

Oneida Tribe of Indians of Wisconsin



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



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.

BC Meeting Materials November 10, 2015

Open Session

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the following 166 pages are the Open Session meeting materials presented at a meeting duly called, noticed and held on the 10th day of NOVEMBER, 2015.

A handwritten signature in blue ink that reads "Lisa Summers". The signature is fluid and cursive.

Lisa Summers, Tribal Secretary
Oneida Business Committee



Oneida Business Committee

Executive Session

9:00 a.m. Monday, November 9, 2015
BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting

9:00 a.m. Tuesday, November 10, 2015
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

To get a copy of the agenda, go to: <http://oneida-nsn.gov/>

- I. Call to Order and Roll Call**
- II. Opening**
- III. Adopt the agenda**
- IV. Oaths of Office (*No Requested Action*)**
- V. Minutes**
 - A. Approve October 28, 2015, regular meeting minutes**
Sponsor: Lisa Summers, Tribal Secretary
- VI. Resolutions**
 - A. Adopt resolution titled 2016-2019 Transportation Improvement Plan**
Sponsor: Troy Parr, Assistant Division Director/Development
 - B. Adopt resolution titled Adoption of the Furlough Policy**
Sponsor: Brandon Stevens, Councilman
- VII. Appointments**
 - A. Appoint Mary Graves to the Oneida Personnel Commission**
Sponsor: Tina Danforth, Tribal Chairwoman

VIII. Standing Committees

A. Legislative Operating Committee

Sponsor: Councilman Brandon Stevens, Chair

1. Accept October 21, 2015, Legislative Operating Committee meeting minutes

B. Finance Committee

Sponsor: Tribal Treasurer Trish King, Chair

1. Approve November 2, 2015, Finance Committee meeting minutes

C. Community Development Planning Committee *(No Requested Action)*

D. Quality of Life *(No Requested Action)*

IX. General Tribal Council

A. Petitioner Madelyn Genskow: Special GTC meeting to address three (3) resolutions

- 1) Oneida Business Committee Accountability
- 2) Repeal Judiciary Law
- 3) Open Records and Open Meetings Law

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to accept the legal analysis for resolution 2, noting it was not actually due until the November 25, 2015, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to accept the legal analysis for resolution 1 and to note the remaining legal analyses are not due until the November 25, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Jennifer Webster to accept the update from Chief Counsel and to provide an additional sixty (60) days for the legal analyses of resolutions 1-3, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by David Jordan to accept the legislative analyses for resolutions 1-3 of the petition and to provide an additional sixty (60) days for the Law and Finance Offices to submit the appropriate analyses, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM JUNE 10, 2015: Motion by Tehassi Hill to accept the status report from the Legislative Operating Committee as information, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Motion by Jennifer Webster to accept the verified petition submitted by Madelyn Genskow; to send the verified petition to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative and administrative analyses to be completed; to direct the Law, Finance, and Legislative Reference Offices to submit the analyses to the Tribal Secretary's office within sixty (60) days and that a progress report is submitted in forty-five (45) days; and to direct the Direct Report offices to submit the appropriate administrative analyses to the Tribal Secretary's office within thirty (30) days, seconded by Lisa Summers. Motion carried unanimously.

X. Unfinished Business**A. Determine responsible area for cemetery maintenance**

Sponsor: Brandon Stevens, Councilman

EXCERPT FROM SEPTEMBER 23, 2015: (1) Motion by Motion by Lisa Summers to place an indefinite land use moratorium on area designation # 18 'Where the Water Birds Nest', identified in the Public Use of Land Law, and to defer the cemetery issues identified today to the Business Committee Officers for follow-up with a final action plan to be brought by the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously. (2) Motion by Lisa Summers to direct the Chairwoman's Office to send out communications, regarding the indefinite land use moratorium directive, to the Business Committee's Direct Reports, appropriate Boards, Committees, and Commissions, and affected parties, including sweat lodge users and families impacted, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM AUGUST 17, 2015: Motion by David Jordan to defer this issue to the September 23, 2015, regular Business Committee meeting and to direct the Tribal Secretary to schedule the special Business Committee work meeting and that an invitation be extended to all interested parties, including departments and families impacted, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM AUGUST 12, 2015: Motion by Lisa Summers to adjourn at 2:06 p.m. and to direct the Tribal Secretary to coordinate Business Committee special meeting date for the remainder of this agenda, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM JULY 8, 2015: (1) Motion by Lisa Summers to accept the Oneida Trust/Enrollment Committee recommendation to turn over the cemetery maintenance contract to the Department of Public Works. Motion fails for lack of support. (2) Motion by Brandon Stevens to defer the issue to determine the responsible area for cemetery maintenance to a special Business Committee work meeting and that an invitation be extended to all interested parties, including departments and families impacted, seconded by David Jordan. Motion carried unanimously.

XI. Tabled Business**A. Adopt resolution titled No Trade Back for Cash for Fiscal Year 2016 (No Requested Action)**

Sponsor: Trish King, Tribal Treasurer

EXCERPT FROM OCTOBER 14, 2015: Motion by David Jordan to table to this item, seconded by Tehassi Hill. Motion carried with one opposed.

XII. New Business**A. Approve three (3) actions regarding CIP package and CIP project # 15-004 Business Park Storm Water**

Sponsor: Troy Parr, Assistant Division Director/Development

B. Approve limited waiver of sovereign immunity – Wisconsin Public Service – contract # 2014-0877

Sponsor: Paul Witek, Senior Architect/Engineering

C. Approve limited waiver of sovereign immunity – Brown County Household Hazardous Waste Facility Intergovernmental Agreement – contract # 2015-1146

Sponsor: Pat Pelky, Division Director/Environmental Health and Safety

D. Approve three (3) requests regarding 2016 Reporting Schedule

Sponsor: Lisa Summers, Tribal Secretary

- E. Accept invitation for Oneida Business Committee to attend the 2nd Annual Sustain Oneida Summit – Radisson Hotel & Conference Center – Green Bay, WI – November 21, 2015**
Sponsor: Brandon Stevens, Councilman

XIII. Travel

A. Travel Reports

- 1. Accept travel report – Councilman Tehassi Hill – National Tribal Energy Summit – Washington D.C. – September 23-24, 2015**

B. Travel Requests (No Requested Action)

XIV. Reports (This section of the agenda is scheduled to begin at 1:30 p.m.)

A. Operational Reports

- 1. Accept Governmental Services Division FY '15 4th quarter report**
Sponsor: Don White, Director/Governmental Services Division
- 2. Accept Human Resources Department FY '15 4th quarter report**
Sponsor: Geraldine Danforth, Area Manager/Human Resources Department

B. Corporate Reports (No Requested Action)

C. Boards, Committees, and Commissions

- 1. Accept Anna John Residential Centered Care Community Board FY '15 4th quarter report –**
Kimberly Schultz, Vice-Chair
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 10, 2015, regular Business Committee meeting; to request the Liaison follow-up to ensure a representative will be present to answer questions; and to request financial information be provided in the report, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the October 28, 2015, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

- 2. Defer Oneida Nation Commission on Aging FY '15 4th quarter report – Wes Martin Jr., Chair**
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman
- 3. Accept Oneida Election Board FY '15 4th quarter report – Racquel Hill, Chair**
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman
- 4. Accept Oneida Gaming Commission FY '15 4th quarter report – Mark A. Powless, Chair**
Liaison: Brandon Stevens, Councilman

XV. Executive Session

A. Reports

1. **Accept Chief Counsel report** – Jo Anne House, Chief Counsel

B. Standing Items

1. **Land Claims Strategy** (*No Requested Action*)
2. **Goldwater suit – Indian Child Welfare case** (*No Requested Action*)
3. **Oneida Golf Enterprise – Ladies Professional Golf Association** (*No Requested Action*)

C. Audit Committee (*No Requested Action*)

D. Unfinished Business

1. **Accept final report for procedural exception to allow Health Providers to exceed 280 hour cap for FY '16 based on contractual obligations**

Sponsor: Debbie Danforth, Division Director/Comprehensive Health Operations

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to request a final report be brought back at the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Tehassi Hill to defer the request of a procedural exception to allow Health Providers to exceed the 280 hour cap for FY '16 based on contractual obligations to the October 28, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 23, 2015: Motion by David Jordan to request the Comprehensive Health Directors to bring back an alternative plan at the October 14, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

E. New Business

1. **Approve limited waiver of sovereign immunity – BMC Software Inc. – contract # 2015-1116**

Sponsor: Joanie Buckley, Division Director/Internal Services

XVI. Adjourn

Posted on the Tribe's official website, www.oneida-nsn.gov, at 12:00 p.m. on Friday, November 6, 2015, pursuant to the Open Records and Open Meetings Law, section 7.17-1. For additional information, please call the Business Committee Support Office at (920) 869-4364.

The meeting packet of the open session materials for this meeting is available to Tribal members by going to the Members-Only section of the Tribe's official website at: www.oneida-nsn.gov/MembersOnly

For information about this meeting, please call the Business Committee Support Office at (920) 869-4364 or (800) 236-2214.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 12 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Approve October 28, 2015, regular meeting minutes

3. Supporting Materials

Report Resolution Contract

Other:

1. <input type="text" value="October 28, 2015, regular meeting minutes"/>	3. <input type="text"/>
2. <input type="text"/>	4. <input type="text"/>

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Heather Heuer, Information Management Specialist/BC Support Office
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

DRAFT**Oneida Business Committee****Executive Session****9:00 a.m. Tuesday, October 27, 2015****BC Conference Room, 2nd floor, Norbert Hill Center****Regular Meeting****9:00 a.m. Wednesday, October 28, 2015****BC Conference Room, 2nd floor, Norbert Hill Center****Minutes – DRAFT****EXECUTIVE SESSION****Present:** Chairwoman Tina Danforth, Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, Tehassi Hill, David Jordan;**Not Present:** Vice-Chairwoman Melinda J. Danforth, Council members: Brandon Stevens, Jennifer Webster;**Arrived at:** ;**Others present:** Janice Hirth, Josh Doxtator, Jim Bittorf, Kelly McAndrews, Jo Anne House, Pat Pelky, Troy Parr, Paul Witek, Larry Barton, Matt Kuntsman, Debbie Danforth, Nathan King;**REGULAR MEETING****Present:** Chairwoman Tina Danforth, Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, David Jordan;**Not Present:** Vice-Chairwoman Melinda J. Danforth, Council members: Tehassi Hill, Brandon Stevens, Jennifer Webster;**Arrived at:** ;**Others present:** Jo Anne House, Heather Heuer, Bill Graham, Brad Graham, Mike Debraska, Jessica Wallenfang, Lisa Liggins, Tonya Webster, Douglass McIntyre, Susan House, Don White, Rhiannon Metoxen, Kathy Metoxen, Ed Delgado, Danelle Wilson, Troy Parr, Nancy Barton, Julie Barton, Michelle Mays, Larry Barton, Paul Witek, Nic Reynolds, Madelyn Genskow, Debbie Danforth, Dianne McLester-Heim, Brian Doxtator, Lloyd Powless Jr., Yvonne Cornelius, Sandra Channon, Mark Powless Sr., Matt W. Denny, Bev Somers, Yvonne Jourdan, Twylite Moore;**I. Call to Order and Roll Call** by Chairwoman Tina Danforth at 9:05 a.m.

For the record: Tina Danforth stated Vice-Chairwoman Melinda J. Danforth and Councilwoman Jennifer Webster are attending the Bemidji Area Indian Health Services FY 2018 Budget Formulation Meeting at the Hyatt Hotel in Green Bay, Councilman Tehassi Hill is attending the Food Sovereignty Summit at the Radisson Hotel in Green Bay, and Councilman Brandon Stevens is out of the office on personal time.

II. Opening by Chairwoman Tina Danforth**III. Adopt the agenda (00:00:43)**

Motion by David Jordan to adopt the agenda as is, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**IV. Oaths of Office (00:01:12)** administered by Secretary Lisa Summers**A. Anna John Residential Centered Care Community Board – Yvonne Cornelius****V. Minutes (00:03:53)****A. Approve October 14, 2015, regular meeting minutes**

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to approve the October 14, 2015, regular meeting minutes, seconded by Fawn Billie.
Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

VI. Resolutions (00:04:17)**A. Adopt resolution titled Adopting the Marriage License Fee Schedule**

Sponsor: Larry Barton, Chief Financial Officer

Motion by Lisa Summers to defer the resolution titled Adopting the Marriage License Fee Schedule back to the Sponsor to get the necessary corrections and updates to be brought back to the Business Committee as information prior to implementation, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

VII. Appointments (No Requested Action)**VIII. Standing Committees (00:12:10)****A. Legislative Operating Committee**

Sponsor: Councilman Brandon Stevens, Chair

1. Accept Legislative Operating Committee October 7, 2015, meeting minutes

Motion by David Jordan to accept the Legislative Operating Committee October 7, 2015, meeting minutes, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

B. Finance Committee

Sponsor: Tribal Treasurer Trish King, Chair

1. Approve Finance Committee October 19, 2015, meeting minutes

Motion by David Jordan to approve the Finance Committee October 19, 2015, meeting minutes, seconded by Trish King. Motion carried with one opposed:

Ayes: Fawn Billie, David Jordan, Trish King
Opposed: Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster
For the record: Lisa Summers stated I think there was a "for the record" statement made by the Chief Financial Officer and it related to the conversation that we had at the last

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Business Committee meeting around revamping the reports that come to us and I need to state, for the record, that we have, at least since January 13th of this year, documented the requests that have been made. It is unfortunate that he is not here today to have a better conversation about how to do these improvements, but I am going to oppose the minutes for that reason because I do not believe that the information that is provided, accurately reflects the conversation that we had at the last Council meeting. Thank you.

C. Community Development Planning Committee (No Requested Action)**D. Quality of Life (No Requested Action)****IX. General Tribal Council (00:16:33)**

Treasurer Trish King departs at 9:34 a.m.

Treasurer Trish King returns at 9:36 a.m.

A. Petitioner Michelle Danforth: To change the Oneida Constitution and By-Laws in regards to membership

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM SEPTEMBER 23, 2015: Motion by Brandon Stevens to accept the update as information and to direct the Tribal Secretary to bring back a recommendation on how to proceed at the October 28, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM AUGUST 17, 2015: Motion by Brandon Stevens to request the Tribal Secretary provide a recommendation on how to proceed at the September 23, 2015, regular Business Committee meeting and that the Tribal Secretary considers the research memorandum dated August 5, 2015, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM AUGUST 12, 2015: Motion by Lisa Summers to adjourn at 2:06 p.m. and to direct the Tribal Secretary to coordinate a Business Committee special meeting date for the remainder of this agenda, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM DECEMBER 10, 2014: Motion by Jenny Webster to accept the update as information and to direct the Tribal Secretary to bring back the final recommendation when it is ready, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM NOVEMBER 12, 2014: Motion by Melinda J. Danforth to accept the update as information and to direct the Tribal Secretary to provide a final recommendation on this item at the December 10, 2014, regular Business Committee meeting, seconded by Jenny Webster. Motion carried unanimously.

EXCERPT FROM OCTOBER 22, 2014: Motion by Melinda J. Danforth to accept the legislative, fiscal and legal analyses, as provided, for this petition and to direct the Tribal Secretary to provide an update at the next Business Committee meeting on the update of the conversation with the petitioner, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM OCTOBER 8, 2014: Motion by Trish King to defer Michelle Danforth's petition to change the Oneida Constitution and By-Laws in regards to membership to the next regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 24, 2014: Motion by Fawn Billie to defer Michelle Danforth's petition to change the Oneida Constitution and By-Laws in regards to membership to the next regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM AUGUST 13, 2014: Motion by Vince DelaRosa to accept the petition and send it on for the appropriate analyses to be completed and to come back to the Business Committee in thirty (30) days, seconded by Melinda J. Danforth. Motion carried unanimously.

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Motion by Lisa Summers to add the petition, To change the Oneida Constitution and By-Laws in regards to membership, to the March 19, 2016, special General Tribal Council meeting agenda, seconded by Fawn Billie. Motion carried with one abstention:

Ayes: Fawn Billie, Trish King, Lisa Summers
 Abstained: David Jordan
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

B. Petitioner Madelyn Genskow: Special GTC meeting to address three (3) resolutions**1) Oneida Business Committee Accountability****2) Repeal Judiciary Law****3) Open Records and Open Meetings Law**

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to accept the legal analyses for resolution 1 and to note the remaining legal analyses are not due until the November 25, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Jennifer Webster to accept the update from Chief Counsel and to provide an additional sixty (60) days for the legal analyses of resolutions 1-3, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by David Jordan to accept the legislative analyses for resolutions 1-3 of the petition and to provide an additional sixty (60) days for the Law and Finance Offices to submit the appropriate analyses, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM JUNE 10, 2015: Motion by Tehassi Hill to accept the status report from the Legislative Operating Committee as information, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Motion by Jennifer Webster to accept the verified petition submitted by Madelyn Genskow; to send the verified petition to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative and administrative analyses to be completed; to direct the Law, Finance, and Legislative Reference Offices to submit the analyses to the Tribal Secretary's office within sixty (60) days and that a progress report is submitted in forty-five (45) days; and to direct the Direct Report offices to submit the appropriate administrative analyses to the Tribal Secretary's office within thirty (30) days, seconded by Lisa Summers. Motion carried unanimously.

