

Oneida Tribe of Indians of Wisconsin

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



APPROVED AS
READ/CORRECTED

5/4/90



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 WITH PERSONNEL COMMISSION

THURSDAY, APRIL 5, 1990

Meeting convened at 9:00 a.m.

Present: Purcell Powless-Chairman, Kathy Hughes-Treasurer, Amelia Cornelius-Secretary, Lloyd Powless, Larry Barton, David King-Council Members

PSC

Present: Stan Webster, Anna John, Joy Ninham, Dellora Cornelius, Charlene Cornelius, Julie Barton

Others: Chris Johns, Kathy King, Doreen Perrote, Mary Ann Close, Attorney Sharon Cornelius, Arlene Benson

Discussion on changing name from Oneida Personnel Selection Committee to the Oneida Personnel Commission. Need to develop a resolution for changing the name officially.

Request to have an EEO position in FY92 budget added to Personnel. Kathy King and Chris Johns requested to develop the job description and recommendation for funding for the position. The Commission will review the job position before forwarding to the Business Committee for approval.

Review of the Grievance Procedure. Grievances are only in regard to disciplinary actions. Others are considered complaints. Disciplinary actions of 5 days or less are appealed to the Area Manager, those over 5 days or a termination are appealed to the Commission.

9:45 Ernie Stevens and Loretta Metoxen attend meeting.

It was suggested that a final appeal be made to the Appeals Commission when it is in place. It was also suggested that the EEO officer be allowed to review the grievance process.

Discussion of changing the hiring process for upper level management positions.

10:10 a.m. Rick Hill attends meeting.

Discussion on bonding of tribal members. The majority of tribal members are bondable under the tribal bond or with Job Service.

Discussion on tribal employees who have been fired from tribal employment who want to be re-employed by the Tribe. It was suggested that these employees take specified training or courses before consideration for any new positions

Discussion on the point system of rating for hiring of new employees. The scoring system relates to objectivity in the selection of applicants.

It was suggested that a Search & Screen Committee be formed for the search of applicants for top management positions to narrow the number of applicants for final interviews and selection.

It was recommended to send a copy of the General Manager process for interviewing and screening to all Personnel Commission. Definition of Upper Management includes the General Manager and all Area Managers. Mid Management are the Directors and Supervisors who report to the Area Managers and supervise others. First Lien employees are basically the rest of the employees. It was recommended that there be a different process for the hiring at the various levels. It was recommended that at certain levels that there be some autonomy in hiring.

There needs to be consistency of the job descriptions with the actual work performed. A provision should be developed for the hiring of elders and youth to do certain positions.

Discussion of the Personnel Commission and the Personnel Review Commission established by the General Tribal Council and the changes in the draft that was submitted to the General Tribal Council in January.

11:10 a.m. Larry Barton moved that the Business Committee go into formal session, David King seconded. Motion carried.

Lloyd Powless moved to develop a resolution to change the name of the Personnel Selection Committee to the Oneida Personnel Commission, Ernie Stevens seconded.

Kathy Hughes moved to amend the motion to include the Oneida Personnel Commission be a policy generating commission with all policy recommendations brought forward to the Business Committee for review and adoption. Larry Barton seconded. Motion carried. Main motion carried.

Amelia Cornelius moved to have the Personnel Commission update their By-laws within the next 30 days and present to the Business Committee for approval, Kathy Hughes seconded. Motion carried.

Kathy Hughes moved to refer the EEO position to Kathy King and Chris Johns to develop a plan with recommendations to the Business Committee whether the plan can be implemented this year or in FY91, Loretta Metoxen seconded. Motion carried.

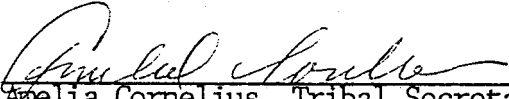
Ernie Stevens moved to reappoint the following 9 people on the Personnel Commission: Julie Barton, Charlene Cornelius, Dellora Cornelius, Kathy King, Z. Ron Skenandore, Anna John, Pearl McLester, Joy Ninham, Stan Webster and to report for 5 new positions, who are not tribal employees, Loretta Metoxen seconded. Motion carried.

Training request for Personnel Commission should be directed to Chris Johns

Update on Appeals Commission by Attorney Cornelius. Calls for Commission of 6 elected members for 4 years and 5 Business Committee appointed members for 3 years. It has been reviewed by the Business Committee and is scheduled for the Business Committee agenda and for review by the General Tribal Council in July, with implementation in July of 90.

Motion to adjourn, seconded and carried.

Recommendation by Stan Webster and Amelia Cornelius to have a joint meeting with the Personnel Commission and the Review Committee to meet on May 16, 1990 to discuss and review the draft Personnel Policies and Procedures.



Amelia Cornelius, Tribal Secretary
Oneida Business Committee