

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 6/9/87

TUESDAY, MAY 19, 1987

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: Don Wilson, Chris Doxtator, Barbara Schuman

AGENDA

Mark Powless moved to adopt the agenda, Rick Hill seconded. Motion carried.

SICK TIME RECOMMENDATION - Don Wilson

Don Wilson presented the following memo:

At the rate of sick time being used this year, the Tribe will accumulate 30,171 hours which will cost the Tribe \$218,880 in gross wages. This does not include fringe costs or the cost of bringing in replacement employees.

Sick Hours taken (30 wks)	=	17,407 hours
Gross Wages for Sick Time (30 wks)	=	\$ 126,277
Sick Time (Annually)	=	30,171 hours
Gross Wages for Sick Time (Annually)	=	\$ 218,880

Don Wilson recommended the Business Committee consider eliminating sick time and instead, give each full time employee five (5) additional discretionary days. These can be used for any reason at all, including sick time. Unused discretionary days can be traded for cash as of October 1, each year.

Five personal days x 450 employees	=	18,000 hours
18,000 x 7.61 (average wage)	=	\$ 136,980
Savings (\$218,880 - 136,980)	=	\$ 81,900

Don discussed this with Whitney Mills and he supports the plan. Whitney felt that this would cut sick time rather dramatically at the Nursing Home, but said that perhaps he can explore implementing some positive incentives at the same time.

SICK TIME RECOMMENDATION (Continued)

Don Wilson stated, as far as existing accrued sick time is concerned, 3:1 is quite generous. Sick time is meant as protection against wage loss in case of sickness. Since no sickness occurred for accrued time, any reimbursement is generous. He suggested that we divide accrued sick time by three and record the total as personal time for each employee. These hours can be taken as additional time off or in cash on October 1 or at a time of separation.

The plan could go into effect on October 1, 1987, or sooner. For instance, if it became effective June 1, 1987, sick time would no longer be accrued after May 31, 1987 and each employee would be given two additional personal days to cover the June-September period.

Cost of buying back accrued sick time:

Accrued hours	=	47,991 hours
Obligation 47,991/3)	=	15,997 hours
Financial Impact (15,997 x 7.61)	=	\$ 121,737

After discussion, Kathy Hughes moved to approve the recommendation from Don Wilson on sick time and that implementation begin on June 1, 1987. Lois Powless seconded. Rick Hill, Tony Benson and Mark Powless opposed. Dave King abstained. Motion carried.

BIA BUDGETS FOR 1989 - Lois Powless

Lois Powless explained that at the budget meeting with the BIA. They were informed that the Banded money for roads will be removed this year. This is not enough notification to the Tribes so that they would have an opportunity to route the funds in a different area.

In between meetings the education people met with Lois Powless, Lynn Vandenlangenberg, and Ruby Verhaagh and stated that the Tribe needs to get busy and close out 1986 and to get reports in for 1987. The BIA made it sound like the Tribe had an excess in that area. If the Tribe does have a problem there, it needs to be addressed. Carol Gordon also talked about the possibility of pulling our letter of credit. Lynn and Ruby were addressing this matter with her. The other area where there seems to be a reporting problem is Wildlife and Parks. Again, Lynn and Ruby were to have a meeting with Chuck McCuddy.

Lois Powless suggested a special meeting to address the BIA budget for 1989.

Kathy Hughes stated that she hasn't any information on the BIA budgets as of this time but she will follow-up on this item.