Motion by Lisa Summers to accept the legal analysis for resolution 2) Repeal Judiciary Law, noting it was not actually due until the November 25, 2015, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

C. Petitioner Nancy Barton: To open an Emergency Food Pantry

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to accept the verified petition submitted by Nancy Barton: To open an Emergency Food Pantry; to send the verified petition to the Law, Finance, Legislative Reference, and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed; to direct the Law, Finance, and Legislative Reference Offices to submit the analyses to the Tribal Secretary's Office within sixty (60) days, and that a progress report be submitted in forty-five (45) days; and to direct the Direct Report Offices to submit the appropriate administrative analyses to the Tribal Secretary's Office within thirty (30) days, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

X. Unfinished Business (No Requested Action)

DRAFT**XI. Tabled Business (00:48:49)**

- A. Adopt resolution titled No Trade Back for Cash for Fiscal Year 2016 (No Requested Action)**
Sponsor: Trish King, Tribal Treasurer

EXCERPT FROM OCTOBER 14, 2015: Motion by David Jordan to table to this item, seconded by Tehassi Hill. Motion carried with one opposed.

XII. New Business (00:49:21)

- A. Approve limited waiver of sovereign immunity – New Water-Silver Creek Cost-Share Agreement – contract # 2015-1050**
Sponsor: Pat Pelky, Division Director/Environmental Health and Safety

Motion by David Jordan to approve the limited waiver of sovereign immunity – New Water-Silver Creek Cost-Share Agreement – contract # 2015-1050, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- B. Approve limited waiver of sovereign immunity – Dun & Bradstreet Inc. – contract # 2015-1064**
Sponsor: Brandon Stevens, Councilman

Motion by David Jordan to approve the limited waiver of sovereign immunity – Dun & Bradstreet Inc. – contract # 2015-1064, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- C. Approve Oneida Gaming Commission Legal Counsel – contract # 2015-1075**
Sponsor: Brandon Stevens, Councilman

Motion by Lisa Summers to approve the Oneida Gaming Commission Legal Counsel – contract # 2015-1075, seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- D. Approve three (3) actions regarding CIP package amendment and CIP project # 23-005 Residential Home Sites**
Sponsor: Troy Parr, Assistant Division Director/Development

Motion by David Jordan to approve the procedural except to forgo Phase II of the CIP process of routing the CIP Package to the various reviewing entities, noting the reason for the exception is that the first part is already completed and that this is just an update to the process, seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to approve the CIP Package Amendment and CIP project # 23-005 Residential Home Sites, seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Trish King to activate \$800,000 from the approved FY 2014 CIP Budget for CIP # 23-005 Residential Home Sites, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**E. Approve two (2) actions regarding Class III Facility Gaming Licensing**

Sponsor: Troy Parr, Assistant Division Director/Development

Motion by Lisa Summers to approve the Class III Facility Gaming Licenses for the Main Casino, Irene Moore Activity Center, Mason Street Casino, Packerland One Stop, and Oneida Bingo and Casino-Travel Center, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to approve the compliance review documents referenced in the "License Renewal Notice of Substantial Compliance" dated October 7, 2015, and to direct the Development Division to forward the documents to the Oneida Gaming Commission for submission, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to recess for five (5) minutes for personal health reasons, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Called to order by Chairwoman Tina Danforth at 10:43 a.m.

F. Approve a Special Election to fill the one (1) vacancy on the Oneida Gaming Commission and the two (2) vacancies on the Oneida Land Claims Commission within the next ninety (90) calendar days

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Lisa Summers to accept this information as FYI, seconded by Fawn Billie. Motion carried with one abstention:

Ayes: Fawn Billie, Trish King, Lisa Summers
Abstained: David Jordan
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

XIII. Travel (1:37:07)**A. Travel Reports****1. Accept travel report –Councilwoman Fawn Billie and Secretary Lisa Summers – Intertribal Criminal Justice Planning and Coordination Meeting – Lac Du Flambeau, WI – October 5-6, 2015**

Motion by David Jordan to accept the travel report –Councilwoman Fawn Billie and Secretary Lisa Summers – Intertribal Criminal Justice Planning and Coordination Meeting – Lac Du Flambeau, WI – October 5-6, 2015, seconded by Trish King. Motion carried with two abstentions:

Ayes: David Jordan, Trish King
Abstained: Fawn Billie, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**2. Accept travel report – Councilwoman Fawn Billie – Midwest Alliance of Sovereign Tribes (MAST) and Tribal Consultation with U.S. Census Bureau – Lower Sioux Indian Community Morton, MN – October 7-8, 2015**

Motion by David Jordan to accept the travel report – Councilwoman Fawn Billie – Midwest Alliance of Sovereign Tribes (MAST) and Tribal Consultation with U.S. Census Bureau – Lower Sioux Indian Community Morton, MN – October 7-8, 2015, seconded by Lisa Summers. Motion carried with one abstention:

Ayes: David Jordan, Trish King, Lisa Summers
 Abstained: Fawn Billie
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

B. Travel Requests**1. Enter E-poll results into the record for approved travel request – Chairwoman Tina Danforth – 7th Annual Tribal Nations Conference – Washington D.C. – November 5, 2015**

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to enter the E-poll results into the record for approved travel request – Chairwoman Tina Danforth – 7th Annual Tribal Nations Conference – Washington D.C. – November 5, 2015, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

2. Enter E-poll results into the record for approved travel request – Councilman Brandon Stevens – 2015 Bemidji Area Annual Awards Ceremony – Bemidji, MN – October 22-23, 2015

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to enter the E-poll results into the record for approved travel request – Councilman Brandon Stevens – 2015 Bemidji Area Annual Awards Ceremony – October 22-23, 2015, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

3. Enter E-poll results into the record for approved travel request – Councilman Brandon Stevens – 2015 National Indian Gaming Association (NIGA) Mid-Year Conference – Hollywood, FL – November 1-4, 2015

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to enter the E-poll results into the record for approved travel request – Councilman Brandon Stevens – 2015 National Indian Gaming Association (NIGA) Mid-Year Conference – Hollywood, FL – November 1-4, 2015, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to recess at 11:32 a.m. and to reconvene at 1:30 p.m., seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Called to order by Chairwoman Tina Danforth at 1:32 p.m.

Vice-Chairwoman Melinda J. Danforth and Council members: Tehassi Hill, Brandon Stevens, Jennifer Webster not present.

DRAFT**XIV. Reports (2:18:47) (This section of the agenda is scheduled to begin at 1:30 p.m.)****A. Operational Reports****1. Accept Comprehensive Health & Medical Operations FY '15 4th quarter report**

Sponsor: Debbie Danforth, Division Director/Comprehensive Health Operations & Dr.
Ravinder Vir, Division Director/Medical Operations

EXCERPT FROM OCTOBER 14, 2015: Motion by Tehassi Hill to defer the Comprehensive Health & Medical Operations FY '15 4th quarter report to the October 28, 2015, regular Business Committee meeting, seconded by Lisa Summers. Motion carried unanimously.

Motion by Lisa Summers to accept the Comprehensive Health & Medical Operations FY '15 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

2. Accept Development Division FY '15 4th quarter report

Sponsor: Troy Parr, Assistant Division Director/Development

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to defer the Development Division FY '15 4th quarter report to the October 28, 2015, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

Motion by Lisa Summers to accept the Development Division FY '15 4th quarter report, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Recessed by Chairwoman Tina Danforth at 2:58 p.m.

Reconvened by Chairwoman Tina Danforth at 3:06 p.m.

B. Corporate Reports (No Requested Action)**C. Boards, Committees, and Commissions****1. Accept Anna John Residential Centered Care Community Board FY '15 4th quarter report –**

Kimberly Schultz, Vice-Chair
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the October 28, 2015, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 10, 2015, regular Business Committee meeting; to request the Liaison follow-up to ensure a representative will be present to answer questions; and to request financial information be provided in the report, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT

- 2. Accept Oneida Personnel Commission FY '15 4th quarter report** – Yvonne Jourdan, Chair
Liaison: Lisa Summers, Tribal Secretary

Motion by David Jordan to accept the Oneida Personnel Commission FY '15 4th quarter report, seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to request the Personnel Commission Chair provide the information identified today as follow-up to the Liaison to be shared with the Business Committee, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- 3. Accept Oneida Police Commission FY '15 4th quarter report** – Bernie John-Stevens, Chair
Liaison: Lisa Summers, Tribal Secretary

Motion by Lisa Summers to accept the Oneida Police Commission FY '15 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- 4. Accept Oneida Pow-Wow Committee FY '15 4th quarter report** – Lloyd Powless Jr., Chair
Liaison: Fawn Billie, Councilwoman

Motion by David Jordan to accept the Oneida Pow-Wow Committee FY '15 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- 5. Accept Southeastern Oneida Tribal Services Advisory Board FY '15 4th quarter report** – Dan Schiller, Chair
Liaison: Tina Danforth, Tribal Chairwoman

Motion by David Jordan to accept the Southeastern Oneida Tribal Services Advisory Board FY '15 4th quarter report, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

- 6. Accept Oneida Nation Veterans Affairs Committee FY '15 4th quarter report** – Mike Hill, Chair
Liaison: Jennifer Webster, Councilwoman

Motion by David Jordan to accept the Oneida Nation Veterans Affairs Committee FY '15 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**XV. Executive Session (1:54:27)****A. Reports****1. Accept Chief Counsel report – Jo Anne House, Chief Counsel**

Motion by Lisa Summers to accept the Chief Counsel report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

2. Accept Intergovernmental Affairs and Communications report – Nathan King, Director/Intergovernmental Affairs and Communications

Motion by Trish King to accept the Intergovernmental Affairs and Communications report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

3. Accept Chief Financial Officer report – Larry Barton, Chief Financial Officer

Motion by Trish King to accept the Chief Financial Officer report, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

B. Standing Items**1. Land Claims Strategy (*No Requested Action*)****2. Goldwater suit – Indian Child Welfare case (*No Requested Action*)****C. Audit Committee**

Sponsor: Councilman Tehassi Hill, Chair

1. Accept Department of Public Works updated audit and lift the confidentiality requirement

Motion by David Jordan to accept the Department of Public Works updated audit and to lift the confidentiality requirement, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

2. Accept Audit Committee September 10, 2015, meeting minutes

Motion by Lisa Summers to accept the Audit Committee September 10, 2015, meeting minutes, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**D. Unfinished Business****1. Review concern # 2015-CC-11**

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM SEPTEMBER 23, 2015: Motion by David Jordan to accept concern # 2015-CC-11 and to delegate Vice-Chairwoman Melinda J. Danforth, Secretary Lisa Summers, and Councilman Brandon Stevens to conduct the follow-up, seconded by Lisa Summers. Motion carried unanimously.

Motion by David Jordan to accept the updated information and close out concern # 2015-CC-11, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

2. Approve request for procedural exception to allow Health Providers to exceed 280 hour cap for FY '16 based on contractual obligations ([Update provided in item XIV.A.01. Comprehensive Health & Medical Operations FY '15 4th quarter report](#))

Sponsor: Debbie Danforth, Division Director/Comprehensive Health Operations

EXCERPT FROM OCTOBER 14, 2015: Motion by Tehassi Hill to defer the request of a procedural exception to allow Health Providers to exceed the 280 hour cap for FY '16 based on contractual obligations to the October 28, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 23, 2015: Motion by David Jordan to request the Comprehensive Health Directors to bring back an alternative plan at the October 14, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to request a final report be brought back at the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

3. Accept Hospice Advantage Update ([Scheduled at 1:30 p.m. on October 27, 2015](#))

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to defer this item to Vice-Chairwoman Melinda J. Danforth and Councilwoman Jennifer Webster, as the Liaisons, for follow-up and to bring back recommendations to the October 28, 2015, regular Business Committee, seconded by Trish King. Motion carried unanimously.

Motion by Lisa Summers to accept the update and to request the additional information be brought back to the Business Committee in thirty (30) days, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**4. Review concern # 2015-CC-12 (Scheduled at 11:00 a.m. on October 27, 2015)**

Sponsor: David Jordan, Councilman

EXCERPT FROM OCTOBER 14, 2015: (1) Motion by Lisa Summers to direct the Assistant Division Director of Development to bring back an action plan by the October 28, 2015, regular Business Committee meeting and to include how to address the property owners' concerns, seconded by Trish King. Motion carried unanimously. (2) Motion by Lisa Summers to request the Assistant Division Director of Development and the Division Director of Land Management to work with the Finance Department to identify the necessary funding for the project, seconded by Trish King. Motion carried unanimously.

Motion by David Jordan to accept the action report as information, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

E. New Business**1. Approve Attorney Employment contract # 2015-1098**

Sponsor: Jo Anne House, Chief Counsel

Motion by David Jordan to approve the Attorney Employment contract # 2015-1098, seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

2. Accept National Congress of American Indians (NCAI) debrief as information

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to accept the verbal update as information and to identify the land-into-trust item as the primary issue that we would like to be presented, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

3. Enter E-poll results into the record for approved correspondence to City of Green Bay

Sponsor: Lisa Summers, Tribal Secretary

Motion by Lisa Summers to enter the E-poll results into the record for approved correspondence to City of Green Bay, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

4. Approve Oneida Business Committee Officers' recommendation regarding incentive pay and approve draft correspondence to employee

Sponsor: Lisa Summers, Tribal Secretary

Motion by Trish King to approve the Oneida Business Committee Officers' recommendation as presented, seconded by Lisa Summers. Motion carried with one abstention:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
Abstained: David Jordan
Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

DRAFT**5. Approve Oneida Housing Authority Interim Executive Director**

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Trish King to approve Scott Denny as the Oneida Housing Authority Interim Executive Director, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

6. Approve three (3) actions in regards to Oneida Golf Enterprise – Ladies Professional Golf Association (Scheduled at 9:00 a.m. on October 27, 2015)

Sponsor: Trish King, Tribal Treasurer

Motion by Trish King to approve the loan agreement for Oneida Golf Enterprise – Ladies Professional Golf Association contract # 2015-1037, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to accept the contract as FYI between the Oneida Golf Enterprise and the Ladies Professional Golf Association, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Motion by Lisa Summers to accept the update that was presented; to make this a standing meeting item on the Business Committee agenda; and to direct a report be submitted at the second regularly scheduled Business Committee meeting of each month, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

XVI. Adjourn

Motion by David Jordan to adjourn at 3:44 p.m., seconded by Trish King. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers
 Not Present: Melinda J. Danforth, Tehassi Hill, Brandon Stevens, Jennifer Webster

Minutes prepared by Heather Heuer, Information Management Specialist
 Minutes approved as presented/corrected on _____.

Lisa Summers, Secretary
 ONEIDA BUSINESS COMMITTEE

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Other - type reason

Agenda Header: Resolutions

Accept as Information only

Action - please describe:

Approval of a resolution for 2016-2019 Transportation Improvement Plan for the BIA.

3. Supporting Materials

Report Resolution Contract

Other:

1. CSTIP Plan

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Troy Parr, Asst. Division Director/Development

Primary Requestor/Submitter: James Petitjean, Sr. Budget Analyst Development Division
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Name, Title / Dept.

Additional Requestor: Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

The BIA needs to prepare for their upcoming FY2016 tribal transportation funding. The midwest region branch of roads would like to start on the 2016-2019 TIP updates for FY 16 so that they can appropriately anticipate and timely completion of transportation needs and requests. The estimated funding amount is \$1,050,430. This is based on a TTP funding formula for FY2016. If congress makes changes to the formula, the funding amount may change.

