, 1987

Lois Powless moved to take the minutes off the table. Lloyd Powless seconded. Motion carried.

December 5 minutes, page 5, were corrected to show "Mark Powless moved to approve the revised Block Grant Prevention Adult Health Budget, Lois Powless seconded. Motion carried".

December 9 minutes, page 3 were corrected to show the date "December 29, 1987" and "Lloyd Powless seconded and Dave King abstained. Motion carried."

Lloyd Powless moved to approve the minutes as corrected. Lois Powless seconded. Motion carried.

RESOLUTION ON RETIREMENT 1-13-87-A

Bob Christjohn presented the following resolution to begin the Retirement Plan for the Tribal employees:

WHEREAS, the Oneida Tribe of Indians of Wisconsin is qualified under Section 203 of the Tribal Tax Status Act, I.R.C. Section 770 (a) (40) as a tax exempt Indian government, and

WHEREAS, it is the desire of the Oneida Tribe to strengthen the government of the Oneida Tribe by providing to its employees an annuity program otherwise available, and

WHEREAS, it is deemed in the best interest of the Oneida Tribe to establish a tax sheltered annuity program for its employees pursuant to section 403 (b) of the Internal Revenue Code of 1954, as amended.

NOW, THEREFORE BE IT RESOLVED:

1. The Administrator of the Tribe is authorized to conduct negotiations with SAFECO Life Insurance Company regarding the purchase of annuity policies for employees of this organization, and custodial accounts through registered investment companies as approved under Section 403 B7, and in such regard may enter into, on behalf of this organization, any authorized contracts as shall be requested by such employee in writing from time to time with said insurance company.
2. Upon the written request of an eligible employee of this organization, the Administrator is authorized to enter into a contract with such employee whereby on the selection and designation of the employee, the compensation payable to such employee for any year or a portion thereof may thereafter be reduced to provide for the payment by the Tribe of premiums for the purchase of an annuity for

RESOLUTION NO. 1-13-87-A (Continued)

- the employee. The Administrator is authorized to negotiate for and on behalf of this organization for such annuity policy, and to utilize that portion of such employee's compensation selected and designated by the employee to make contributions due on said annuity, all as specifically directed in writing by such employee.
3. The Administrator of the Tribe is hereby authorized to honor written request from any eligible employee who desires the purchase of an annuity and is authorized to make and arrange for reduction from the compensation due such employee to make the contributions for any such annuity, on such basis and on such terms and conditions as shall be selected by such employee. The employee making such request shall have the sole responsibility to determine that the contributions thus requested and the reductions made do not exceed those allowable by Federal and State law for such employee during the period or periods for which such reductions are requested.
 4. All employees with one or more years of continuous service, during each year of which the employee was compensated for at least 400 hours of service, shall be eligible for contributions by the Tribe. The Tribe will contribute for all such employees three (3%) of their weekly compensation. The Tribe will pay the administrative fee for the eligible employees. In addition, the Tribe will contribute for each eligible employee an amount equal to a percentage of dollars provided for by reduction in compensation under Paragraph 2 or 3 above, by such employee under this tax sheltered annuity plan, less any withdrawals paid to the employee on a monthly basis up to a maximum of three (3%) percent of each employee's compensation earned in the previous month. That percentage shall be based on years of the employee's consecutive service of 400 hours worked annually.
 5. Eligible employees may enter the plan initially on July 1, or January 1, dates only, by completing an enrollment form designating in advance the amount to be reduced from compensation. Participants may increase or decrease the reduction amount, as of a July 1 date only, by completing a new enrollment form. Participants may at any time cease contributions, but may not then reenter the plan until the following July 1.
 6. In determining the amount which this organization and the employee are required to contribute to an State Retirement Fund or to pay to the District Director of Internal Revenue under the Federal Insurance Contributions Act (Social Security), the compensation of each employee shall be deemed to include both the compensation payable in cash and the amount of the contribution for the annuity.

RESOLUTION 1/13/87 (Continued)

- 7 The Administrator is directed and ordered to advise the employees that the Business Committee and this organization assume no responsibility or obligation and do not make any representation to any employee as to the Income Tax Treatment which may be accorded to an employee participating in the program, and that the responsibility of determining the Income Tax consequences is upon such employee. The Business Committee further orders said Administrator to advise such employees that they should secure the opinion of qualified attorneys practicing in the field of taxation, should such employee desire assurance about deferred income taxation.
8. The Tribe expects to maintain this program indefinitely, but does retain the right to amend or discontinue the plan at any time. The fiscal year shall be July 1 through June 30.
9. The Tribal Administrator is designated as Administrator for this plan for the purposes of federal regulations and laws affecting administration of the plan. The Administrator shall be an agent for service of process on the plan at the Tribe's address. The Administrator shall interpret the plan, shall decide any questions about the rights of the participant, and in general shall administer the plan. Any decision of the Administrator within his or her authority shall be final and bind all parties.
10. This program shall begin December 31, 1986.
By order of the Business Committee this ____ day of _____, 1986.