LAND COMMITTEE MINUTES OF MAY 11, 1987 - Chris Doxtator

1. The Land Committee recommended the cancellation of Agricultural Lease for Mark and Deborah Powless. Resolution #5-19-87-B. Dave King moved to approve, Rick Hill seconded. Mark Powless did not vote, motion carried.
2. The Land Committee recommended the cancellation for Eldred J. Nicholas. Resolution #5-19-87-C. Rick Hill moved to approve, Dave King seconded. Motion carried.
3. The Land Committee recommended the approval of the beneficiary request of Robert Thomas for his children. Lois Powless moved to approve, Dave King seconded. Gordon McLester abstained. Motion carried.
4. The Land Committee recommended the approval of the Residential Lease application for Kathy Hughes. Tony Benson moved to approve, Gordon McLester seconded. Kathy Hughes did not vote. Motion carried.
5. The Land Committee recommended the approval of the Residential Lease application for Mercie Cornelius and Bruce Danforth. Rick Hill moved to approve, Tony Benson seconded. Motion carried.
6. The Land Committee recommended the approval of the Residential Lease of Evelyn E. Smith. Resolution #5-19-87-D. Dave King moved to approve, Rick Hill seconded. Gordon McLester abstained. Motion carried.
7. The Land Committee recommended the approval of Residential Lease for Larry D. and Rose A. Jordan. Resolution #5-19-87-E. Tony Benson moved to approve, Dave King seconded. Motion carried.
8. The Land Committee recommended the approval of the Residential Lease for Carl G. and Rose M. Melchert. Resolution #5-19-87-G. Tony Benson moved to approve, Rick Hill seconded. Lois Powless abstained. Motion carried.
9. The Land Committee recommended the approval of the Assignment of Lease for Robert L. Thomas. Resolution #5-19-87-F. Rick Hill moved to approve, Dave King seconded. Motion carried.
10. The Land Committee recommended the approval of the Assignment of Lease for Carl G. and Rose M. Melchert. Kathy Hughes moved to approve, Dave King seconded. Motion carried.
11. The Land Committee recommended the approval of Assignment of Lease for Larry & Rose Jordan. Tony Benson moved to approve, Rick Hill seconded. Motion carried.
12. The Land Committee recommended the approval of the Proposed Agricultural lease for Al Manders to share crop the land behind the Freedom Road Tobacco Outlet to begin June 1, 1987 for 5 years. Dave King moved to approve, Lloyd Powless seconded. Lois Powless abstained. Motion carried.

LAND COMMITTEE RECOMMENDATIONS (Continued)

The Land Committee recommended the approval of the six (6) month extension of the rental lease for Cliff Danforth and to send to negotiations to set a price for the house. Lois Powless moved to approve, Rick Hill seconded. Dave King abstained. Motion carried.

14. The Land Committee recommended the approval of the extension of the rental lease for Gary Adams to August 1, 1987. His agreement expires on June 1, 1987 but he is unable to get his loan until the Union Contract for his place of work is signed. Lloyd Powless moved to approve, Tony Benson seconded. Motion carried.
15. The Land Committee recommended the approval of the request from Charles H. Christensen of Owen Ayres & Associates to do an archeological survey and to allow survey crews to complete the topographic survey for the Department of Transportation for Outagamie County. Dave King moved to approve, Kathy Hughes seconded. Lois Powless abstained. Motion carried.
16. Pete King had applied for the Loan Program but his deal fell through. The original recommendation was for the Program to be opened to the public. The Land Committee recommends that Pete King should go through the application process like everyone else. Tony Benson moved to approve, Lois Powless seconded. Lloyd Powless and Rick Hill opposed. Dave King abstained. Motion carried.

The Land Committee recommends the acceptance of the Tribal Loan Committee, to be made up of one (1) Land Committee member, one (1) Business Committee member and one (1) Accounting person with two (2) alternates for each. The recommended choices are:

Land Committee: Secretary of Land Committee and Two (2) members
Accounting Department: Jean Schuyler with Maggie Fermanich and Geraldine Danforth as Alternates.
Business Committee: Dave King with Lloyd Powless and Mark Powless as alternates.

To include the Land Director as ex officio

Mark Powless moved to approve, Tony Benson seconded. Motion carried.

18. The Land Committee recommended the approval of all the policies as presented including the Supplementary of the Oneida Mobile Home Park. Tony Benson moved to approve, Lois Powless seconded. Mark Powless opposed. Motion carried.