The BIA is requesting a resolution supported by the TTIP so that they can draft a 2016 retain services addendum identifying any BIA retained service work as requested within the TTIP.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Name of Tribe **Oneida Tribe**

Current Year Annual Transportation Allocation \$ **1,050,430**

Tribal Transportation Improvement Plan													
Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
1	1057	10	0.26	2016	Path of the Bear/Path of the Wolf Reclaim existing road surface, new bituminous surface	\$ 100,000	Tribe	\$ 300,000	Tribe	\$ 10,000	Tribe		\$ 410,000
	1058		0.37	2016									
2	0008-10	810	0.1	2016	Vandenheuval Lane Reclaim existing road surface, new bituminous surface	\$ 30,000	Tribe	\$ 150,000	Tribe	\$ 10,000	Tribe		\$ 190,000
3	1023	10	0.1	2016	Beechtree/Site I New bituminous surface	\$ 10,000	Tribe	\$ 45,000	Tribe	\$ 10,000	Tribe		\$ 65,000
4	1043	10	0.1	2016	Manders Court Reclaim existing road surface, new bituminous surface	\$ 20,000	Tribe	\$ 90,000	Tribe	\$ 10,000	Tribe		\$ 120,000
5	1044	10	0.1	2016	Joshua Court Reclaim existing road surface, new bituminous surface	\$ 20,000	Tribe	\$ 90,000	Tribe	\$ 10,000	Tribe		\$ 120,000
NA	NA	NA	NA	2016	TTP Transportation Planning (TTP Construction Funds for TTP Transportation Planning)							\$ 35,000	\$ 35,000
NA	NA	NA	NA	2016	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 110,430	\$ 110,430
NA	NA	NA	NA	2016	TTP Transit (TTP Construction Funds for TTP Transit)							\$ -	\$ -
FY16 Total											\$	1,050,430	

Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
1	1043	10	0.1	2017	Metoxen Lane Reclaim existing road surface, new bituminous surface	\$ 20,000	Tribe	\$ 150,000	Tribe	\$ 10,000	Tribe		\$ 180,000
2	1044	10	0.1	2017	Powless Drive Reclaim existing road surface, new bituminous surface	\$ 20,000	Tribe	\$ 150,000	Tribe	\$ 10,000	Tribe		\$ 180,000
3	1032	10	0.5	2017	Safe Routes to School/Pathway Reclaim existing road surface, new bituminous surface	\$ 25,000	Tribe	\$ 150,000	Tribe	\$ 10,000	Tribe		\$ 185,000
4	5705	10	0.22	2017	Valley Drive Reclaim existing road surface, new bituminous surface	\$ 30,000	Tribe	\$ 170,000	Tribe	\$ 10,000	Tribe		\$ 210,000
5	0011	810	0.1	2017	Dead End Road Construction of new bituminous road surface	\$ 20,000	Tribe	\$ 120,000	Tribe	\$ 10,000	Tribe		\$ 150,000
NA	NA	NA	NA	2017	TTP Transportation Planning (TTP Construction Funds for TTP Transportation Planning)							\$ 35,000	\$ 35,000
NA	NA	NA	NA	2017	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 110,430	\$ 110,430
NA	NA	NA	NA	2017	TTP Transit (TTP Construction Funds for TTP Transit)							\$ -	\$ -
FY17 Total											\$	1,050,430	

Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
	1032	10	0.5	2018	Safe Routes to School Pathway Reclaim existing road surface, new bituminous surface	\$ 25,000	Tribe	\$ 210,000	Tribe	\$ 10,000	Tribe		\$ 245,000
	0012-17	10	0.4	2018	Sandhill Circle Reclaim existing road surface, new bituminous surface	\$ 50,000	Tribe	\$ 100,000	Tribe	\$ 10,000	Tribe		\$ 100,000
	0011	810	0.1	2018	Silver Summit Drive Construction of new bituminous road surface	\$ 30,000	Tribe	\$ 170,000	Tribe	\$ 10,000	Tribe		\$ 250,000
NA	NA	NA	NA	2018	TTP Transportation Planning (TTP Construction Funds for TTP Transportation Planning)							\$ 35,000	\$ 35,000
NA	NA	NA	NA	2018	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 110,430	\$ 110,430
NA	NA	NA	NA	2018	Minoka Hill Dr Curbing and ditching	\$ 50,000	Tribe	\$ 250,000		\$ 10,000		\$ -	\$ 310,000
FY18 Total											\$	1,050,430	

Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
	1032	10	0.5	2019	Quarry Road Reclaim existing road surface, new bituminous surface	\$ 25,000	Tribe	\$ 250,000	Tribe	\$ 10,000	Tribe		\$ 285,000
	5164	10	0.25	2019	Silas Drive Reclaim existing road surface, new bituminous surface	\$ 50,000	Tribe	\$ 350,000	Tribe	\$ 10,000	Tribe		\$ 410,000
	0011	810	0.1	2019	Tall Feather Road Construction of new bituminous road surface	\$ 30,000	Tribe	\$ 170,000	Tribe	\$ 10,000	Tribe		\$ 210,000
NA	NA	NA	NA	2019	TTP Transportation Planning (TTP Construction Funds for TTP Transportation Planning)							\$ 35,000	\$ 35,000
NA	NA	NA	NA	2019	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 110,430	\$ 110,430
NA	NA	NA	NA	2019	Road by Cemetary (TTP Construction Funds for TTP Transit)							\$ -	\$ -
FY19 Total											\$	1,050,430	

<p>Project Information:</p> <p>BIA Route # List all routes that will be worked on.</p> <p>Section List only those sections that will be worked on along with corresponding length</p> <p>Location List start and end points of where work will be performed (road names, rivers, end, etc.)</p> <p>Description of Work List as much detail as you can including existing road type and work to be performed</p>	<p>Who/How Work Done: Possible Choices</p> <p>BIA BIA will perform direct service (DS) work for the Tribe as outlined in a Retained Service Agreement (RSA) as approved/signed by the Tribe and BIA. (Self Determination, G2G, and Self Gov Tribes can all elect to receive these services)</p> <p>638 Self Determination Tribe will enter into a P638 contract with the BIA and either perform work with in-house staff or subcontract work out to consultant/contractor.</p> <p>Coop Tribe can receive funding through a P638 contract, G2G, or Self Gov Agreement. Tribe will then enter into a 2-party (Coop) agreement with County, State, Township etc. who will usually serve as the lead agency for the project.</p> <p>Tribe Tribe administers program/project through a Self Governance or G2G Agreement.</p>
<p>Estimated Cost: Provide dollar amounts that you estimate will be required for each project/phase utilizing new funds from that year only. Prior year money obligated to contract should not be listed here.</p>	

Oneida Tribe of Indians of Wisconsin



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



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.

BC Resolution # _ - _ - _ 2016-2019 Transportation Improvement Plan

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** Transportation plays an integral role in serving local infrastructure and community needs; and
- WHEREAS,** The Oneida Business Committee desires to provide adequate transportation facilities to meet the needs of the residents of Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** The Oneida Business Committee has worked to develop the 2016-2019 Oneida Tribe of Indians of Wisconsin Tribal Transportation Improvement Plan, which we are using to request the Bureau of Indian Affairs to incorporate into their Control Schedule Transportation Improvement Plan as a required step to help us receive our "Tribal Shares" funding; and
- WHEREAS,** The Oneida Business Committee agrees with the needs and priorities presented in the 2016-2019 Oneida Tribe of Indians of Wisconsin Tribal Transportation Improvement Plan; and

NOW THEREFORE BE IT RESOLVED, That the Oneida Business Committee supports and adopts the 2016-2019 Oneida Tribe of Indians of Wisconsin Tribal Transportation Improvement Plan for the projects listed in the attached Control Schedule Transportation Improvement Plan (CSTIP) forms that were developed between us and the Bureau of Indian Affairs (BIA) for Tribal Shares funding.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Approve Resolution: Adoption of the Furlough Policy

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor:
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Tribe of Indians of Wisconsin

Legislative Reference Office


P.O. Box 365
 Oneida, WI 54155
 (920) 869-4376
 (800) 236-2214
<http://oneida-nsn.gov/LOC>



Committee Members

Brandon Stevens, Chairperson
 Tehassi Hill, Vice Chairperson
 Fawn Billie, Councilmember
 David P. Jordan, Councilmember
 Jennifer Webster, Councilmember

Memorandum

TO: Oneida Business Committee
FROM: Brandon Stevens, LOC Chairperson 
DATE: November 10, 2015
RE: Furlough Policy

Please find attached the following for your consideration:

1. Resolution: Adoption of the Furlough Policy
2. Statement of Effect: Adoption of the Furlough Policy
3. Fiscal Impact Statement: Furlough Policy
4. Legislative Analysis: Furlough Policy
5. Furlough Policy (clean)

Overview

Due to the federal government shutdown, the Oneida Business Committee (OBC) adopted a furlough policy as an emergency on October 15, 2013 which allowed Tribal employees to be furloughed as a cost-containment measure. The OBC extended the furlough policy on April 09, 2014 for an additional six months. The policy expired on October 15, 2014; however, on October 8, 2014, the OBC directed the Legislative Operating Committee to continue developing a permanent policy that allowed for furloughs.

The Furlough Policy:

- Grants the OBC the ability to authorize a furlough period through resolution.
- Requires Direct Report Level positions to develop furlough plans for their areas.
- Prohibits furloughs from being used for disciplinary reasons.

A public meeting on the proposed Furlough Policy was held on February 5, 2015 in accordance with the Legislative Procedures Act. The comments from that meeting were received and considered by the Legislative Operating Committee on March 4, 2015.

Requested Action

Approve the Resolution: Adoption of the Furlough Policy.

Oneida Tribe of Indians of Wisconsin



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



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.

BC Resolution # _ - - - - Adoption of the Furlough Policy

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** a Furlough Policy enables the Tribe to implement a furlough as a tool to remedy an operating budget deficit in order to manage the fiscal responsibility of the budget, to limit cuts in services provided, and lay-offs; and
- WHEREAS,** the Oneida Business Committee may authorize a furlough period through resolution; and
- WHEREAS,** Direct Report Level positions shall develop furlough plans for their areas; and
- WHEREAS,** Furloughs may not be used for disciplinary reasons; and
- WHEREAS,** Furloughs based on disciplinary reasons may be appealed to the Direct Report Level position for review,
- WHEREAS,** a public meeting on the proposed Furlough Policy was held on February 5, 2015 in accordance with the Legislative Procedures Act; and

NOW THEREFORE BE IT RESOLVED, that the attached Furlough Policy is hereby adopted.

NOW THEREFORE BE IT FURTHER RESOLVED, the Furlough Policy will be effective 120 days after adoption;

NOW THEREFORE BE IT FINALLY RESOLVED, that the Human Resources Department is directed to complete the following within the next 90 days:

1. Review the Furlough Policy and create necessary documents for implementation.
2. Review existing work standards, standard operating procedures and interpretive memorandums to address any conflicts or corrections that should be made to fully implement the Furlough Policy.
3. Prepare a brief summary of the Furlough Policy for the organization and identify where additional resources can be obtained in the event a furlough is approved.
4. Prepare necessary training to be used if a furlough is approved by the Oneida Business Committee.

Oneida Tribe of Indians of Wisconsin

Legislative Reference Office

P.O. Box 365
Oneida, WI 54155
(920) 869-4376
(800) 236-2214



Committee Members

Brandon Stevens, Chairperson
Tehassi Hill, Vice Chairperson
Fawn Billie, Councilmember
David P. Jordan, Councilmember
Jennifer Webster, Councilmember

Statement of Effect

Adoption of the Furlough Policy

Summary

This Resolution adopts the Furlough Policy which enables the Tribe to implement a furlough as a tool to remedy an operating budget deficit. According to the Resolution, the Furlough Policy will become effective one-hundred and twenty (120) days after adoption. In addition, the Resolution directs the Human Resources Department to review the Furlough Policy and create necessary documents for implementation; review existing work standards, standard operating procedures and interpretive memorandums to address any conflicts or corrections that should be made to fully implement the Furlough Policy; prepare a brief summary of the Furlough Policy for the organization and identify where additional resources can be obtained in the event a furlough is approved and prepare necessary training to be used if a furlough is approved by the Oneida Business Committee. The Resolution requires the Human Resources Department to complete these directives within the next ninety (90) days.

Submitted by Douglass McIntyre, Staff Attorney, Legislative Reference Office

Analysis from Legislative Reference Office

This intent of the Policy is to provide the Tribe with a tool to help remedy an operating budget deficit. Under the Policy, when the Oneida Business Committee (OBC) identifies the necessity for a furlough, a directive by resolution is given by the OBC. The Policy requires Direct Report Level positions to develop furlough plans for their areas which must set how each department or agency intends to implement a furlough. In addition, the Policy does not allow furloughs to be used as a form of discipline.

Under the proposed Policy, employees placed on furlough are not separated from employment with the Tribe but are placed on an unpaid leave of absence. Furlough days must be taken on days that an employee is scheduled to work, and the employee is not able to use their accrued personal or vacation time on any furlough days. The Policy allows an appeal of a decision based on disciplinary reasons to the Direct Report Level Position.

Conclusion

There are no legislative bars to adopting this Resolution.

ONEIDA TRIBE OF INDIANS Page 32 of 165
OF WISCONSIN



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



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.

ONEIDA FINANCE OFFICE
Office: (920) 869-4325 • Toll Free: 1-800-236-2214
FAX # (920) 869-4024

MEMORANDUM

DATE: September 10, 2015

FROM: Rae Skenandore, Project Manager

TO: Larry Barton, Chief Financial Officer
Ralinda R. Ninham-Lamberies, Assistant Chief Financial Officer

RE: **Fiscal Impact – Furlough Policy**

I. Background

An Emergency Furlough Policy was adopted by BC Resolution 10-15-13-A. The resolution states the following:

“The Oneida Business Committee has identified financial constraints due to the United States Government shut down which has halted Federal funding for some Tribal programs and services, and in order to manage the fiscal responsibility of the 2014 budget and to guarantee no cuts in services and programs, the Oneida Tribe of Indians of Wisconsin needs to implement an emergency Furlough Policy to provide a temporary reduction in work force to be in effect until such time as the United States Government shutdown ends and the Federal funding recommences, and the Legislative Procedures Act authorizes the Oneida Business Committee to enact legislation on an emergency basis, to be in effect for a period of six (6) months, renewable for an additional six (6) months, and emergency adoption of the Furlough Policy is necessary for the preservation of the public health, safety, or general welfare of the reservation population, and observance of the adoption requirements under the Legislative Procedures Act for passage of laws and policies would be contrary to public interest”.

BC Resolution 04-09-14-D was approved as a 6 month extension of emergency adoption of the Furlough Policy.

On October 8, 2014, OBC motion by Lisa Summers to accept the Legislative Operating Committee update with the following: With regard to the Furlough Policy, the Business Committee agrees that the LOC should move forward with the development of a permanent policy. Motion seconded by Trish King. Motion carried unanimously. October 15, 2014 LOC motion by Jennifer Webster to add the Furlough Policy to the Active Files List; seconded by Fawn Billie. Motion carried unanimously. Fawn Billie is the sponsor for this item.

On July 13, 2015 the Human Resources Department (HRD) drafted a Standard Operating Procedure (SOP) to provide guidance and direction for management when the Business Committee deems furloughs necessary.

II. Executive Summary of Findings

The Policy allows the Tribe to implement furloughs as a tool to remedy an operating budget deficit. A furlough may be utilized when a decrease or lapse of revenue or funding and/or any other budget situation warranting an unpaid leave shall be identified. General Manager Level positions shall develop furlough plans for their respective departments and agencies. All furlough plans shall be kept on file with the Human Resources Department.

There is no startup cost associated with enacting the policy. According to HRD, existing in-house personnel will be utilized to communicate and implement the policy. There are no additional office or space requirements or documentation expenses. HRD estimates that the policy and the SOP can be implemented within 30 days of approval. While not within the specific scope of this policy, Finance does have some concerns with potential financial obligations that may arise from some of the existing language in the SOP. It is recommended that HRD work with Finance prior to finalizing the SOP.

III. Financial Impact

No fiscal impact.

IV. Recommendation

The Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of an action, so that the Oneida Business Committee and General Tribal Council have sufficient information to render a decision.

1

Furlough Policy

<i>Analysis by the Legislative Reference Office</i>					
Title	The Furlough Policy ("The Policy")				
Requester	Oneida Business Committee (OBC)	Drafter	Douglass McIntyre	Analyst	Tani Thurner
Reason for Request	On October 15, 2013, the Oneida Business Committee (OBC) adopted a Furlough Policy on an emergency basis, which was extended and then expired on October 9, 2014. During the 2011-14 term, the Legislative Operating Committee (LOC) was processing the Furlough Policy for permanent adoption but did not complete it before the end of the term. This term, the OBC directed the LOC to continue processing that Policy for permanent adoption.				
Purpose	This Policy sets out a process for the Tribe to furlough employees (temporarily reducing their work hours) as a cost-saving measure.				
Authorized/ Affected Entities	Direct Report Level Positions (highest level in the chain of command under the OBC and who is responsible for a Tribal Department and/or Division [3-1(a)]), Supervisors, Human Resources Department (HRD) and the OBC all have responsibilities; all employees could be affected.				
Due Process	Furlough decisions are non-appealable, except an employee can file a written appeal for a furlough decision that s/he feels is disciplinary.				
Related Legislation	Layoff Policy; Personnel Policies and Procedures (Blue Book)				
Enforcement	None, but the Blue Book would govern any violations by Tribal employees.				