THEREFORE, BE IT FURTHER RESOLVED: That all permanent full-time and part-time persons working for the Tribe as of December 31, 1986 will receive one-hundred (\$100.00) dollars to be contributed to their account. All permanent full-time and part-time employees age fifty-five (55) and older as of December 31, 1986 will have two-thousand (\$2,000) dollars for full-time and part-time pro rated for hours worked divided by two thousand (\$2,000) to equate a percentage of full-time work. The two thousand (\$2,000) contribution will be awarded on that percentage figure. Employees fifty-five (55) or older, employed December 31, 1986, upon completion of three (3) years will receive two-thousand (\$2,000) or rates of the same. All employees under contracts for school or other educational and similar service agreements that work less than a complete calendar year working on a full-time basis during their contract will be considered full-time. Employees on part-time contracts will be awarded a percentage for either the one-hundred (\$100) or two-thousand (\$2,000) contribution.

Effective January 1, 1987, the tribal contribution will match all employee contributions not to exceed three (3%) of wages.

Lloyd Powless moved to adopt the above resolution. Gordon McLester seconded. Motion carried.

LAND COMMITTEE RECOMMENDATIONS OF JANUARY 12, 1987

The Land Committee made the following recommendations on Monday, January 12, 1987:

1. The revolving loan fund is to be activated immediately to the tribal membership and a notice be put in Kalihwi-saks next issue.
2. Peter King be approved to apply for a loan through the DePere State Bank with 20% allowance from the Tribe.
3. Recommendation to Cancel Mr. and Mrs. Dale Powless' residential lease on Poplar Lane.
4. Recommendation to accept Peter Kings' residential lease application for above cancelled lease.

After reviewing the recommendations, Mark Powless moved to table until a plan is in place for a Revolving Loan Plan. Gordon McLester seconded. Tony Benson opposed. Motion carried.

Rick Hill moved to have Don Wilson, the Land Committee, Chris Doxtator and any Business Committee member interested to develop the plan and bring it back within thirty (30) days. Lois Powless seconded. Mark Powless abstained. Motion carried.

TABLED FINANCE & APPROPRIATION POLICIES & PROCEDURES

Rick Hill moved to take this from the table. Mark Powless seconded. Motion carried.

Purpose:

The Finance & Appropriation Committee is charged with the task of overseeing the financial operations and making/recommending decisions as they pertain to the guidelines (Exhibit A). This is to include, when appropriate, management review, value analysis and evaluation and identifying a funding source.

Membership:

The Committee shall consist of the Tribal Treasurer, two council persons, General Manager and Tribal Controller.

Meetings:

The Committee shall meet on the 1st and 3rd Wednesday of the month. All material for the agenda shall be submitted to the Treasurer's Office no later than Noon on the Monday preceding the 1st and 3rd Wednesday. Three (3) constitutes a quorum for the meeting.

FINANCE & APPROPRIATIONS (Continued)

Voting:

The Committee will make decisions based upon majority vote of the quorum.
Procedural Guidelines:

The Area managers will submit requests to the Treasurer.

All requests will have appropriate review and approval signatures in place prior to submission to the Treasurer.

Area Managers will be available to make presentations to the F & A Committee.

The Treasurer will prepare an agenda based on the requests from the Area Managers.

The Agenda will be made available to the Committee by 4:30 p.m. in the Monday preceding the 1st and 3rd Wednesday.

Exhibit A

Existing Approval Policy

<u>AMOUNT</u>		<u>APPROVAL NEEDED</u>
\$ 0	500	Enterprise Manager/Program Director
500	1000	Business Manage/Program Manager
1000	3000	Finance & Appropriation Committee
3000	and over	Business Committee

Suggested Revision

<u>AMOUNT</u>		<u>APPROVAL NEEDED</u>
0	500	Department Directors
500	1000	Area Managers/General Manager
1000	5000	Finance & Appropriation committee
5000	and over	Business Committee

These guidelines would also apply to consultant contracts provided a standard form approved by the legal department is utilized. Any contract which deviates from the standard form or is not budgeted would require Finance & Appropriation and Business Committee approval.

<u>NON-BUDGETED</u>		<u>APPROVAL NEEDED</u>
500	and over	Finance & Appropriation Committee
3000	and over	Business Committee

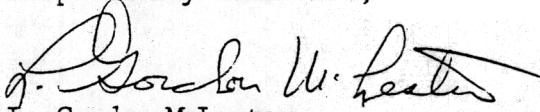
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FINANCE & APPROPRIATIONS (Continued)

Rick Hill moved to adopt the F & A policies & procedures and that these be reviewed in one year. Also to include that the agenda be made available to the Business Committee and that any Business Committee member may attend the meeting if they wish. Mark Powless seconded. Lois Powless abstained. Motion carried.

2:15 P.M. Mark Powless moved to adjourn. Gordon McLester seconded. Motion carried.

Respectfully submitted,


L. Gordon McLester
Tribal Secretary