CONSULTANT AGREEMENT WITH DREW RICKS

A. The Tribe hereby retains the consulting services of "Consultant" for a "one time fee" of \$2,500. A month to month fee of \$500 will be paid to "Consultant" upon the opening of a remodeled Oneida One Stop store. The terms of this Agreement shall become effective with the signing of both parties and shall conclude with the satisfactory completion of the proposed services. Said services shall begin May 15, 1987.

B. The "Consultant" agrees to work on the "Oneida One Stop Proposed Improvements Plan" and shall perform the following tasks related to the payment by the "Tribe" of the "one time fee".

Tasks:

- Supply information to arrive at final "Oneida One Stop Proposed Plan";
- Supply drawing of outside improvements to gas pumps - canope and store front (to be used in remodeling) as agreed to by "Tribe" and representatives;
- Supply drawings of internal store merchandising set up as agreed to by "Tribe" and representatives.
- Supply recommended supplier lists to "Tribe" as to equipment and merchandising;
- Provide "Tribe" a store procedures manual for operations including an inventory and cash control plan;
- Aid "Tribe" in training and store manager and hourly employees.

C. The "Consultant", on a monthly basis for the month to month fee of \$500 agrees to monitor the improved Oneida One Stop and will provide a monthly report addressing the following operational areas.

- Merchandising;
- Inventory and Cash Control;
- Employee Effectiveness;
- Manager Performance;
- Promotional Plan for the Month;
- Other Items as "Consultant" see Applicable.

Dave King moved to approve the Consultant Agreement with Drew Ricks, Rick Hill seconded. Lois Powless moved to amend the motion with the additional recommendation from the Law Office:

H. Satisfactory completion of this contract shall be subject to the acceptance of Robert Niemela.

I. Clerical work and supplies shall be provided by Consultant.

J. If any provision of this agreement is deemed to be unenforceable, that provision shall be severed from the rest of the agreement, which shall remain in effect as is the provision had not been included.

Mark Powless seconded. Motion carried on the amendment, motion carried on the main motion.

PERSONNEL - Barbara Schuman

- Long Term Disability Carrier Change - The Personnel Office requested the Business Committees approval to change insurance carrier's for the long-term disability. The carrier change would be from United Wisconsin Insurance Co., to Mutual Benefit Life, effective June 1, 1987.

The Tribe is currently paying United Wisconsin Insurance Co. a monthly premium of .67% based on total payroll. With Mutual Benefit Life we will be paying .51% based on total payroll. The rate of .51% is a guaranteed rate for a two year period.

Cost Comparison:

Annual Payroll of \$5,734,099.69 x .67% = 38,418.48 UWIC
Annual Payroll of \$5,734,099.69 x .51% = 29,243.01 Mutual Benefit
\$ 9,174.57 Annual Savings

The savings will fluxuate depending on the amount of new employees added, employees terminating, and the annual salary increases. The Tribe will realize a cost savings at a minimum of \$18,349.14 at the end of the guaranteed two year period.

There will be no additional time involved from the Personnel Office in the change over. This will be accomplished with the current applications and premium payment.

After discussion, Kathy Hughes moved to approve, Lloyd Powless seconded. Motion carried.

Hiring Information:

- Accounting Trainee - Grade 14 - Phyllis Decorah
- Teacher Aide - Beading O.I.S.S. \$3.63/hr. - Linda Nockideneh
- Teacher Aide - Art O.I.S.S. \$3.63/hr. - Maxine Thomas
- Teacher Jr/Sr High Level - Math O.I.S.S. \$6/27/hr. Roselyn Perry
- Cashier/Sales Clerk Part Time \$3.67/hr. Oneida Rodeway Inn - Victoria L. Reed

CONSERVATION ORDINANCE

This item will be on the May 26, 1987 agenda.

TRAVEL REQUEST

Rick Hill is requesting approval to attend a meeting on the Tribal Census in Madison on May 20, 1987. Tony Benson moved to approve, Gordon McLester seconded. Motion carried.

VACATION REQUEST

Gordon McLester is requesting approval for vacation May 26 - 29, 1987. Lois Powless moved to approve, Dave King seconded. Gordon McLester abstained. Motion carried.