2

3

Overview

4

This is a new Policy that enables the Tribe to implement furloughs as a tool to remedy an operating budget deficit. [1-1] This policy applies to all employees of the Tribe, specifically including employees of Tribal programs and enterprises, and political appointees. Elected and appointed officials are specifically excluded; so they are not subject to furloughs. [1-2 and 3-1(a)]

8

What is a furlough?

9

A furlough is a temporary unpaid leave from work for a specified period of time. [3-1(c)] Employees may not use personal or vacation time while on furlough and are not eligible for back pay when they return to work [4-6 and 4-8].

12

- Employees must be furloughed on days they are normally scheduled to work, or on Tribal holidays, regardless of whether they were scheduled to work. [4-2]

14

- Employees on furlough cannot perform any work, including responding to work-related e-mail or voicemail and traveling on behalf of the Tribe. [4-4]

16

- A furlough does not constitute a break in continuous service. [4-4] However, an employee will not accrue personal and vacation time during a furlough. [4-6] This means that, depending on years of service, an employee will not accrue the following amount of personal/vacation time:

20

 - **0-3 years of service:** 0.554 hours for each full 8-hour day of furlough.

21

 - **4-7 years of service:** 0.708 hours for each full 8-hour day of furlough.

22

 - **8-14 years of service:** 0.923 hours for each full 8-hour day of furlough.

23

 - **15+ years of service:** 1.138 hours for each full 8-hour day of furlough.

24

- Employees are responsible for contacting the State to determine if they qualify for unemployment insurance benefits while furloughed. [4-5]

25

26

- This proposal adds a definition for Indian Preference - "a preference granted to retain the

27 Oneida member employee with all other factors being similar with non-member employees.”
 28 Indian Preference may not be used as a consideration in identifying employees to be
 29 furloughed. [3-1(d) and 5-4]. The main reason Indian Preference would not be used as a
 30 consideration is because furloughs are intended to spread out the impact so that more
 31 employees each absorb a small amount of impact, instead of requiring a smaller group of
 32 employees to each absorb a greater impact.

33 **Weekly Benefit Deductions for Furloughed Employees**

34 Employees continue to receive all benefits (except personal/vacation time) during a furlough.
 35 [4-6] Although not mentioned in the Law; the Standard Operating Procedure for furloughs
 36 developed by the Human Resources Department states that if an employee’s weekly payroll is
 37 not enough to cover their weekly payroll deductions for various benefits, then:

- 38 • Deductions for medical, dental, vision, and short/long term disability would be covered
 39 by the Tribe.
- 40 • Deductions for Term/Whole life, Accident, Critical Illness, and Individual Short Term
 41 Disability would be the responsibility of the employee. [HRD Furlough SOP 3.6]

42 The Manager of HRD’s Employee Insurance program has identified that payment for those
 43 deductions the employee is responsible for, could be deducted from future payroll, however this
 44 is not stated in the SOP.

45 **Impact on workplace**

46 Furloughs must be scheduled in a way that allows departments to continue to provide a basic
 47 level of service. [5-2(b)] Within each area, temporary employees must be furloughed first;
 48 followed by any volunteers; and then all other employees are eligible to be furloughed. [5-2(a)]
 49 Section II. C of the Personnel Policies and Procedures identifies several temporary classifications
 50 – Emergency/Temp, Limited Term, Seasonal, Substitute/Relief, Youth Worker and
 51 Student/Intern. According to the Employee Insurance Manager, HRD would likely interpret this
 52 to mean that all of those temporary classifications would be furloughed first.

53 Employees cannot earn overtime during any pay period where another employee from the
 54 same department/agency is furloughed; and cannot earn additional duty pay for performing
 55 duties for furloughed employees from the same department/agency. [4-7(b)] Furloughs cannot be
 56 used for disciplinary reasons. [5-3]

57 **Furlough Plans**

58 GM-level Positions must develop furlough plans to be kept on file with HRD, setting forth
 59 how their respective departments/agencies intend to implement a furlough. [5-1] A furlough plan
 60 must explain how employees will be selected and the estimated number of employees that would
 61 be affected; and must include a tentative schedule for a furlough and a summary of how the
 62 furlough will relieve budget shortfalls. This requirement is similar to the layoff plans that are
 63 required to be created in order to implement the Layoff Policy; except that furlough plans are not
 64 specifically required to be approved by the OBC; and HRD is not specifically given a role in
 65 helping to create furlough plans. [4-2(a), Article V]

66 This Policy does not identify requirements or a process for placing political appointees
 67 (i.e. OBC assistants) on furlough. It appears the intent is for the OBC to develop a standard
 68 operating procedure to govern such situations.

69 **Furlough Process**

70 The Policy sets out the following process:

- 71 1. OBC identifies that a furlough is necessary due to a decrease/lapse in revenue/funding, or
 72 any other budget situation warranting an unpaid leave. [4-1 and 1-2]

- 73 2. OBC gives the appropriate Direct Report Level positions a directive to implement
- 74 furloughs by passing a Resolution. The Resolution must include furlough start and end
- 75 dates. [4-1]
- 76 3. GM-Level positions must immediately carry out the furlough plans for his/her areas; and
- 77 notify the supervisors in their areas that furloughs are necessary. [4-2 and 6-1]
- 78 4. Supervisor identifies employees who will be furloughed. [6-1(a)]
- 79 5. Supervisor notifies employees of the furlough and of their furlough dates. Employees
- 80 must be notified at least five days before their position is furloughed. [6-1(b) and 4-3]
- 81 6. Supervisor notifies HRD of the employees who were chosen to be furloughed and of their
- 82 furlough dates. [6-1(c)]

Appeals

83
84 The Policy expressly states that furlough decisions cannot be appealed under any Tribal
85 law, policy or the personnel grievance process, [7-2] except that employees can appeal a
86 furlough decision that s/he feels is based on disciplinary reasons. The burden of proof is on the
87 employee to show that the furlough decision was disciplinary. The written appeal must be
88 submitted to the Direct Report-level position within 10 days after the employee is notified of the
89 furlough, and the Direct Report-level position may make a decision based on that written appeal
90 alone. The Direct Report-level position’s decision is final and non-appealable. [7-1]

Miscellaneous

91
92 A Public Meeting was held on February 5, 2015, and the comments received from that
93 meeting and during the public comment period have been reviewed and considered. Any changes
94 made from that review have been incorporated into this draft.

Consideration

95
96 This Policy prohibits the use of Indian Preference in making furlough decisions, but the
97 draft Furlough SOP developed by HRD (which sets out the process for implementing this Policy)
98 does allow for Indian Preference to be utilized in making layoffs. That SOP may need to be
99 revised to ensure it does not conflict with this Policy.

100

Furlough Policy

Article I. Purpose and Policy
 Article II. Adoption, Amendment, Repeal
 Article III. Definitions
 Article IV. Furlough

Article V. Furlough Plans
 Article VI. Supervisor Responsibilities
 Article VII. Appeal

Article I. Purpose and Policy

1-1. *Purpose.* The purpose of this Policy is to enable the Tribe to implement a furlough as a tool to remedy an operating budget deficit.

1-2. *Policy.* This Policy shall apply to all employees of the Tribe. To utilize a furlough, a decrease or lapse of revenue or funding and/or any other budget situation warranting an unpaid leave shall be identified.

Article II. Adoption, Amendment, Repeal

2-1. This Policy was adopted by the Oneida Business Committee by resolution BC _____.

2-2. This Policy may be amended or repealed by the Oneida Business Committee pursuant to the procedures set out in the Legislative Procedures Act.

2-3. Should a provision of this Policy or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this policy which are considered to have legal force without the invalid portions.

2-4. In the event of a conflict between a provision of this Policy and a provision of another policy, the provisions of this Policy shall control.

2-5. This Policy is adopted under authority of the Constitution of the Oneida Tribe of Indians of Wisconsin.

Article III. Definitions

3-1. This Article shall govern the definitions of words or phrases as used within this Policy. All words not defined herein shall be used in their ordinary and everyday sense.

(a) "Direct Report Level position" means the highest level in the chain of command under the Oneida Business Committee and who is responsible for a Tribal Department and/or Division.

(b) "Employee" means any individual who is employed by the Tribe and is subject to the direction and control of the Tribe with respect to the material details of the work performed, or who has the status of an employee under the usual common law rules applicable to determining the employer-employee relationship. "Employee" includes, but is not limited to, an individual employed by any program or enterprise of the Tribe and political appointees, but does not include elected or appointed officials.

(c) "Furlough" means a temporary, unpaid leave from work for a specified period of time.

(d) "Indian preference" means a preference granted to retain an Oneida member employee over other non-member employees.

(e) "Supervisor" means a person who directly oversees the work and performance of an employee on a daily basis.

(f) "Tribe" or "Tribal" means the Oneida Tribe of Indians of Wisconsin.

Article IV. Furlough

4-1. *Furlough Resolution.* If the Oneida Business Committee has identified the necessity for a

For OBC consideration
11/10/15

furlough, a directive by resolution shall be given to the appropriate Direct Report Level positions. The resolution shall direct the beginning and ending dates of the furlough.

4-2. *Implementation of Furlough Plans.* Upon the passage of a resolution directing that a furlough be implemented, all Direct Report Level positions shall immediately carry out the furlough plans for his or her respective departments or agencies. An employee shall be furloughed on days that the employee is normally scheduled to work or on holidays recognized by the Tribe, whether the employee is normally scheduled to work or not.

4-3. *Notice.* A supervisor shall give an employee notice at least five (5) business days prior to a furlough being implemented for his or her position.

4-4. *Continuous Service.* A furlough shall not constitute a break in continuous service. Employees shall not perform any work for the Tribe while furloughed. This includes responding to work-related e-mail and voice mail, as well as traveling on behalf of the Tribe.

4-5. *Unemployment.* Furloughed employees shall be responsible for contacting the State of Wisconsin Department of Workforce Development to determine if they qualify for unemployment insurance benefits. Eligibility for unemployment insurance benefits is determined by the State of Wisconsin.

4-6. *Benefits.* Employees shall not use or accrue personal or vacation time when on furlough. Employees shall continue to receive other benefits during a furlough.

4-7. *Overtime and Additional Duty Pay.* When a furlough is implemented in a department or agency, no employee in that department or agency shall be eligible for:

- (a) overtime during the same pay period that another employee from the same department or agency is on furlough; or
- (b) additional duty pay for performing duties for other employees in his or her department or agency who are on furlough.

4-8. *Back Pay.* Employees on furlough shall not be eligible for back pay awards upon return to work.

Article V. Furlough Plans

5-1. *Furlough Plans.* The Direct Report Level positions shall develop furlough plans for their respective departments and agencies.

5-2. The furlough plans shall set forth how each department or agency intends to implement a furlough. The plan shall include, but not be limited to, the following:

- (a) an explanation of how employees will be selected;
 - (1) Temporary employees shall be furloughed first, followed by employees who volunteer to be furloughed. All other employees shall then be eligible to be furloughed.
- (b) a tentative schedule for a furlough;
 - (1) Furloughs shall be scheduled in a way that allows the departments to continue to provide a basic level of service.
- (c) the estimated number of employees affected; and
- (d) a summary of how the furlough will relieve budgetary shortfalls.

5-3. *Disciplinary Furlough.* Furloughs shall not be used for disciplinary reasons.

5-4. *Indian Preference.* Indian preference may not be used as a consideration in identifying employees to be furloughed.

5-5. All furlough plans shall be kept on file with the Human Resources Department.

For OBC consideration
11/10/15

Article VI. Supervisor Responsibilities

6-1. Upon notification from the appropriate Direct Report Level position that furloughs are necessary, a supervisor shall:

- (a) Identify those employees who will be furloughed.
- (b) Notify those employees that they will be furloughed and their furlough dates;
- (c) Notify the Human Resources Department of the chosen employees and their furlough dates.

Article VII. Appeal

7-1. An employee who has been furloughed under this Policy may only appeal a furlough that is based on disciplinary reasons. A written appeal must be submitted to the Direct Report Level position within ten (10) days from the notification of the furlough. The burden for showing that the furlough is based on disciplinary reasons rests on the employee. The Direct Report Level position may make a decision based on the written appeal alone. The Direct Report Level position shall provide a written decision on the matter to the employee and the supervisor. This decision is final and cannot be appealed.

7-2. An employee who has been furloughed does not have any other right to appeal a furlough decision under any Tribal law, policy or the personnel grievance process.

End.

Emergency Adoption – BC-10-15-13-A
Emergency Adoption Extension – BC-04-09-14-D

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

[Empty text box]

Agenda Header: Appointments

Accept as Information only

Action - please describe:

BC approval to appoint Mary Graves to the Oneida Personnel Commission.

According to the Comprehensive Policy Governing Boards, Committees and Commissions, Article VI. Appointment Positions, c. "forward choice of applicants to all Council members prior to appointment."

3. Supporting Materials

Report Resolution Contract

Other:

1. Memo

3. [Empty text box]

2. [Empty text box]

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution

Budgeted - Grant Funded

Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Cristina Danforth, Tribal Chairwoman



Primary Requestor:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

**Oneida Tribe of Indians of Wisconsin
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.



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.

**P.O. Box 365 • Oneida, WI 54155
Telephone: 920-869-4364 • Fax: 920-869-4040**

TO: Oneida Business Committee
FROM: Chairwoman Tina Danforth *TD*
DATE: October 28, 2015
RE: Oneida Personnel Commission

There was one applicant for one vacancy on the Oneida Personnel Commission. The applicant was Mary Graves.

The candidate is qualified to serve. In accordance with the Article VI., Section 6-2 (c) of the Comprehensive Policy Governing Boards, Committees and Commissions, I recommend Mary Graves to be appointed to serve on the Oneida Personnel Commission.

Thank You.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Accept the October 21, 2015 LOC Meeting Minutes

3. Supporting Materials

Report Resolution Contract

Other:

1. 3.

2. 4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor: _____
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

The purpose of this request is to ask the OBC to accept the attached October 21, 2015 LOC meeting minutes. In accordance with the LOC Bylaws, all minutes shall be submitted to the Tribal Secretary's Office within 30 calendar days after approval by the LOC [See LOC Bylaws, 4-2(a)].

Action Requested:

Accept the LOC meeting minutes of October 21, 2015.

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org

Oneida Tribe of Indians of Wisconsin

Legislative Reference Office

P.O. Box 365
 Oneida, WI 54155
 (920) 869-4376
 (800) 236-2214
<http://oneida-nsn.gov/LOC>



Committee Members

Brandon Stevens, Chairperson
 Tehassi Hill, Vice Chairperson
 Fawn Billie, Councilmember
 David P. Jordan, Councilmember
 Jennifer Webster, Councilmember

LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES

Business Committee Conference Room-2nd Floor Norbert Hill Center

October 21, 2015 9:00 a.m.

PRESENT: Brandon Stevens, Fawn Billie, David P. Jordan

EXCUSED: Tehassi Hill, Jennifer Webster

OTHERS PRESENT: Taniquelle Thurner, Candice Skenandore, Douglass McIntyre, Krystal John, Rae Skenandore, Trish King, Terry Metoxen, Bonnie Pigman, Cathy L. Metoxen, Matt Denny, Rhiannon Metoxen, Danelle Wilson, Leyne Orosco, Nancy Barton.

I. Call To Order and Approval of the Agenda

Brandon Stevens called the October 21, 2015 Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Fawn Billie to adopt the agenda noting that the Severance Law Emergency Legislation will be the first item for discussion; seconded by David P. Jordan. Motion carried unanimously.

II. Minutes to be approved

1. October 7, 2015 LOC Meeting Minutes

Motion by David P. Jordan to approve the October 7, 2015 LOC meeting minutes; seconded by Fawn Billie. Motion carried with Fawn Billie abstaining.

III. Current Business

1. Back Pay Policy Amendments (22:55-32:22)

Motion by David P. Jordan to make the noted changes clarifying employment benefits and defer the Back Pay Policy Amendments for a legislative analysis and fiscal impact statement; seconded by Fawn Billie. Motion carried unanimously.

2. Compliance and Enforcement Law (32:23-33:52)

Motion by David P. Jordan to accept the memorandum as FYI and defer the Compliance and Enforcement Law to the sponsor and bring back when ready; seconded by Fawn Billie. Motion carried unanimously.

