



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

# Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-2214



REGULAR MEETING

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/Corrected  
3-1-91

FRIDAY, FEBRUARY 1, 1991

**Present:** Rick Hill-Chairman, Deborah Doxtator-Vice Chairperson, Loretta V. Metoxen-Treasurer, Amelia Cornelius-Secretary, Julie Barton, Mark Powless, Shirley Hill-Council Members

**Excused:** Russell Metoxen, Lloyd Powless (ill)

**Others:** Atty. Jerry L. Hill, Alan King, Kathy King, Chris Doxtator, Deanna Bauman, Alan Doxtator, Debbie Powless, Jerry Kurowski, Butch Rentmeester, Lois Strong, Randy Jourdan, Ernie Stevens Jr., Keith Skenandore, Diane Wilson, Janice Hirth, Louise King, Alma Webster, Thelma McLester, Atty. Sharon Cornelius, Wayne Skenandore, Chas Wheelock, Mark A. Powless, Bobbi Webster, Ernie Stevens Sr.

**PRAYER:** Debbie Doxtator

I. CALL TO ORDER Chairman Hill

II. APPROVAL OF AGENDA

Shirley Hill moved to adopt the agenda, second by Julie Barton, motion carried unanimously.

III. NEW EMPLOYEES: none

IV. MINUTES TO BE APPROVED:

1/4/1 - Special - Gaming Financial Review - Approved as Read  
1/4/91- Regular - Approved as Read  
1/11/91 - Special - Trust Committee - Approved As Read  
1/11/91 - Regular - Approved as corrected  
1/18/91 - Regular - Approved as Read  
1/25/91 - Regular - Approved as Read

V. TABLED UNFINISHED BUSINESS:

VI. REPORTS

1. HUMAN RESOURCES -

A) Approval Requested for:

B) Hiring Information:

- 1) Student Advocate for American Indians - Green Bay School District - Nathalie Benton
- 2) AODA Counselor - Noreen Smith

Human Resources (Continued)

C) Transfers/Promotions/Reassignments

- 1) Position Upgrade for Planning Office Secretary to Administrative Assistant
- 2) Reassignment of Annette Melchert to Store Manager from Assistant Manager
- 3) Reassignment of Lori Webster to Assistant Manager from Store Manager

2. TRAVEL REPORTS

- A) Lloyd E. Powless - WAC Retreat - Milwaukee, 1/18/91  
Deferred until Lloyd is present.
- B) Russell Metoxen/Mark Powless - Washington, D.C. - BIA  
Reorganization 1/21/91 - 1/24/91

Shirley Hill moved to approve, second by Amelia Cornelius, motion carried. Mark Powless abstain.

- C) Debbie Doxtator - Chicago, IL - Alzheimer & Gray  
1/21/91

Shirley Hill moved to approve, second by Amelia Cornelius, motion carried. Debbie Doxtator abstain.

3. OTHER REPORTS

- A) Oneida Housing Authority Update on Progress of 10-8,  
10-9 & 10-10 Housing Projects - Arlyce Paulson

Discussion on reviewing remedial action for 10-8 and other problems related to the 10-8 and 10-9.

Loretta Metoxen moved to defer further discussion until the joint meeting with the Oneida Housing Authority and the Business Committee second by Julie Barton, motion carried unanimously.

- B) NCAI Survey RE: Duro vs. Reina - Verbal Report - Jerry L. Hill

Report by Atty. Hill that the survey was to develop information on tribal jurisdiction applying to all Indians residing within the reservation boundaries and references criminal acts. Federal prosecution has been limited to gaming and drugs.

VII. NEW BUSINESS

1. RESOLUTIONS -

- A) Adoption of a Construction Committee Resolution  
#2-1-91-A- Shirley Hill

WHEREAS, the general goal of the oneida Tribe is to protect, maintain, and improve the standard of living, and the environment in which the Oneida people live, while maintaining and enforcing their sovereign rights, and

RESOLUTION #2-1-91-A (Continued)

WHEREAS, a Construction Committee shall be appointed to provide quality, cost effective construction while protecting the health, safety and welfare of the Oneida Tribe, the employees of the Tribe, and the community at large by establishing minimum standards that exceed State Standards for the design, construction,, structural strength, quality of materials, adequate egress facilities, sanitary facilities, natural lighting, heating, and ventilation, energy conservation, and fire safety for buildings, dwellings, mechanical systems, electrical systems, and plumbing systems.