REQUEST FOR SUPPORT OF THE WRIC PROPOSAL ON ALCOHOLISM

There was discussion on the proposal and the fact that this proposal would be in direct competition with any proposal the Tribe would submit. Kathy Hughes moved to deny the request, Mark Powless seconded. Dave King opposed. Lois Powless abstained. Motion carried.

TRAVEL REQUEST

Lois Powless is requesting approval to attend the National Indian Housing Conference on June 13-18, 1987 in Reno, Nevada. Tony Benson moved to approve, Rick Hill seconded. Mark Powless and Lois Powless abstained. Motion carried.

HIP RESOLUTION - Dave

WHEREAS, the Oneida Business Committee of the Oneida Tribe of Indians of Wisconsin has reviewed the proposed eligibility guidelines for the Home Improvement Program (HIP) issued by the Bureau of Indian Affairs which guidelines restrict housing eligibility to handicapped and elderly persons, and

WHEREAS, the Oneida Business Committee is of the opinion that housing not be restricted to handicapped and elderly for the need would have a far reaching effect on other age groups, and

WHEREAS, the Oneida Tribe of Wisconsin has submitted a projected plan for \$210,000 over a ten year period, and

WHEREAS, the Oneida Tribe of Wisconsin oppose the inconsistency of the Bureau to continually confuse the direction of our Tribal HIP Program.

WHEREAS, the constant change of inventory, surveys and budget cutbacks has a serious effect to our projected housing plans.

**WHEREAS, the Oneida Tribe has already put a priority in the past 5 years to service the elderly and handicapped and it is time to service other age groups.

HIP RESOLUTION #5-19-87-A (Continued)

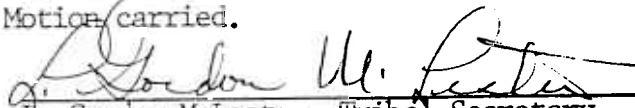
NOW THEREFORE BE IT RESOLVED: that the Oneida Business Committee take a position to request for improved communication and understanding of the needs of this Tribe; that we reject the latest proposal to provide for only the elderly and handicapped.

BE IT FURTHER RESOLVED: that the Oneida Tribe request a concerted effort by the Bureau for improved communications between Tribes and the agency. If self-determination is the Bureau's ultimate objective then some realistic goals might be set over a set period of time, with tribal input.

Lois Powless moved to adopt Resolution #5-19-87-A with the additional
**Whereas. Rick Hill seconded. Motion carried.

2:30 p.m. the Business Committee went into Executive Session to discuss the Bingo investigation. Others present were Francis Skenandore, Sharon Cornelius, and Jim Danforth.

3:00 The Business Committee came out of Executive Session. Gordon McLester moved recess, Mark Powless seconded. Motion carried.


L. Gordon McLester, Tribal Secretary
Oneida Business Committee



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

Approved As
Read 6/9/87

SPECIAL MEETING

TUESDAY, MAY 19, 1987

Meeting called to order at 10:00 a.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

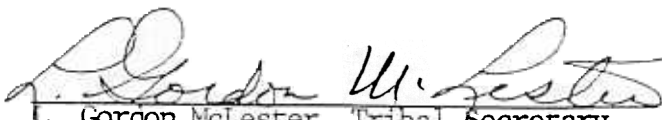
Others: Sharon House-Cornelius, Jerry Hill, Jo Swamp, Debbie Powless

REQUEST FROM THE PUBLIC DEFENDERS OFFICE IN OUTAGAMIE COUNTY

The investigator from the Public Defenders Office requested assistance from the Tribe to help verify how many tribal members were on the Jury List that the County is using for selection in an upcoming case which involves a tribal member.

After discussion, Mark Powless moved that the Enrollment Office assist the Public Defenders Office as per request. Kathy Hughes seconded. Motion carried.

11:00 a.m., Mark Powless moved to recess, Gordon McLester seconded. Motion carried.


L. Gordon McLester, Tribal Secretary
Oneida Business Committee