3. Audit Law Amendments (33:52-42:12)

Motion by Fawn Billie to defer the Audit Law Amendments for a legislative analysis and fiscal impact statement; seconded by David P. Jordan. Motion carried unanimously.

Note: Jennifer Webster is the sponsor of the Audit Law Amendments

4. Comprehensive Policy Governing Boards, Committees and Commissions Amendments (42:14-01:18:50)

Motion by Fawn Billie to defer the Comprehensive Policy Governing Boards, Committees and Commissions Amendments to the sponsor to address the concerns and considerations and to prepare for a December 3, 2015 public meeting; seconded by David P. Jordan. Motion carried unanimously.

5. Administrative Rulemaking Law (01:18:51-01:22:15)

Motion by Fawn Billie to accept the legislative analysis and defer the Administrative Rulemaking Law to the sponsor to go through the noted considerations, make any changes if necessary and prepare for December 3, 2015 public meeting; seconded by David P. Jordan. Motion carried unanimously.

6. Hunting, Fishing and Trapping Law Amendments (19:49-22:49)

Motion by David P. Jordan to defer the Hunting, Fishing and Trapping Law Amendments for a legislative analysis; seconded by Fawn Billie. Motion carried unanimously.

7. Domestic Animals Law Amendments (01:22:16-01:24:30)

Motion by David P. Jordan to defer the Domestic Animals Law Amendments for a legislative analysis and fiscal impact statement; seconded by Fawn Billie. Motion carried unanimously.

8. Employment Law (01:24:36-01:31:28)

Motion by Fawn Billie to defer the Employment Law for a legislative analysis; seconded by David P. Jordan. Motion carried unanimously.

9. Per Capita Law Amendments (01:31:30-01:33:43)

Motion by David P. Jordan to accept the memorandum as FYI and to defer the Per Capita Law Amendments to the sponsor to continue to work with the Trust/Enrollment Committee and to bring a draft back on November 4, 2015; seconded by Fawn Billie. Motion carried unanimously.

10. Secured Transactions Act (01:33:44-01:34:37)

Motion by David P. Jordan to defer the Secured Transactions Act to the sponsor; seconded by Fawn Billie. Motion carried unanimously.

IV. New Submissions

1. Research Protection Act (01:34:38-01:35:55)

Motion by David P. Jordan to add the Research Protection Act to the active files list with Fawn Billie as the sponsor; seconded by Fawn Billie. Motion carried unanimously.

2. Severance Law Emergency Legislation (01:58-19:33)

Motion by David P. Jordan to add the Severance Law to the active files list and that this item be processed as an emergency; seconded by Fawn Billie. Motion carried unanimously.

Note: Fawn Billie will be the sponsor

V. Additions

VI. Administrative Updates

VII. Executive Session

VIII. Recess/Adjourn

Motion by David P. Jordan to adjourn the October 21, 2015 Legislative Operating Committee meeting at 10:37 a.m.; seconded by Fawn Billie. Motion carried unanimously.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header: Minutes

Accept as Information only

Action - please describe:

BC approval of Finance Committee Meeting Minutes of November 2, 2015

3. Supporting Materials

Report Resolution Contract

Other:

1. FC Mtg Minutes of 11/02/15

3.

2. FC E-Poll approving 11/02/15 Minutes

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Trish King, Tribal Treasurer

Primary Requestor: Denise Vigue, Executive Assistant/Finance
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Name, Title / Dept.

Additional Requestor: Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Oneida Business Committee approval is required to approve all Finance Committee meeting actions as the FC is a standing committee of the OBC. -

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Tribe of Indians of Wisconsin

Post Office Box 365



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

Phone: (920) 869-2214



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.

MEMORANDUM

TO: Finance Committee
CC: Business Committee
FR: Denise Vigue, Executive Assistant
DT: 11/3/15
RE: **E-Poll Results of: FC Meeting Minutes of November 2, 2015**

An E-Poll vote of the Finance Committee was conducted to approve the November 2, 2015 Finance Committee meeting minutes. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority 5 YES votes from Patrick Stensloff, Larry Barton, Chad Fuss, Wesley Martin, Jr., and David Jordan to approve the November 2, 2015 Finance Committee Meeting Minutes.

The minutes will be placed on the next BC agenda of **November 10, 2015** for approval and the next Finance Committee agenda of **November 16, 2015** to ratify this E-Poll action.

Yawλko

* Per the Finance Committee By-Laws Article III-Meetings, 3-4 Quorum. Four (4) members of the Finance Committee shall constitute a quorum & 3-6 Voting. (d) The Finance Committee shall act by a majority of vote of the quorum present at any meeting.



ONEIDA FINANCE COMMITTEE

NOVEMBER 2, 2015 – 10:00 A.M.

Business Committee Executive Conference Room

REGULAR MEETING MINUTES

Members Present:

Patricia King, Treasurer/FC Chair
 David Jordan, BC Council Member
 Patrick Stensloff, Purchasing Director
 Wesley Martin, Jr., Community Elder member

Larry Barton, CFO/FC Vice-Chair
 Jenny Webster, BC Council Member
 Chad Fuss, Gaming AGM/FC Alternate

Others Present: Jeff Carlson, Sue Johnson, Joanie Buckley, Brenda Buckley, Shannon Davis, Luke Schwab, Heather Ohuafi, Robert Keck, Dawn Moon-Kopetsky, and Denise Vigue, FC recording secretary

I. Call to Order: The meeting was called to order by the FC Chair at 9:55 A.M.

II. Approval of Agenda: November 2, 2015

Motion by Wesley Marin, Jr. to approve the Finance Committee agenda with three ADD On requests; one under New Business and two under the Community Fund. Seconded by Jennifer Webster. Motion carried unanimously.

III. Approval of Minutes: October 19, 2015 (approved via FC E-Poll on 10/20/15)

Motion by David Jordan to ratify the FC E-Poll action of October 20, 2015 approving the Finance Committee meeting minutes of October 19, 2015. Seconded by Patrick Stensloff. Jennifer Webster abstained. Motion carried.

Larry Barton arrives at 10:00 A.M.

IV. Tabled Business:

1. CDC Consulting
 Brenda Buckley, Gaming Marketing

Motion by David Jordan to remove from the table for discussion. Seconded by Wesley Martin, Jr. Motion carried unanimously.

Brenda Buckley and other staff members presented this 6-month agreement for services for a comprehensive analysis of six competitors in the region to gather information on how their programs reward players in their players clubs' as this type of research cannot be done internally; it will tie into previous data collection gaming completed several years ago; Chad Fuss added this is part of data analytics that is now becoming the norm as technology is making it easier for this type of data gathering to assist in maximizing dollars; the company does not have an exclusivity clause but if firm is hired by other casinos the data obtained will not be shared with them. Larry Barton noted that some measurement should be in place for an audit trail as a means for checks and balances.

Motion by David Jordan to approve the CDC Consulting contract with Gaming Marketing for gaming research in the amount of \$194,400.00. Seconded by Jennifer Webster. Motion carried unanimously.

- > Trish asked the Finance Committee to include another ADD ON under New Business #8 for Meadowbrook as it was inadvertently left off today's agenda, but was submitted on time. FC agreed.

V. Capital Expenditures: No items submitted

VI. New Business:

1. Gem Co – Blanket PO Increase
Sandra Schuyler, OHC Nursing

Jeff Carlson and Sue Johnson were present to discuss this request: Sue is the new IHS Grant Coordinator for the OHC diabetic program; they explained about previous e-poll of increase that took them to current payment for this vendor, there was an unexpected increase in demand for pumps and supplies and this requested increase is estimated to last them through the end of the contract year which is March 2016; a new grant was submitted in October and they should hear back in Jan 2016. There was discussion on partial reimbursements if clients had Medicare. Larry Barton indicated that Purchasing is available to assist with vendor selections and bid processing and should be utilized as much as possible.

Motion by Jennifer Webster to approve the Blanket PO Increase for Gem Co in the amount of \$75,000.00 for diabetic pumps and supplies. Seconded by Wesley Martin, Jr. Motion carried unanimously.

2. FY16 Blanket PO -Pitney Bowes, Inc.
Joanie Buckley for Print Shop

Joanie Buckley from Internal Services was present to discuss this and the following two requests from the print shop; this one is related to postage metering within the mail center; the request for the Oneida Post Office is for mail metering at the Post Office for large mailing.

Motion by David Jordan to approve the FY16 Blanket Purchase Order with Pitney Bowes, Inc. in the amount of \$134,000.00. Seconded by Chad Fuss. Motion carried unanimously.

3. FY16 Blanket PO –Steen Macek Paper Co.
Joanie Buckley for Print Shop

This Purchase Order is for the paper that is ordered sometimes on a daily basis as there is no space to keep large quantities for projects.

Motion by Jennifer Webster to approve the FY16 Blanket Purchase Order with Steen Macek Paper Co. in the amount of \$130,000.00. Seconded by David Jordan. Motion carried unanimously.

4. FY16 Blanket PO – Oneida Post Office
Joanie Buckley for Print Shop

Motion by Jennifer Webster to approve the FY16 Blanket Purchase Order with the Oneida Post Office in the amount of \$700,000.00. Seconded by David Jordan. Motion carried unanimously.

5. Seven Generation-Lease Payment
Shannon Davis, Oneida Gaming Commission

There was a lengthy discussion about last year when this was presented and alternate sites looked at by the OGC as well as costs; Paul Witek indicated that originally moving and renovation costs for an alternate site was in the FY16 budget but was taken out with no definitive site selected as viable. The FC members discussed several options and the need for a dedicated assessment be completed in FY16 and associated costs be added to the FY17 budget for moving to another location so as to free up this retail space; this part of the scope of the Community Development Planning Committee.

Motion by Larry Barton to send the FY16 lease renewal to the Community Development Planning Committee for their follow up assessment and recommendations. Seconded by David Jordan. Motion carried unanimously.

Motion by Larry Barton to approve the FY16 Blanket Purchase Order, as presented, for lease payments to Seven Generations in the amount of \$98,040.00; and for OGC to send legal review as an FYI. Seconded by David Jordan. Motion carried unanimously.

6. Bally Technologies – FY15 PO Increase
Chad Fuss, Gaming Administration

Chad Fuss explained the previously approved costs for the upgrade of the CMP system which provides them with more capabilities; as a result of the upgrade Bally staff did indicated that system would not run as efficiently as needed without the Business upgrade; gaming elected to add that upgrade and had funds to pay for it from their FY15 budget; but that meant additional time spent by the representatives onsite; costs today are for that additional time and to use the FY15 budget that would close out this project; they originally had Business Upgrade in FY16 budget but now do not need those funds so they will remain unspent; there was a cost savings due to the miscommunication with a savings of \$100,000. The FC discussed this item at great length.

Motion by Jennifer Webster to approve the FY15 Purchase Order Increase for Bally Technologies in the amount of \$68,660.86. Seconded by Wesley Martin, Jr. Larry Barton abstained. Motion carried.

7. Add On: CTW Corp. Construction
Paul Witek, Engineering

Paul Witek explained this CIP contract is for well drilling for Community Wells; they sent out bids and only received two back, so this is considered sole source; IHS also reviewed tabulations for both bids and suggested tribe go with CTW Corp. Construction; IHS will reimburse for expenses, he asked for this as an add-on to take advantage of good weather.

Motion by Jennifer Webster to approve the CTW Corp. Construction contract for community well drilling in the amount of \$273,000.00 noting IHS will reimburse when work is completed. Seconded by David Jordan. Motion carried unanimously.

8. Add On: Meadowbrook –Liability Insurance Payment
Robert Keck, Risk Management

Robert Keck described this pre-paid insurance for liability coverage for all tribal properties; this is the fourth and final premium payment; it is a yearly budgeted item; carrier is actually Hudson, but we pay Meadowbrook and they pay to Hudson.

Motion by David Jordan to approve the fourth installment payment to Meadowbrook for Liability Insurance for tribal properties in the amount of \$103,196.00. Seconded by Chad Fuss. Motion carried unanimously.

VII. Executive Session: No items submitted

VIII. Community Fund:

1. School Dance Team fees

Motion by Jennifer Webster to approve from the Community Fund \$300.00 for the dance team fees for the daughter of the requestor. Seconded by Wesley Martin, Jr. Motion carried unanimously.

2. Wisconsin Elite Softball fees (DRK)

Motion by Jennifer Webster to approve from the Community Fund \$300.00 for the Wisconsin Elite Softball fees for the daughter of the requestor. Seconded by Patrick Stensloff. Motion carried unanimously.

3. Wisconsin Elite Softball fees (DMK)

Motion by David Jordan to approve from the Community Fund \$300.00 for the Wisconsin Elite Softball fees for the daughter of the requestor. Seconded by Wesley Martin, Jr. Motion carried unanimously.

4. Add On: Heard Museum Artist booth fee

Motion by Wesley Martin, Jr. to approve from the Community Fund \$300.00 for artist booth fees at the Heard Museum Art Show and Market. Seconded by Chad Fuss. Motion carried unanimously.

5. Add On: FC Green Bay Soccer fee

Motion by Jennifer Webster to approve from the Community Fund \$300.00 for FC Green Bay Soccer fees for the daughter of the requestor. Seconded by Larry Barton. Motion carried unanimously.

Discussion: There was a brief update of a previously approved Community Fund request. Amount was lowered and check was sent back to tribe, Finance reissued another in corrected amount. The FC Chair asked that a memo be provided at the next FC meeting with copies of checks.

IX. Follow Up:

1. Finance Committee Policies

Denise Vigue, Finance

Larry Barton relayed that he directed staff to research and put together current policies the Finance Committee is utilizing, as there was some confusion about investment strategies; additional policies of the Finance Committee from the past are now being researched and will be brought back when completed.

Motion by Jennifer Webster to accept the update information on the FC Donation, FC Spiritual Donation and FC Investment Policies as FYI. Seconded by David Jordan. Motion carried unanimously.

X. FYI and /or Thank You:

1. AJRCCC Project Close Out

Paul Witek, Engineering

Paul indicated that this does close out project meaning there will be no additional draws for any payments for project; his area working with the law office to see if there in anything that can be recovered for additional work contractor completed; a final inspection was done and all are in the project file in his area; Larry Barton noted that a detailed close out report will have to be forwarded to Finance as that is needed when the bond is closed out.

Motion by David Jordan to accept the AJRCCC project close out memo as FYI. Seconded by Chad Fuss. Motion carried unanimously.

Wesley updated the FC on the lawn care services of Elder Services being merged with DPW lawn services for more efficiency.

XI. Adjourn: Motion by Wesley Martin, Jr. to adjourn. Seconded by David Jordan. Motion carried unanimously. The meeting ended at 11:07 A.M. The next Finance Committee meeting is scheduled for Monday, November 16, 2015 at 10:00 A.M. in the BC Executive Conference Room.

Minutes taken and transcribed by:
Denise Vigue, Executive Assistant in Finance
& Finance Committee Recording Secretary

Finance Committee E-Poll Minutes Approval Date: NOVEMBER 3, 2015

Oneida Business Committee FC Minutes Approval Date: _____

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

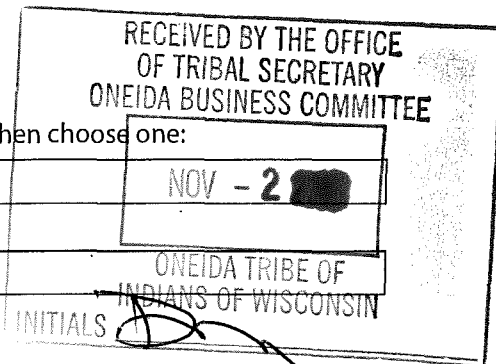
[Redacted]

Agenda Header: New Business

Accept as Information only

Action - please describe:

BC to approve this request for the GTC meeting scheduled in March 2016



3. Supporting Materials

Report Resolution Contract

Other:

1. Written request from Madelyn Genskow

3. Tentative 2016 GTC Meeting Dates

2. Current Petitions At-A-Glance

4. [Redacted]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Cristina Danforth, Chairwoman

Primary Requestor/Submitter:

Madelyn Genskow # 949
Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

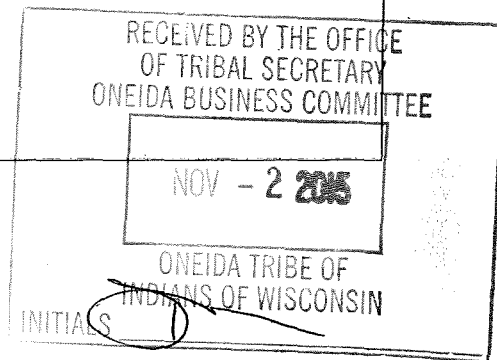
11/2/15
LA

Oneida Business Committee Agenda Request

6. Cover Memo:

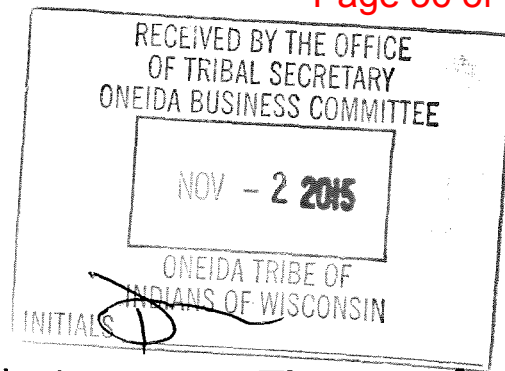
Describe the purpose, background/history, and action requested:

See Attached Letter of Request from Madelyn Genskow.



- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

11/2/15
LA



October 28, 2015

Madelyn Genskow would like Chairwoman Tina Danforth as the Sponsor for her Agenda Request- requesting information as to whether or not the 3 petitions that she has submitted are going to be all on the same agenda in March and if so would like it to be changed to one petition in March. Ms. Genskow never agreed to combine all the petitions in one meeting.

Also, requesting the petition that contains the following resolutions be the only petition for the GTC meeting in March;

Oneida business Committee Accountability

Repeal Judiciary Law

Open Records & Open Meetings Law

Madelyn Genskow

*11/2/15
LW*

B. Petitioner Madelyn Genskow: Special GTC meeting to address four (4) resolutions

- 1) Budget Cuts
- 2) Swimming Lessons
- 3) Boards, Committees, and Commissions to Carry Out General Tribal Council Directives
- 4) Elder Home Repair

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM AUGUST 17, 2015: Motion by Trish King to accept the financial analysis for resolution 3) Boards, Committees, and Commissions to Carry Out General Tribal Council Directives, to request the Tribal Secretary work with the petitioner to schedule a General Tribal Council meeting, and to request the Tribal Secretary to send the petitioner the analyses for all four (4) resolutions, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM AUGUST 12, 2015: Motion by Lisa Summers to adjourn at 2:06 p.m. and to direct the Tribal Secretary to coordinate Business Committee special meeting date for the remainder of this agenda, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM JULY 22, 2015: (1) Motion by David Jordan to accept the financial analysis for resolution 2) Swimming Lessons and resolution 4) Elder Home Repair, seconded by Trish King. Motion carried unanimously. (2) Motion by Melinda J. Danforth to defer this item to the Secretary's Office to determine which General Tribal Council meeting agenda this item should fall on and this be brought back to the August 12, 2015, regular Business Committee meeting and to direct the final financial analysis for resolution 3) Boards, Committees, and Commissions to Carry Out General Tribal Council Directives be brought back to the August 12, 2015, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM JULY 8, 2015: Motion by Trish King to defer the remaining financial analyses to the July 22, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM JUNE 10, 2015: (1) Motion by Jennifer Webster to accept the financial analysis for resolution 1) Budget Cuts, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Jennifer Webster to provide an additional fifteen (15) days for Finance to complete and submit the remaining three (3) analyses, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Lisa Summers to accept the legal analyses for resolution 3) Boards, Committees, and Commissions to Carry Out General Tribal Council Directives and resolution 4) Elder Home Repair, and to allow an additional thirty (30) days for the Finance Office to complete their analyses, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM MARCH 25, 2015: (1) Motion by Melinda J. Danforth to accept the legal opinion for the budget development portion of the petition, seconded by Jennifer Webster. Motion carried unanimously. (2) Motion by Jennifer Webster to accept the legal opinion for resolution 2) Swimming Lessons, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM FEBRUARY 11, 2015: Motion by Lisa Summers to accept the legislative analysis and to provide an additional sixty (60) days for the Law and Finance Offices to submit the appropriate analyses, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM JANUARY 28, 2015: Motion by Tehassi Hill to accept the status update from the Legislative Reference Office, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM DECEMBER 10, 2014: Motion by Lisa Summers to accept the verified petition submitted by Madelyn Genskow, to send the petition to the Law, Finance and Legislative Reference Offices to begin work on the appropriate analyses, and that a progress report be submitted in thirty (30) days, seconded by Jenny Webster. Motion carried unanimously.

Motion by David Jordan to accept the update as information, to schedule a General Tribal Council meeting on March 19, 2016, and to place the petition and four (4) resolutions on the March 19, 2016 Special General Tribal Council meeting agenda, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Melinda J. Danforth, Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers
Tehassi Hill, Jennifer Webster

Not Present:

RECEIVED BY THE OFFICE
OF TRIBAL SECRETARY
ONEIDA BUSINESS COMMITTEE

NOV - 2 2015

Oneida Business Committee Regular Meeting Minutes September 23, 2015

11/2/15
LA

ONEIDA TRIBE OF
INDIANS OF WISCONSIN

INITIALS

C. Petitioner Madelyn Genskow: Special GTC meeting to address six (6) resolutions

- 1) **Completed Scheduling General Tribal Council Meetings**
- 2) **Fee to Trust Process**
- 3) **In Progress Elder Services Means Testing**
- 4) **In Research Record Subcommittee Meetings**
- 5) **Governmental Services Chain of Command**
- 6) **Unclaimed Per Capita Payments**

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Jennifer Webster to accept the legal analysis for resolution 5) Governmental Services Chain of Command, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM AUGUST 26, 2015: (1) Motion by Brandon Stevens to accept the legal analyses for resolution 3) In Progress Elder Services Means Testing, resolution 4) In Research Record Subcommittee Meetings, and resolution 6) Unclaimed Per Capita Payments, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Lisa Summers to defer the legal analysis for resolution 5) Governmental Services Chain of Command to be completed by the September 9, 2015, regular Business Committee meeting and to defer the financial analyses for resolution 3) In Progress Elder Services Means Testing, resolution 4) In Research Record Subcommittee Meetings, and resolution 6) Unclaimed Per Capita Payments to the September 23, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM JULY 8, 2015: Motion by David Jordan to defer the remaining legal and financial analyses to the second regular Business Committee meeting in August 2015, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by David Jordan to accept the legal analysis for resolution 1) Completed Scheduling General Tribal Council Meetings and note that the remaining analyses are due back at the July 8, 2015, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM MAY 13, 2015: Motion by David Jordan to accept the legal analysis for resolution 2) Fee to Trust Process, seconded by Trish King. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Motion by Lisa Summers to accept the legislative analyses for resolutions 1-6 and to provide an additional sixty (60) days for the Law and Finance Offices to complete their portions of the analyses, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM FEBRUARY 25, 2015: (1) Motion by Tehassi Hill to accept the verified petitions from Petitioner Madelyn Genskow: Request Special GTC meeting to address six (6) resolutions, seconded by Jennifer Webster. Motion carried unanimously. (2) Motion by Tehassi Hill to send the verified petitions to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed, seconded by Fawn Billie. Motion carried unanimously. (3) Motion by Jennifer Webster to direct Law, Finance, and Legislative Reference Offices to submit the analyses to the Secretary's Office within sixty (60) days and that a progress report be submitted in forty-five (45) days, seconded by Lisa Summers. Motion carried unanimously. (4) Motion by Lisa Summers to direct the Direct Report Offices to submit appropriate administrative analyses to the Secretary's Office within thirty (30) days, seconded by Fawn Billie. Motion carried unanimously.

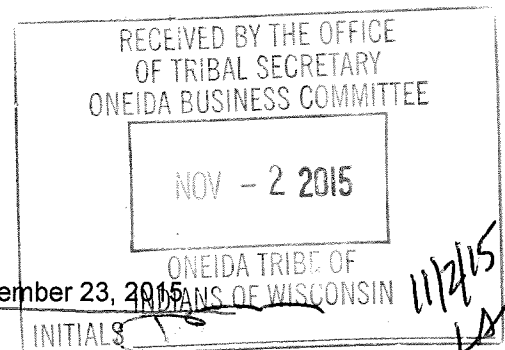
Motion by Melinda J. Danforth to accept the update on this item and to place this petition and six (6) resolutions on the March 19, 2016 Special General Tribal Council meeting agenda, and to request the fiscal analyses on all six (6) resolutions be submitted to the Tribal Secretary's Office in a timely manner, seconded by Lisa Summers. Motion carried unanimously:

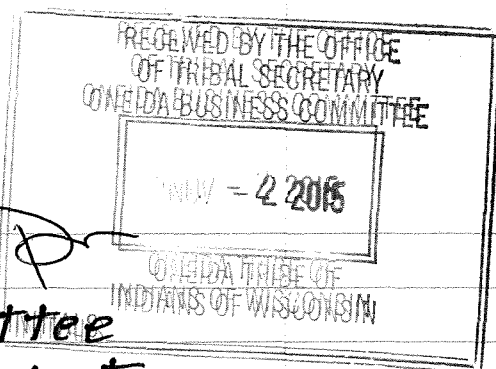
Ayes: Melinda J. Danforth, Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers

Not Present: Tehassi Hill, Jennifer Webster

Treasurer Trish King departs at 10:38 a.m.

Treasurer Trish King returns at 10:41 a.m.





Nov. 2, 2015

To:

Oneida Business Committee
Oneida Indian Tribe In WI
Oneida, WI

From:

Madelyn Genskow Madelyn Genskow
E1859 Rural Road
Waupaca, WI 54981

I am sponsored by Tina Danforth to be on the B.C. Agenda on 11-10-2015.

I am requesting that you change your decision that you made on Sept. 23, 2015 to place two of my petitions on the same agenda for a GTC meeting on March 19, 2016.

I never agreed to place two petitions on the same agenda. It would be too overwhelming for the GTC.

I am requesting that the petition which contains the following be prioritized and addressed on March 19, 2016. (1) Oneida B.C. Accountability (2) Repeal The Judiciary Law (3) Open Records Open Meetings Law.

I am providing a copy of Lisa Summers letter dated, Sept. 9, 2015. There is no "S" on the word petition, making it plural!

11/2/15
LW

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Office of the Tribal Secretary

Location:
N7210 Seminary Road
Oneida, WI 54155

Phone: (920)869-2214

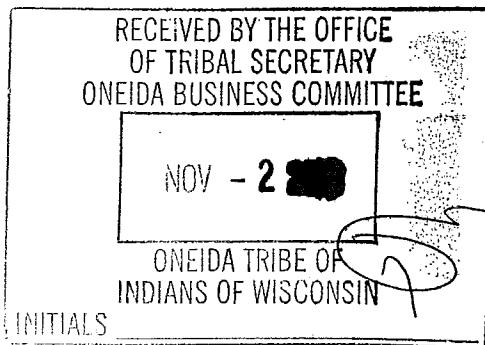


Mailing Address:
P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)869-4040

September 9, 2015

Madelyn Genskow
E1859 Rural Road
Waupaca WI 54981-8346



Dear Mrs. Genskow,

This letter is a written confirmation of the conversation we had on August 9, 2015, regarding your input on the General Tribal Council (GTC) meeting date for your petition.

Background

At the August 17, 2015, I was directed to work with you on a GTC meeting date for your petition. My office provided you a letter, dated August 24, 2015, which included two options for upcoming GTC meeting. I also requested you provide your preference in regard to the GTC meeting date for your petition in writing by September 15, 2015.

Update

On August 9, 2015, we spoke in person and you indicated that you preferred the March 19, 2016, GTC meeting date for your petition.

Thank you for your time and attention. If you have questions, please contact my office at 920-869-4478 or via email at lsummer2@oneidanation.org, or via email to Lisa Liggins, Executive Assistant, at lliggins@oneidanation.org.

Best regards,

Lisa Summers, Tribal Secretary

11/2/15
LA

Current Petitions At-A-Glance

Petitioner and Subject	Analyses		
<u>Powless, Gina</u> – To create a support system of paralegals, advocates, and attorneys to assist an advocate for Oneida enrolled Tribal members that are engaged in any case with the Oneida Judiciary. <i>Tabled at GTC meeting on 6/1/15</i>	<i>legislative</i> ✓	<i>legal</i> ✓	<i>financial</i> ✓
<u>Danforth</u> – Membership Changes <i>GTC meeting date scheduled for 3/19/16</i>	<i>legislative</i> ✓	<i>legal</i> ✓	<i>financial</i> ✓
<u>Genskow</u> – Four Resolutions	<i>legislative</i>	<i>legal</i>	<i>financial</i>
1 Budget Cuts	✓	✓	✓
2 Swimming Lessons	✓	✓	✓
3 BCC to Carry Out GTC directives	✓	✓	✓
4 Elder Home Repair	✓	✓	✓
<i>GTC meeting date scheduled for 3/19/16</i>			
<u>Genskow</u> – Six Resolutions	<i>legislative</i>	<i>legal</i>	<i>financial</i>
1 Completed Scheduling General Tribal Council Meetings	✓	✓	✓
2 Fee to Trust Process	✓	✓	✓
3 In Progress Elder Services Means Testing	✓	✓	
4 In Research Record Subcommittee Meetings	✓	✓	
5 Governmental Services Chain of Command	✓	✓	
6 Unclaimed Per Capita Payments	✓	✓	
<i>GTC meeting date scheduled for 3/19/16</i>			
<u>Genskow</u> – Three Resolutions	<i>legislative</i>	<i>legal</i>	<i>financial</i>
1 Oneida Business Committee Accountability	✓	✓	
2 Repeal Judiciary Law	✓	✓	
3 Open Records and Open Meetings Law	✓		
<i>due date for legal analysis is 11/25/15; due date for fiscal analyses is 12/9/15</i>			
<u>Cornelius</u> – Report on OSGC and four resolutions	<i>legislative</i>	<i>legal</i>	<i>financial</i>
1 Audit of OSGC	✓		
2 OSGC Return Money to Tribe	✓		
3 Freedom of the Press	✓		
4 Tax Oneida Business Committee for Failure to Dissolve OSGC	✓		
Report Report on OSGC	n/a	n/a	n/a
<i>due date for legal and fiscal analysis is 11/25/15</i>			
<u>Powless, John</u> – Per Capita Distribution	<i>legislative</i> ✓	<i>legal</i>	<i>financial</i>
<i>due date for legal analysis is 12/2/15</i>			

legislative legal financial

Barton, Nancy – To open and emergency food pantry

due date for legislative, legal, and fiscal analysis is 1/28/16

2015-2016 GTC Meeting Prep – Backwards Schedule

GTC Meeting Date	Description	10 Day Notice Date (includes weekends)	5 business days for Post Office – Mail Date	Material to Printing and Mail Center (10 business days)	Approve at BC Agenda
Monday, January 4 6pm	Annual	Friday, December 23, 2015	Wednesday, December 16, 2015	Tuesday, December 1, 2015	Wednesday, November 25, 2015
Saturday, March 19 10am	Special	Wednesday, March 9, 2016	Tuesday, March 1, 2016	Monday, February 15, 2016	Wednesday, February 10, 2016
Monday, July 4 10am	Semi Annual	Friday, June 24, 2016	Thursday, June 16, 2016	Wednesday, June 1, 2016	Wednesday, May 25, 2016
Saturday, September 24 10am	Budget	Wednesday, September 14, 2016	Tuesday, September 6, 2016	Monday, August 22, 2016	Wednesday, August 10, 2016
Saturday, November 19 10am	Special	Wednesday, November 9, 2016	Tuesday, November 1, 2016	Monday, October 17, 2016	Wednesday, October 12, 2016

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Approve OBC Officers' recommendation for final action plan for the cemetery.

3. Supporting Materials

Report Resolution Contract

Other:

- 1. 3.
- 2. 4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Tina Danforth, Chair
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Melinda J. Danforth, Vice-Chair
Name, Title / Dept.

Additional Requestor: Trish King, Treasurer
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

****Background****

The last action by the OBC regarding this item is as follows:

EXCERPT FROM SEPTEMBER 23, 2015: Motion by Lisa Summers to place an indefinite land use moratorium on area designation # 18 'Where the Water Birds Nest', identified in the Public Use of Land Law, and to defer the cemetery issues identified today to the Business Committee Officers for follow-up with a final action plan to be brought by the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

Julie Denny, Burial Program Coordinator for the Enrollment Department, compiled a chronology of the cemetery's history. This chronology was reviewed and finalized in coordination with the Cemetery Working Group (CWG). Members of the CWG include employees from Development, Environmental Health and Safety, Land Management, Enrollment, and Trust and members of the Trust/Enrollment Committee. The CWG has been meeting on a regular basis for the past two years to address the ongoing concerns and issues at the cemetery.

The final chronology was provided to the OBC Officers on October 26, 2015. A meeting was scheduled for October 30, 2015, in order for the OBC Officers to meet with the CWG and get any other information clarified.

On Wednesday, November 5, 2015, a meeting was scheduled in order for the OBC Officers to come together to finalize the action plan directed to them at the September 23, 2015, regular OBC meeting. Attached is the final action plan as directed.