NOW THEREFORE BE IT RESOLVED: that the Oneida Business Committee formally adopts the Construction Committee composed of the following departments:

- Community Development
- Planning Office
- Land Office
- Facilities Construction
- Construction
- Environmental Health
- Public Works
- HIP
- Oneida Housing Authority Construction Manager
- Business Committee Member

BE IT FURTHER RESOLVED: that all Tribal entities shall be included and shall utilize the standards of construction.

Loretta Metoxen moved to adopt Resolution 2-1-91-A as amended with the inclusion of a second "Be It Further Resolved..." and without the names included, second by Mark Powless, motion carried. Shirley Hill abstain.

Question on conflict of employees being on the committee that they would be developing policy and standards. The Business Committee did not see any conflict as they would be answerable to the Business Committee for any deviations.

Debbie Doxtator moved to direct the Construction Committee to develop a policy statement for operations and present back to the Business Committee, no second.

Debbie Doxtator withdrew motion

Loretta Metoxen moved to appoint the following list of people to the Construction Committee, with Shirley Hill as Chairman, and to contact OHA to recommend appointing Ron Hill to the Committee, second by Debbie Doxtator, motion carried. Shirley Hill abstain.

Members appointed to Construction Committee:

- Community Development - Butch Rentmeester
- Planning Office - Sarah Plummer
- Land Office - Chris Doxtator

CONSTRUCTION COMMITTEE (Continued)

Facilities Construction - Jerry Kurowski  
Construction - Randy Jourdan  
Environmental Health - Heidi Ferguson  
Public Works - Bruce Danforth  
HIP - Roberta Kinzhuma  
Electrical Dept - Ken Skenandore

Debbie Doxtator moved to direct the committee to develop a policy statement for operations and to present back to the Business Committee within 2 months, second by Mark Powless, motion carried. Shirley Hill abstain.

B) Utilization of Tribal Contractors for Construction  
Shirley Hill

WHEREAS, the general goal of the Oneida Tribe is to protect, maintain, and improve the standard of living and the environment in which the Oneida people live, while maintaining and enforcing their sovereign rights, and

WHEREAS, as the Oneida Tribe employs qualified, capable members for construction, plumbing, and electrical installations, and

WHEREAS, as the construction, plumbing, and electrical contractors of the Oneida Tribe can provide and guarantee quality construction, repair, and maintenance of all housing, proposed housing, and other facilities, and

WHEREAS, the Oneida Tribe adheres to the Federal Policy of "Indian Preference" for hiring and contracting, and

WHEREAS, the Oneida Tribe further adheres to the Oneida Nation policy of "Oneida Preference" for hiring.

NOW THEREFORE BE IT RESOLVED: that the Oneida Tribe and all it's entities utilize the Oneida Tribal Contractors in construction, plumbing, and electrical performance for all its future development.

Julie Barton moved to adopt Resolution 2-1-91-B as amended with the addition of the eighth "Whereas" , second by Loretta Metoxen, motion carried unanimously.

It was suggested that copies of the Resolutions be attached to the minutes when being sent to the Area Managers.

C) IHS Loan Repayment Program Resolution #2-1-91-C- Kathy  
King/Deanna Beauman

WHEREAS, the Oneida Business Committee provides for comprehensive health care services to its members and their families through a contract with the Indian Health Service (IHS) under the authority of P.L. 93-638/P.L. 100-713 (Indian Self-Determination Act/1988 Indian Health Care Improvement Act Amendments); and

Resolution #2-1-91-C (Continued)

WHEREAS, the Indian Health Care Improvement Act P.L. 94-437 as amended by P.L. 96-537, P.L. 100-203, and P.L. 100-713 Section 108 establishes Indian Health Service Loan Repayment Program to assure an adequate supply of trained health professionals necessary to maintain accreditation of, and provide health care service to Indians, through Indian health programs; and

WHEREAS, the term "Indian health program" is defined in Section 108(a)(2)(A)(ii) as by an Indian Tribe or tribal or Indian organization pursuant to a contract under (I) the Indian Self-Determination Act; and

WHEREAS, the Oneida Tribe of Indians of Wisconsin has in its employ Robert J. Grzybowski, a member of the Oneida Tribe of Indians of Wisconsin, and eligible to participate in the Loan Repayment Program by 1) having a degree in dentistry, 2) having a State of Wisconsin license to practice dentistry, and 3) being employed in an Indian health program without a service obligation; and

WHEREAS, Section 108(d) (2)...in determining which applications under the Loan Repayment Program to approve shall give priority to applications made by A) Indians; and B) individuals recruited through the efforts of Indian Tribes.

NOW THEREFORE BE IT RESOLVED: that the Oneida Business Committee requests the Indian Health Service to approve the participation of Robert J. Grzybowski in the Indian Health Service Loan Repayment Program.

