

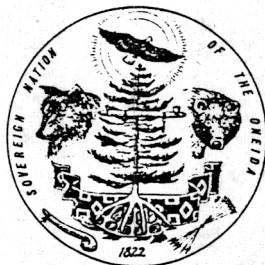


Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them

Oneida Tribe of Indians of Wisconsin

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

SPECIAL MEETING

Approved as Corrected
on 4/7/87.

FRIDAY, MARCH 27, 1987

Meeting called to order at 9:00 a.m. by Chairman, Purcell Powless.

PRESENT: Purcell Powless-Chairman, Richard Hill-Vice Chairman, Kathy Hughes-Treasurer, Lois Powless, David King-Council Members

EXCUSED: L. Gordon McLester-Secretary, Mark Powless-Councilman

OTHERS: Barbara Schuman, Tom Casper, Chris Doxtator, John Powless, Jerry Hill, Sherri Mousseau.

AGENDA

Additions: Kathy added Oneida Housing Board of Commissioners Chairman Selection

Rick moved to approve the agenda with the addition. David seconded. Motion carried.

Mark Powless was excused from today's meeting.

PERSONNEL - Barbara Schuman/Jerry Hill

The Personnel Office recommends the short-term disability become self-insured. The recommendation is based on statistics that show a savings cost factor of approximately \$53,769 for the three year period. The average amount of money paid out in claims to employees averages \$22,738 annually. The amount of money paid to United Wisconsin Insurance for a three year period averages \$48,995 annually.

With the weekly benefit rate of 60% of salary, employees may have less financial worries while recuperating. CMS will be closely monitoring recovery time, and employees will have to present themselves in the Personnel Office to receive their weekly benefit check. The order of handling claims will eliminate less time loss in the processing of claims and checks.

PERSONNEL (Continued)

With the long-term disability beginning at the 14th week, this will increase the premiums. In the past rates were determined at .76% per \$100.00 unit of benefit per month. The new LTD rate would be .67% x payroll. Based on 357 participants for the month of April, '87, payroll for the employees x 52 wks is \$5,734,100. x 67% = \$38,418 annually. This averages out to \$3,201.50 per/mo. These figures will fluctuate up and down, depending on the amount of new employees added, employees terminating and the annual October raises.

If approved, Personnel office would take the necessary steps for the self-insured short-term disability to begin on May 1, 1987. Thereafter combining the short-term disability on the same plan year as the medical and dental. This would provide for a common due date of all self-insured accounts and involve less administrative time and review by the Personnel Office and CMS.

The Personnel Office wishes to recommend the short-term disability become self-insured with CMS, Inc., as the administrator of the plan. CMS administrative costs for handling the short-term is \$1.00 per employee per month. This totals approximately \$3,816 annually (averaging 318 employees participating), as compared to UWIC's 20% of the annual premium totaling for 1986, \$10,392. (See Attachment)

After discussion, Kathy Hughes moved to approve the recommendation. David seconded. Motion carried.

B. APPEAL REQUEST FOR THELMA MCLESTER - Jerry Hill

Business Committee went into Executive Session at 9:16 a.m. to discuss the appeal request for Thelma Mc Lester. The Business Committee came out of Executive Session at 9:35 a.m. A motion was made by David to take this from the table. Kathy Hughes seconded. Motion carried. David made a motion to deny the grievance. Kathy Hughes seconded. Lloyd, Lois and Tony opposed. Three in favor, three opposed. Chairman voted to deny the grievance. Motion carried. Lloyd also stated his reasons for opposing were that the Personnel Policies be revised as we are not able to address these concerns which are now being presented in regard to nepotism and tribal attorneys acting as advocates.

Lois stated her reasons for opposing the appeal was that it was questionable as to who Sharon House-Cornelius was representing, whether she was representing Don Wilson or Barbara Schuman or the Tribe. Lois did not feel the grievance was against the Tribe so it is not clear as to who or what she was representing. The Personnel Policies state that a tribal attorney cannot be an advocate. Lois also agreed with the nepotism portion, although that was not a part of the original grievance. Even though no one brought up the relationship of mother-in-law and daughter-in-law, our community is such that it surely was recognized.

THELMA MCLESTER APPEAL (Continued)

After further discussion, Lloyd moved to refer the following back to the Personnel Office for revisions and implementation in the Personnel Policies & Procedures in regard to: nepotism, tribal attorneys representing the tribe, it's enterprises, programs and employees in grievance and other personnel proceedings, conflicts of interest in Commission hearings and the recommendations listed in the Grievance Committee memorandum, of 2/24/87. Lois seconded. Motion carried.