****Requested Action****

Approve OBC Officers' recommendation for final action plan for the cemetery.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Oneida Business Committee

Location:
N7210 Seminary Road
Oneida, WI 54155

Phone: (920)869-2214



Mailing Address:
P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)869-4040

Internal Memorandum

To: Oneida Business Committee
From: Business Committee Officers
Date: November 5, 2015
Re: Action Plan on the Cemetery and Use of Adjacent Lands

This memorandum serves as the BC Officers' recommendation(s) regarding the Oneida Sacred Burial Ground (Cemetery) and the use of the adjacent lands, as requested by the Oneida Business Committee (OBC) on September 23, 2015.¹

Background

At the September 23, 2015 OBC Meeting, we took the time to listen to tribal member concerns relating to the Cemetery and the use of adjacent tribal public lands. In order for the OBC to accurately assess the verbal information provided to us during the meeting, the OBC requested the Officers to follow up on the concerns presented and bring back an action plan at the November 10 OBC Meeting.

To fulfill the request, the Officers met several times over the past five (5) weeks. Reviews were completed on the background material provided to us, including the work completed to date by the Cemetery Work Group. This also entailed an update which included the work completed by the technical team to mitigate water table levels on the property. The Officers met on Thursday, November 5 to finalize an action plan regarding follow up to the concerns about the Cemetery, and the use of lands adjacent to this site.

¹ EXCERPT FROM SEPTEMBER 23, 2015: Motion by Lisa Summers to place an indefinite land use moratorium on area designation # 18 'Where the Water Birds Nest', identified in the Public Use of Land Law, and to defer the cemetery issues identified today to the Business Committee Officers for follow-up with a final action plan to be brought by the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

Requested Action

Listed in the table (Attachment 1) are the recommended follow up actions regarding the Cemetery; we ask the OBC to accept the action plan. In addition to the recommended actions identified in Attachment 1; we also recommend to:

1. Turn over monitoring of the land use moratorium on #18 “Where the Water Birds Nest,” to the Environmental Resources Board for follow up and completion in accordance with the Public Use of Land Law;
2. Affirm the aesthetic maintenance of the Cemetery remain under Trust department as provided for in the Cemetery Law; and
3. Support the Cemetery Technical Team recommended actions identified in the memorandum dated October 30, 2015 (Attachment 2) to be carried out with cooperation of the Finance Committee as it relates to identifying adequate funding to carry out the activities identified.

cc: Cemetery Work Group
Cemetery File

ATTACHMENT #1

Business Committee Officers' Cemetery Action Plan

November 5, 2015

Issue/Item	Requested Action	Responsible Entity	Completion Date
Encasement	Request the LOC to review the Cemetery Law as it relates to the requirement of having encasements as part of burial mandate(s) and provide a recommendation	Legislative Operating Committee	February 1, 2016 or sooner
Follow through with the Cemetery Work Group to hire a Cemetery Grounds Keeper (w/a backup)	<ol style="list-style-type: none"> 1. Request a position analysis be developed for groundkeeper and/or cemetery manager, including a reporting structure in the law 2. Identify funding for position 	<ol style="list-style-type: none"> 1. Cemetery work group and Legislative Operating Committee 2. Cemetery work group, HRD & Finance 	<p>January 1, 2016</p> <p>February 1, 2016</p>
Geological/Hydraulic Study	<ol style="list-style-type: none"> 1. Present the work plan to complete an appropriate geological/hydraulic study to validate information and confirm future mitigation need(s) to the drain system 2. Identify funding for study and budget 	<ol style="list-style-type: none"> 1. Troy Parr, Development 2. Troy Parr, Development & Finance Committee 	December 9, 2015 BC Meeting

ATTACHMENT #1

Cemetery Work Group Improvement Project #14-002 next steps	1. Support the Cemetery Technical Team recommendation(s) identified in memorandum dated 10-30-2015	1. Cemetery Technical Team	
Maintenance of Cemetery	1. Require the Trust/Enrollment Committee continue to maintain the Cemetery in accordance with current law	1. Trust/Enrollment Committee	Immediate (current law is being followed)

ATTACHMENT #2

Memo

To: Cemetery Working Group
From: Cemetery Technical Team
Date: October 30, 2015
Re: Cemetery Improvements Project #14-002 – Next Steps

Purpose:

The Cemetery Technical Team is providing information on potential next steps for continued cemetery improvements.

Background:

To date cemetery improvements have included:

- Raising the grade in areas with existing grave sites, completed in 2008 under project #06-008.
- The partial installation of drain tile and monitoring wells, done under project #14-002. The drain tile along the line of the woods and south of the cemetery road was completed in 2014.
- Recording ground water elevations have been done on a monthly basis since the monitoring well installation. See attached *Oneida Cemetery Monitoring Wells Drainage Summary*.

Funding for work under project #06-008 was from FY2007 and FY2008 CIP funds. Funding for work to date under project #14-002 was from FY2015 CIP Funds.

A request for \$63,000.00 was included in the FY2016 CIP Budget. If the FY2016 funding is approved it will be used for continued installation of drain tile and some site re-grading.

Recommendations:

The Technical Team recommends the following next steps for continuing the cemetery improvements:

1. Continue recording ground water elevations for the existing monitoring wells.
2. Continue with drain tile installation, if funding is approved, and as funding allows; especially along cemetery road (both sides) with priority on south side of road.
3. Install additional monitoring wells on the existing raised surfaces and collect data.
4. If data from the additional monitoring wells is favorable, raise the grade of areas in the cemetery that are between the existing raised areas. Material can potentially be obtained from the Oneida Lake – Phase II project.
 - a. Additional funding will be needed to accomplish this work. Can be requested in the FY2017 CIP Budget.

Memo: Cemetery Improvements – Next Steps

ATTACHMENT #2

- b. If raised grade work is done:
 - i. The top of existing clay layer would be sloped (contoured) to drain tile locations.
 - ii. The added material would be well compacted.
 - iii. The newly raised areas would not be used for one year to allow material to consolidate.

Encl. – *Oneida Cemetery Monitoring Wells Drainage Summary*

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

1. Approval of procedural exception to forgo Phase II of the CIP process of routing the CIP Package to the various review entities.
2. Approval of the CIP Package and CIP project #15-004 Business Park Storm Water.
3. Activation of \$250,000 from the approved FY2015 CIP Budget for CIP #15-004 Business Park Storm Water.

3. Supporting Materials

Report Resolution Contract

Other:

1. 3.
2. 4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Purpose:

The project team is seeking formal approval of the project through the Capital Improvement Process (CIP) and activation of the project's funding. The project team has assembled a CIP Package for the project, see attached.

Background:

Project need and justification is noted in the attached CIP Package.

Funding for the project is included in the FY2015 CIP Budget at \$250,000. The funds would be activated in the Project's CIP Budget and managed within that process. Phase II of the CIP has various tribal entities review the project's CIP Package and provide comments on its impacts to the Oneida Reservation. Because the project is not new construction and is a project to provide storm water erosion control, we feel it is appropriate to forgo Phase II of the CIP process and proceed directly into Phase III – Design.

Action Requesting:

1. Approval of procedural exception to forgo Phase II of the CIP process of routing the CIP Package to the various review entities.
2. Approval of the CIP Package and CIP project #15-004 Business Park Storm Water.
3. Activation of \$250,000 from the approved FY2015 CIP Budget for CIP #15-004 Business Park Storm Water.

1) Save a copy of this form for your records.

2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Tribe of Indians of Wisconsin

ENGINEERING DEPARTMENT

Location:

N7332 Water Circle Place
Oneida, WI 54155

Phone: (920) 869-1600



Mailing Address:

P.O. Box 365
Oneida, WI 54155-0365

Fax: (920) 869-1610

Capital Improvement Process (CIP) Client Division Director Approval Form

To: Troy Parr, Assistant Development Division Director

Through: Paul Witek, Senior Tribal Architect

From: Wayne Metoxen - Project Manager

Date: October 21, 2015

Re: Business Park Storm Water

I have reviewed the attached Capital Improvement Process (CIP) document identified below for the above noted project and approve of the project moving into the next phase of the CIP Process.

- CIP Concept Paper – dated:
- CIP Package – dated: October 19, 2015

Troy Parr, Assistant Development Division Director

Date

Business Park Storm Water



CIP #15-004 CIP PACKAGE

Project Client: Oneida Engineering Department

Project Team:

James Snitgen
Anthony Kuchma
Michael Finney
Dennis Johnson
Jeff Witte
Wayne Metoxen
Paul J. Witek

Supervisor – Water Resources
Project Manager – Environmental Dept.
Manager – Eco Services
Community Wells & Septic Manager
Project Planner - Planning Dept.
Project Manager - Engineering Dept.
Senior Tribal Architect - Engineering Dept.

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PROJECT EXECUTIVE SUMMARY

Project Title: Business Park Storm Water

Requesting: **Approval of the CIP package and activation of funds.**

Project Description:

Storm sewer from the Oneida Business Park is piped underneath State Hwy 54 and discharges into the ravine on the South side of State Hwy 54 between Duck Creek and Seminary Road causing the ravine to deepen leading to major erosion which causes tree’s to fall into ravine and near roadway.

Project is to limit storm water discharge and stop the erosion along the South side of State Hwy 54 between Duck Creek and Seminary Road.

Effective storm water management and flood control solutions preserve water quality, protect property, and maintain our waterways for the enjoyment of future generations. It is the project’s intention to eliminate or lessen the discharge flow of the business park storm water into the ravine which leads directly into Duck Creek and re-route the flow into Oneida Creek which meanders South just short of Fish Creek Road before discharging into Duck Creek. The goal is to keep the water within the reservation as long as possible thus replenishing the aquifer.

The team is looking for activation of funds to hire an Engineering firm which specializes in storm water management to assist with Engineering and designing a solution.

Management/Business Plan:

Not Applicable.

Site Selection:

Oneida Business Park and south side of State Hwy 54 between Seminary Road and Duck Creek.
(see page 11 of CIP Package)

Project Budget Estimate: (also see page 8 of CIP Package)

Soft & Misc. Costs:		\$48,600
Construction:		\$178,800
Furniture, Fixtures & Equipment (FFE):		\$0
Contingency:	10%	\$22,740
Finance Costs:	0%	\$0
Total (rounded):		\$250,000

Financial Plan:

Project funds have been included in the FY2015 CIP budget.

Communication Plan:

The standard process will be used for communicating the project status to the community.
(see page 9 of CIP Package)

I. Needs Assessment and Project Justification

- A. **Introduction:** It is the project's intention to eliminate or lessen the discharge flow of the business park storm water into the ravine which leads directly into Duck Creek and re-route the flow into Oneida Creek.
- B. **Present Facilities:** Storm sewer from the Oneida Business Park is piped underneath State Hwy 54 and discharges into the ravine on the South side of State Hwy 54 between Duck Creek and Seminary Road.
- C. **Problem:** The existing business park storm water system discharges into pipes that empty along the south side of Highway 54. The volume of water at this discharge point is high and causes the ravine to deepen leading to major erosion which causes tree's to fall into ravine and near roadway creating a safety hazard. The high water volume also carries excess soil into Duck Creek impacting its ecosystem.

II. Business Plan

- A. The project is not structured to accumulate profits, therefore, a Business Plan is not applicable for this project per the Capital Improvement Process.

III. Management Plan

- A. Management: The proposed project will not change or impact the current management structure.
- B. Organizational Chart: Not applicable.
- C. Staffing, Requestor: The proposed project will not impact the current staffing level needs.
- D. Staffing, Service Departments: The tribal service departments that are impacted by this project include the following:
 - 1. DPW – Facilities (no additional position(s) needed)
 - 2. DPW – Grounds keeping (no additional position(s) needed)
 - 3. Custodial (no additional position(s) needed)
 - 4. MIS (no additional position(s) needed)

IV. Facility Concept and Space Requirements

- A. Project is to limit storm water discharge and stop the erosion along the South side of State Hwy 54 between Duck Creek and Seminary Road. It is also the project's intention to re-route the flow into Oneida Creek which meanders South just short of Fish Creek Road before discharging into Duck Creek.
- B. The goals of the project are:
 - 1. Keep the water within the reservation as long as possible thus replenishing the aquifer.
 - 2. Improve the water quality of Duck Creek by maximizing the opportunities for natural filtering of the storm water.

- C. Effective storm water management and flood control solutions preserve water quality, protect property, and maintain our waterways for the enjoyment of future generations.

V. Site Selection Criteria

The project is addressing issue on existing property, no new locations are required, so criteria do not need to be established.

VI. Environmental

- A. An Environmental Assessment will be initiated once the project has been approved and the design is at a stage where there is sufficient information to request the assessment. *(relating to NEPA and SHPO(THPO) and any Environmental Assessments)*

VII. Budget Estimate

- A. The Project Budget Estimate follows:

SOFT and MISCELLANEOUS COSTS		
Engineering Dept. Fees		20,700
Architect / Engineer Fees & Reimbursables		26,800
Soil Borings, Testing and Surveys		900
Agency Review and Approval Fees		200
Insurance - Builders Risk	covered by property insurance	
Archaeological Survey & Site Monitoring		0
	Sub-total:	48,600
CONSTRUCTION		
General Requirements		16,300
Site Work, Landscape & Construction		162,500
	Sub-total:	178,800
	Sub-total:	178,800
FIXTURES, FURNISHINGS AND EQUIPMENT		
Division 10 - Specialties		0
Division 11 - Equipment		0
Division 12 - Furnishings		0
Division 27 - Communications		0
Division 28 - Electronic Safety & Security		0
	Sub-total:	0
	TOTAL:	227,400
	Contingency: 10.0%	22,700
	Finance Costs: 0.0%	0
	ESTIMATED TOTAL PROJECT BUDGET:	\$ 250,000

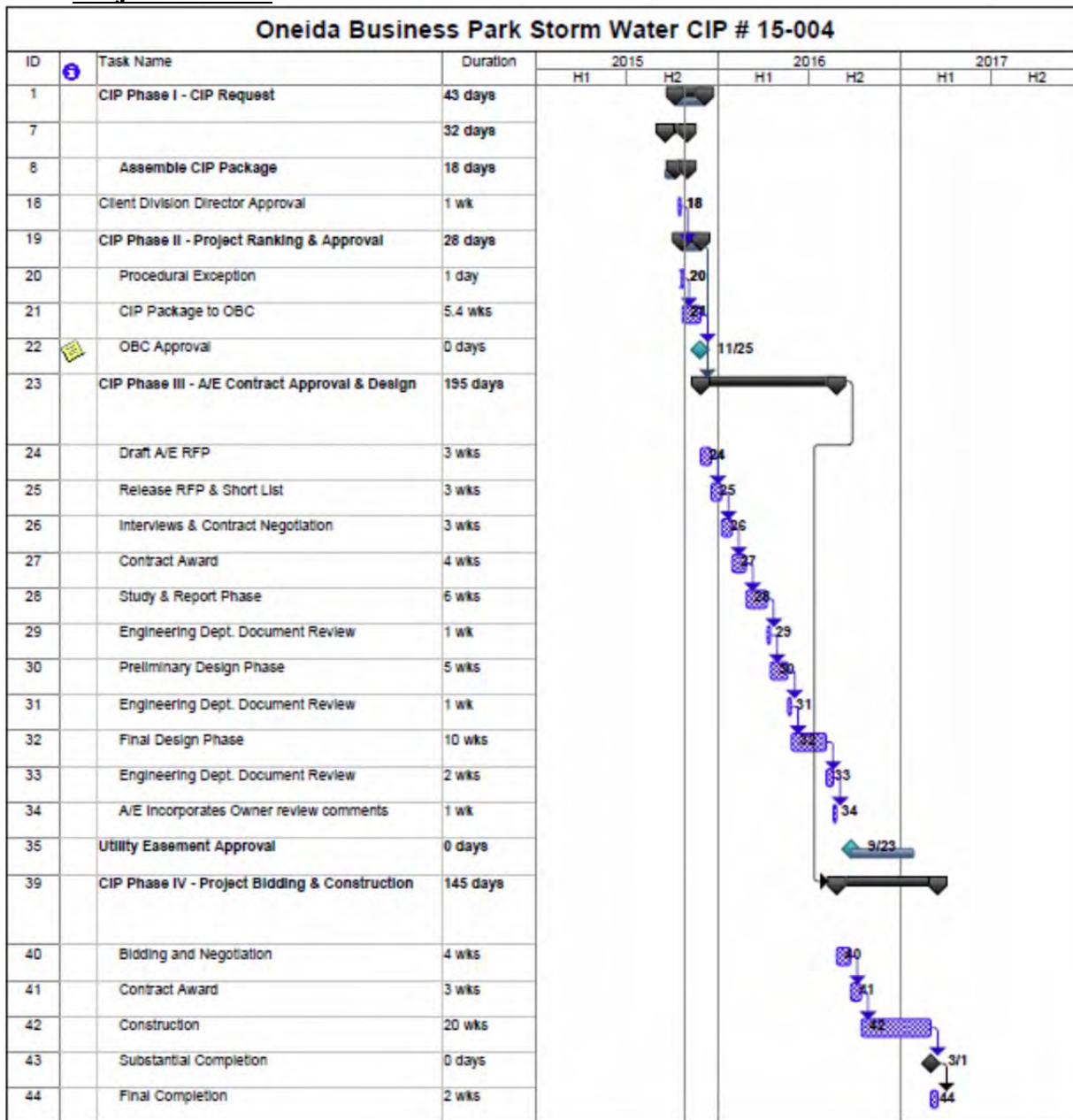
VIII. Financial Plan

- A. Tribal Financing: - The project has \$250,000 allocated in the FY2015 CIP Budget. The project will activate and utilize those funds.