Loretta Metoxen moved to adopt Resolution 2-1-91-C , second by Julie Barton, motion carried unanimously.

2. REQUESTS

Petition for Special General Tribal Council Meeting -  
Debbie Powless

Deferred to Monday Business Committee Briefing meeting to establish a date, and to coordinate with Keith Skenandore in order to meet the Kali Wisaks deadlines.

Community Issues - Chas Wheelock

Deferred until Chas is present

Shirley Hill is Requesting the Status of Previous  
Business Committee Action of the Following Meetings:

9/14/90 - Recommendations from Kathy King RE: Retail

Lois Strong stated that the Drive Thru window was closed prior to the closing of the temporary store, and that sales in the store have increased, and the decision to not use the Drive Thru window at the West Wind was partially based on that criteria. Action was delegated

9/14/90 - Recommendations from Kathy King RE: Retail (Continued)

to Administration in regard to retail management moving to the Center.

Shirley Hill requested a timeline, and to readvertise for an Enterprise Review committee. Shirley recommended to meet with Kathy King as she has reported on some of the actions requested.

Loretta Metoxen moved to have Shirley Hill and Amelia Cornelius identify individuals as interim members of the Enterprise Review Committee pursuant to the action of Sept. 14, 1990 Business Committee Minutes, second by Debbie Doxtator, motion carried. Shirley Hill and Amelia Cornelius abstain.

9/28/90 - Conflict of Interest Resolution/Policy

Atty. Hill and Amelia Cornelius developed a form that was sent out to all known committee members. Kathy King provided information to the Area Managers and Directors. There is a need to identify funds for printing up the policy and adding it to the Personnel Policies book. The policy is to be included with the orientation packet for new employees.

Discussion on enforcement of the policy

Action was referred to Kathy King to notify vendors and other appropriate entities on the change of managers at the Print shop.

Julie Barton moved to defer the development of the penalty to Atty. Hill to research regarding discipline for failure of employees to sign the conflict of interest policy, second by Loretta Metoxen, motion carried unanimously.

Loretta Metoxen moved to have a form, and that the penalty be subject to termination if they don't sign the form within 2 weeks, second and carried unanimously.

10/5/90 - Office Equipment for Westwind Convenience Store

This action was referred to the General Manager for administrative action. The General Manager forwarded the resultant action to the Business Committee previously at the Jan. report.

Adoption of Tribal Organization Chart - Shirley Hill

Shirley Hill moved to defer until the Business Committee planning meeting, second by Amelia Cornelius, motion carried unanimously.

Annual Education Conference - Thelma McLester

Loretta Metoxen moved to approve of March 15 & 16 for the second annual Oneida Education Conference and to meet with Pat Locke on March 14 along with the Tribal School Board, second by Julie Barton, motion carried unanimously.

REQUESTS (Continued)

F) WCA Request for Support Against NACo Resolution  
#2-1-91-D

WHEREAS, the Oneida Tribe of Indians of Wisconsin joins with Indian tribes in opposing the efforts of the Wisconsin Counties Association to undermine treaties by federal legislation and other means, and

WHEREAS, the Wisconsin Counties Association has attempted to persuade the National Association of Counties organization to join its efforts, and

WHEREAS, the Wisconsin Counties Association has continued to use its publications and by other means to convey a negative image of Indian people and their governments, and

WHEREAS, such negative and unnecessary acts of the Wisconsin Counties Association serve only to generate confrontation between Indian governments and their neighbors reflecting an intransigent attitude, and

WHEREAS, in other respects, the Oneida Tribe of Indians of Wisconsin believes that the Wisconsin counties Association could be an agent of reconciliation and understanding between Indian and local governments.

NOW THEREFORE, BE IT RESOLVED: that the Oneida Tribe of Indians of Wisconsin calls upon the Wisconsin Counties Association to repudiate any and all hostile or insensitive policies and acts of its employees and officers.

Loretta Metoxen moved to adopt resolution 2-1-91-D, second by Julie Barton, motion carried unanimously.

Request from BIA Ashland - Realignment of Water  
Resources Funding

Information only

Meeting with Personnel Commission - Julie Barton

The members would like to be sworn into the committee on the Feb. 8 1991 Regular Business Committee meeting.

I) Request for Donation of Door Prizes (Bingo Passes) for  
the Green Bay Foods Credit Union's Annual Meeting

Debbie Doxtator moved to approve 5 passes, second by Shirley Hill, motion carried unanimously.