C. APPEAL REQUEST FOR VICTORIA ISHAM

David moved to refer this back to the Oneida Housing Authority to work out a solution between the two parties. Lois seconded. Motion carried.

CONSULTANT AGREEMENT: MARY STEVENS w/ONEIDA TRIBAL SCHOOL

The Tribe hereby retains the consulting services for the purpose of psychological evaluations of referred students, whose parents have signed consent for testing forms. Services shall begin on April 6, 1987 and be completed on September 30, 1987 at a cost of \$45.00/hr, not to exceed \$2,500.00.

Lois moved to approve. Lloyd seconded. Motion carried.

TRAVEL REQUEST - Litigation Committee

Litigation Committee is requesting that L. Gordon McLester and Rick Hill travel to Washington, D.C. to attend the negotiating meeting on April 10, 1987.

David moved to approve. Tony Benson seconded. Motion carried.

LAND COMMITTEE MINUTES OF MARCH 23, 1987 - Chris Doxtator

- (1) The Land Committee recommended to approve the third draft of the guidelines for the revolving loan.

Recommendation the Land Committee to approve the second draft "Loan agreement for down payment".

Tony Benson made a motion to table the above items, #1 & #2 of the Land Committee minutes. Lois seconded. Motion carried.

LAND COMMITTEE MINUTES (Continued)

Recommendation of Land Committee to refer the Appleton property to the Negotiations Committee and that Planning and Economic Development be included in the negotiations. Lois moved to approve. Kathy seconded. Motion carried.

Recommendation of Land Committee that the former Peter Danforth and Carol Robelia lands be set aside for tree planting. Lloyd moved to approve. Kathy seconded. Discussion. Lois and Rick opposed. Motion carried.

Rick moved to approve the Land Committee minutes of 3/23/87. Kathy seconded. Motion carried.

ONE STOP & APPLETON PROPERTY - Bob Niemela/John Powless

David Powless and John Powless presented the proposed improvements timetable & method of implementation for the Oneida One Stop. They are requesting \$117,400 capital expenditure for this project. After discussion on the current improvements being done on the Oneida One Stop, Lois moved to approve the concept for the building improvements and give direction to proceed with the project and that a recommendation be brought back. David seconded. Lois amended her motion to refer this to Finance & Appropriations for identification of funds. Rick seconded. Motion carried.

LAND SUB-COMMITTEE MINUTES/RECOMMENDATION

A Land sub-committee meeting was held to discuss the acquisition of the Appleton property. Mainly this was regarding the feasibility of expanding the Norbert Hill water & sewer facilities across the highway, not only for commercial purposes, but also for housing. A recent report said that 40 more residential sites could be accommodated in this manner. This would approximately permit the overhaul of the Village of Oneida area and the nearby homes occupied by tribal members.

The Land sub-committee agree that the following steps needed to be addressed in order to achieve final approval:

- 1) Who owns the property? This is assigned to Chris Doxtator. It was stated that Appleton owns this property.
- 2) What will happen to the house?
 - a. Tribe could auction, and house would be moved at buyers expense, or
 - b. Tribe will move house to tribal property, for rent or sale.
- 3) What is price range for the house? Range is approximately \$50,000.

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LAND SUB-COMMITTEE MINUTES/REC. (Continued)

After discussion, Lois made a motion to refer item #2b to the Negotiations Committee and to bring back a recommendation. Rick seconded. Motion carried

ONEIDA HOUSING BOARD OF COMMISSIONS CHAIRMAN SELECTION

At a Special Meeting of the Board of Commissioners held on 3/26/87, the Board members elected to have Clifford Webster fill the vacant position as Chairman of the Oneida Housing Authority.

Lois moved to concur with the Board of Commissioners recommendation. Tony Benson seconded. Motion carried.

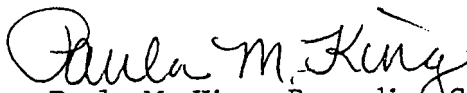
UPDATE ON ONEIDA HOUSING AUTHORITY - Kathy Hughes

Kathy updated the Committee on the current status of the Housing Authority on the following items.

- Job posting for Executive Director;
- Elaine Skenandore is temporarily hired as secretary;
- Re-appointment of Lois Powless as housing liaison;
- Current status of the new 10-9 project;

10:59 a.m. Lois moved to recess. David seconded. Motion carried.

Respectfully submitted,


Paula M. King, Recording Secretary

PMK