J) Request for Flags for a Geography Project for the  
Center School in Minneapolis, MN

Loretta Metoxen moved to approve, second by Julie Barton. Julie Barton amended motion to defer to the Communications department to send the flag, second and carried. Main motion carried.

- K) Request for Approval to Solicit Door Prizes and donations from the Radisson - Noreen Smith of AODA

Julie Barton moved to approve, motion second and carried unanimously

3. CONTRACTS/AGREEMENTS

- A) Extension of Skenandore & Associates Contract - Debbie Doxtator

Recommendation to complete the negotiations for new contract by Feb. 22, 1991. Shirley Hill moved to approve, second by Loretta Metoxen, motion carried. Amelia Cornelius opposed.

Discussion on Jerry M. Hill's contract. Litigation Committee will present recommendation to Business Committee.

Loretta Metoxen move to consider Jerry M. Hill's contract this afternoon, no second.

- B) Gaming Agreements - Ron Peterson

- 1) Acceptance Agreement - WDTJ TV 58
- 2) Display Adv. Agreement - Green Bay Press Gazette
- 3) Advertising Contract - WOZZ Radio
- 4) Broadcast Sales Contract - WYTE Radio
- 5) Advertising Agreement WQWM Radio
- 6) Radio Advertising Contract - WATK & WRLO
- 7) Advertising Agreement WHET Radio

Discussion on the need for an action plan for advertising that there is need to review date of implementation, market studies, target market, market penetration, return on investment with positive correlation, review and evaluation process for contracts.

Julie Barton moved to table the contracts for back up information for effective use of advertising funds as soon as possible and to approve action on contracts on Feb. 8, agenda, second by Loretta Metoxen. 3 for (Loretta, Shirley, Julie), 3 opposed (Debbie, Amelia, Mark) Chairman vote in opposition of motion as he trust's statements of Vice Chairman that adequate review of the plan had taken place and that he trust the review of the Gaming Commission. Motion fails.

Debbie Doxtator moved to approve the contracts contingent upon receiving the requested information on the marketing and advertising, second by Mark Powless, motion carried. Julie Barton opposed due to the fiduciary responsibility to explain the return on investment of the contract.

A different sign off form needs to be developed for Gaming contracts.



4. TRAVEL REQUESTS (Include Cost Estimates)

- A) Amelia Cornelius - Workshop At UWGB for Establishing & Managing Successful Records Management Programs - Feb. 7 & 8, 1991 (Registration Fee \$260.00)

Shirley Hill moved to approve, second by Debbie Doxtator, motion carried. Amelia Cornelius abstain. Charlene Cornelius and Mark Stancheck will be attending.

5. VACATION REQUESTS

- A Russell Metoxen - February 4, 1991

Loretta Metoxen moved to approve, second Amelia Cornelius, motion carried unanimously.

VIII. OTHER

A. Chas Wheelocks discussion on community issues. (place his list here)

I The Environmental Policy Status and Resource Conservation of the Oneida Tribe:

- a. Natural Resources Task Force
- b. Status of Tribal Recycling
  - 1. Oneida Tribal School
  - 2. Departments/Programs
  - 3. Enterprises
  - 4. Non-tribal periphery

Action:- Request to reactivate the task force on environment.

- Send memo on using recycled paper, white paper and not to use colored pads and stationary and a reminder on the styrofoam ban.

Julie Barton moved to refer the status of tribal recycling to the Environmental Department for a plan of action on environmental concerns and to coordinate a plan of action with the Communications Department, second by Shirley Hill, motion carried unanimously.

II. Status of Iraq War

- a. War/Peace Issue
- b. Assistance for non-soldiers
- c. Assistance for opposition

Action: A report should be developed on the involvement of Oneidas from the Revolutionary War to present.

III. Status of Oneida Nation

- a. New York Traditional Representation Issue
- b. Support for Oneida Seven (7)
- c. Unification efforts
- d. Status of new York Land Claims Litigation

No action

Community Concerns (Continued)

IV Communications Conflict Resolution (handout)

- a. Departments/Programs
- b. Enterprises
- c. Non-tribal periphery

No action

B. FICA - FUTA

Alan Doxtator requested to be a part of the committee on the FICA - FUTA issue. Loretta Metoxen will inform him of the meeting time.

C. Peace Ribbon

A yellow ribbon for placing on the Peace Tree for PFC Charles Tlachac was presented to his aunt Maxine Thomas. (Amelia accepted on her behalf)

IX. EXECUTIVE SESSION

X. RECESS/ADJOURN

Motion to recess, second, carried unanimously



Amelia Cornelius, Tribal Secretary  
Oneida Business Committee