IX. Communication Plan

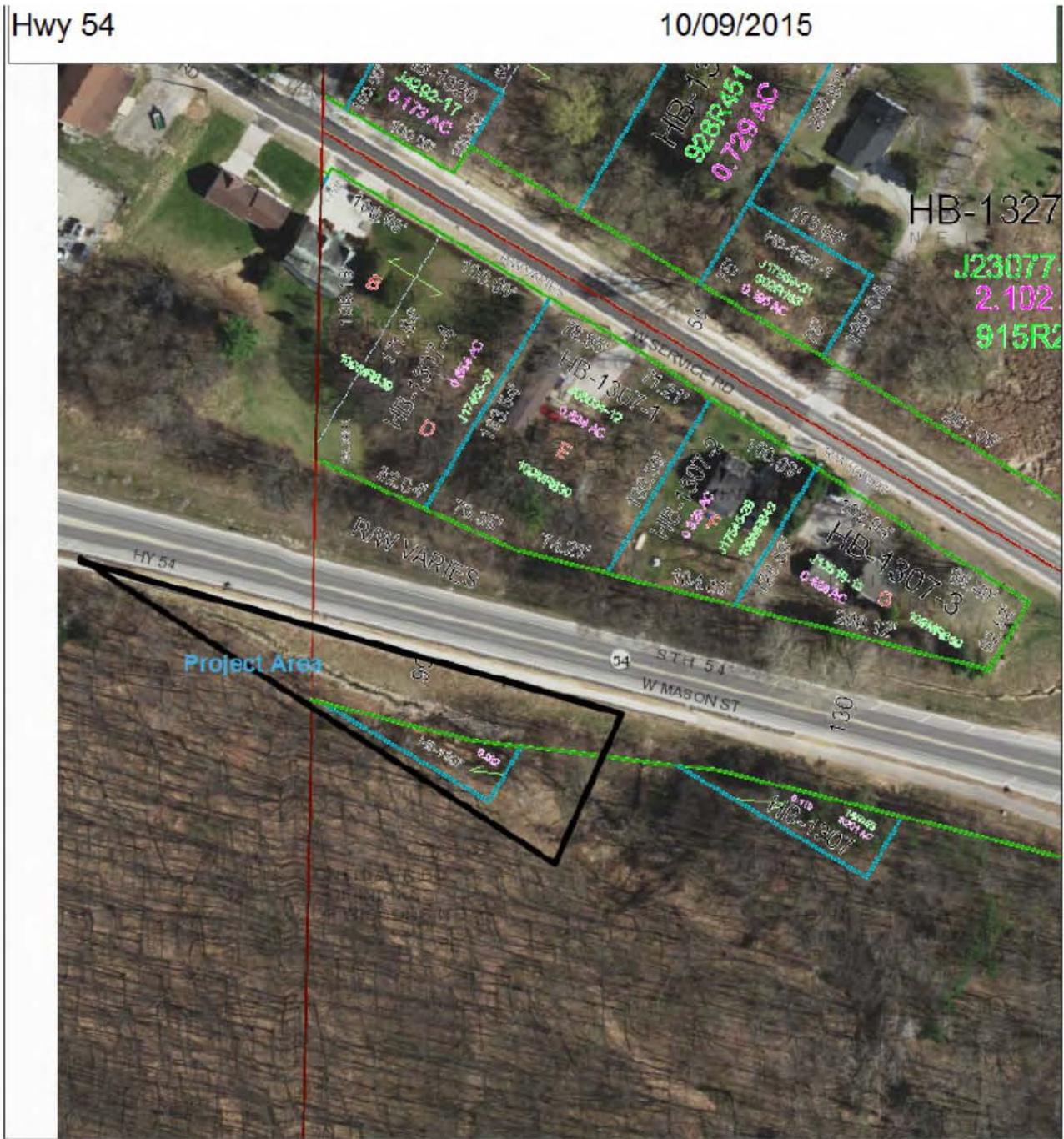
- A. Information included in a communication plan for this project will include:
1. CIP project number
 2. Project title
 3. Project Manager (including: phone, fax numbers and e-mail address)
 4. Project phase (identify process followed: CIP, etc.)
 5. % of Phase completed
 6. Brief description of the project scope
 7. Project budget amount
 8. Project schedule
- B. The Project Information will be communicated to the community and staff as follows:
1. Weekly status reports - Monday 8:30 AM at LBDC conference room (Project Manager)
 2. Quarterly reports Tribal publications including: Kalihwisaks (Senior Tribal Architect)
 3. Quarterly reports on Oneida website and on Oneida Intranet (Senior Tribal Architect)

X. Project time line



XI. Appendix

A. Site Aerial



CIP BUDGET ACTIVATIONS 2015

Revised: 09/01/15

Project No.	Project Title	CIP \$ App'd FY 2015	Activated Amount	Date Activation Approved	Unactivated Balance	Notes
05-013	Elder Services / Apartments Improvements	48,000			48,000	A
07-002	SSB Remodeling - Phase V	50,000			50,000	A
14-002	Cemetery Improvements	25,000	25,000	04/08/15	0	A
14-013	Early Head Start Facility	1,961,000	1,961,000	05/13/15	0	A
14-014	Oneida Golf Enterprise Remodel - Phase II	235,000	235,000	08/26/15	0	A
15-003	NHC Remodeling - Phase VIII	870,000	870,000	02/11/15	0	A,B
15-004	Business Park Storm Water	250,000			250,000	A
TOTALS:		3,439,000	3,091,000		348,000	

Adjustments

15-003	NHC Remodeling - Phase VIII		-300,000	02/11/15	570,000	B

Notes:

- A. Funding source: Tribal Contribution
- B. \$300,000 being activated from NHC Remodeling - Phase VIII #15-003 and transferred to SEOTS Community Center #11-002.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Requesting approval of limited waiver of sovereign immunity for WPS Agreement (#2014-0877) for project #06-006.

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Paul Witek, Senior Tribal Architect/Engineering
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Original WPS Agreement for project #06-006 Oneida Fishery Restoration was granted a limited waiver of sovereign immunity by the OBC on 8/28/14.

The agreement has been revised to reflect a change in the physical location of the electrical service panel for the project.

The Law office requires Business Committee approval pursuant to #14 regarding governing law and #15 regarding administrative hearing rules listed in Additional Terms and Conditions. The original contract required OBC approval for this same reason.

Requesting approval of limited waiver of sovereign immunity for WPS Agreement (#2014-0877) for project #06-006.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Fawn Cottrell
Engineering Department

Use this number on future correspondence.

2014-0877

FROM: Michelle L. Mays, Staff Attorney *MLM*

DATE: November 2, 2015

RE: WPS-Revised

<u>Purchasing Department Use</u>	
<input type="checkbox"/>	Contract Approved
<input type="checkbox"/>	Contract Not Approved
<i>(see attached explanation)</i>	

If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please note the following:

- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
- ✓ Requires Business Committee approval prior to execution, pursuant to ¶ 14 of the additional terms and conditions that require the contract to be governed by the Laws of the State of Wisconsin and/or Michigan. The original contract required OBC approval for this same reason.

Memo

To: Law Office
From: Fawn Cottrell
CC: File #06-006/Contract
Date: October 30, 2015
Re: Contract Review

VENDOR: Wisconsin Public Service
DOCUMENT #: 2014-0877
AMOUNT OF CONTRACT: 24,207.13
LAW REVIEW NEEDED BY: 11/6/15

Please review the attached document and forward the completed review.

If you have any questions, please call me at ext. 4567.

Thank You.

Enclosures:

- Agreement with Exhibits/Attachments



October 26, 2015

ONEIDA TRIBE OF INDIANS OF WI
ATTN DAN SKENANDORE
PO BOX 365
ONEIDA, WI 54155-0365

RECEIVED

OCT 29 2015

**DEVELOPMENT/ENGINEERING
DIVISION**

Wisconsin Public Service Corporation

700 North Adams Street
P.O. Box 19001
Green Bay, WI 54307-9001

www.wisconsinpublicservice.com

Vendor #104643
#06-006

Dear Dan Skenandore:

Thank you for your request for service at: N6263 COUNTY LINE RD, COUNTY OF OUTAGAMIE, STATE OF WI. Wisconsin Public Service is pleased to have this opportunity to provide you with reliable energy and our award winning customer service.

This letter confirms your acceptance of the terms and conditions of the gas and/or electric rates and tariffs associated with your request for service. It also confirms the following cost for your request:

- The enclosed electric, gas or lighting contracts need to be signed and returned to the Public Service office within 60 days of the contract date; otherwise the contract is null and void. The installation of your service will be scheduled upon receipt of contract, payment (if required), and completion of all site requirements. Mail both contracts to the Public Service office and a mutually signed contract will be returned to you.
- The cost to install your Electric facilities is: **\$0.00** service and **\$24,207.13** system. Total Electric charges are **\$24,207.13**. This cost is valid for 60 days as of the date of this letter. Payment is needed in advance of construction. Please note this Work Request: 1566260 on your check or money order.
- **Please remember that it is the customer's responsibility to perform any lawn restoration or surface repair on their private property as a result of this installation.** Service laterals being installed for the first time to your property will receive current allowances towards the cost of installation. Changes or relocation of these laterals may cause some additional expense on your part.
- First Contract total was \$18,559.11, New contract total \$ 24,207.13. BALANCE DUE = \$5,648.02

The following items are needed to install your facilities in a timely manner. Please provide us with the date when these items will be completed.

- The service route must be cleared 10' wide of brush, trees, debris, building materials, dirt piles, etc. and brought to within 6 inches of final grade. Please discuss any anticipated grade changes with us before the service is installed to avoid being billed for relocation costs incurred with grade changes.
- At the time of construction, all existing or proposed private underground facilities must be marked or exposed before service can be installed.
- Any required easements must be obtained and on file with our local office.
- An electrical inspection report or wiring statement verifying that the wiring meets the electrical code must be in our local office before the electric service can be energized (meter set). Check with your local authorities for electrical inspection requirements.
- The electric meter base installation needs to be completed (including grounds) so that we can schedule the installation of your service. If this date changes, please call our office immediately to reschedule.

The payment calculation of this agreement is subject to change if the Customer causes a construction delay, there is a change in scope, or actions by governmental authorities cause a calculation change. Any change shall be reviewed with the Customer prior to construction and a new agreement shall be executed. Adjustment of customer requirements (refunds or additional payment) to reflect actual investment for changes in the size or number of units installed, major rock, winter construction and similar items affecting the scope of the project, shall be made if the adjustment is greater than \$20. This adjustment, if applicable, will normally occur within six months of completion of construction. Any changes shall be reviewed with the Customer. The Customer and WPSC hereby agree to

abide by and be subject to the rules, regulations, and schedules of WPSC as filed with and approved by the PSCW and/or MPSC from time to time, as well as the rules and regulations of the Wisconsin Administrative Code.

All of us at Wisconsin Public Service look forward to serving your energy needs. For further information regarding your new service, visit our Internet site at www.WisconsinPublicService.com. If you have any questions about the above items, please refer to **Work Request: 1566260-1** when calling us at 920-617-5231.

Sincerely,

Chet Bergstrom

Enc

**Wisconsin Public Service
DISTRIBUTION FACILITIES INSTALLATION AGREEMENT**

District: 10

Project No: 0051014700

This contract is for the installation of Electric facilities entered into on October 26, 2015 (Contract Date) between ONEIDA TRIBE OF INDIANS OF WI (Customer) and Wisconsin Public Service Corporation (WPSC).

Site Address / Description / Location : N6263 COUNTY LINE RD in the TOWN OF ONEIDA, County of OUTAGAMIE, State of WI.

WPSC agrees to install facilities and provide service in accordance with all appropriate regulations and tariffs as filed with the Public Service Commission of Wisconsin (PSCW) and /or Michigan Public Service Commission (MPSC). WPSC furthermore agrees to render service to the Customer at such point on the premise as has been mutually determined and agreed upon. The Customer agrees to comply with all terms and conditions as stated on Page 2 of this contract, including the commencement date of Minimum Charges, and all appropriate WPSC tariffs on file with PSCW and /or MPSC.

Type of Electric Service:

	<u>-Electric-</u>	
Standard System Facility Costs (Refundable)	\$25,267.13	
Allowances	(\$1,060.00)	
Special System Facilities Costs (Refundable)	\$0.00	
Refundable Sub Total	<u>\$24,207.13</u>	
Special Facilities Costs Non Refundable:		
System	\$0.00	
Service*	\$0.00	
Temporary Service	\$0.00	
Non Refundable Sub Total	<u>\$0.00</u>	
Electric Total:	\$24,207.13	
Total Cost		<u>\$24,207.13</u>

*This agreement does does not include the cost of the service(s) to the meter. When it does not, additional charges may be forthcoming.

Applicable refunds will be made to: Contracting Developer Property Owner Other _____

Special Provisions: This extension was installed under the Area Expansion Program (AEP). The AEP charge is based on the economics of the extension. The charge is subject to reduction if more customers are attached to this extension than the number used in the economic evaluation of this extension. Applicable AEP information for this extension is:

The AEP charge is _____ per month.

Allowances and refunds are determined by WPSC's extension rule policies that have been approved by the PSCW and /or MPSC. These rules are subject to change pending approval by the PSCW or MPSC. A 5 year development period will begin from the date this facility/project is energized for the electric facility and pressurized for gas facility. Applicable refunds will be made during this time period.

Refund amounts shall equal the allowance applicable to customer additions based on the current extension allowance or the allowances in effect when the addition occurs, whichever is greater, less the added investment in distribution system facilities required. After the development period, the Customer agrees to reimburse WPSC for all allowances received on this contract that did not result in customers taking service by the expiration of the development period.

A tabulation of said allowance(s) is as follows:

Customer Name / Lot #	Address / Plat	Ext. Allowance Amount
ONEIDA TRIBE OF INDIANS	N6263 County Line Rd	1 Elec @ 1060 = \$1,060.00

I have read, understand and agree to the terms and conditions of this contract

Customer Signature: _____ Date: _____

Mailing Address: ATTN DAN SKENANDORE PO BOX 365 ONEIDA, WI 54155-0365

WPSC Signature: _____ Date: _____

Work Request/Revision: <u>1566260-1</u>	Account# _____	Energized Date _____	CIS Order # <u>432857339</u>
---	----------------	----------------------	------------------------------

1. This Contract is not effective until signed by both Company and the Customer. If the Customer fails to return the Contract to Company within sixty days of the Company signature date or contract date, the Contract offer is null and void.
2. The payment calculation of this Contract is subject to change if the Customer causes a construction delay, there is change in scope, or actions by governmental authorities cause a calculation change. Any change shall be reviewed with the Customer prior to construction and a new Contract shall be executed. Adjustment of customer payment requirements (refunds or additional payment) to reflect actual changes in the size or number of units installed, major rock or frost removal, and similar items affecting the scope of the project, shall be made if adjustment is greater than \$20. This adjustment, if applicable, will normally occur within six months of completion of construction. Any changes will be reviewed with the Customer.
3. As a condition of receiving service, the Customer agrees to grant the Company, at no cost, an easement for the necessary construction, operation, and maintenance including tree trimming of any portion of the extension necessary to serve the Customer.
4. The Customer further understands that their structure must comply with the applicable PSCW / MPSC Conservation Code and any other applicable codes and that any noncompliance in future inspections by the Company may be grounds for disconnection of service.
5. If the service to the Customer is part of a project designed to serve several customers from one extension, it is understood that this Contract will be binding on the parties hereto only when and if the Company secures sufficient contracts to warrant, in Company's sole discretion, the construction of the project.
6. All the terms and conditions of this Contract shall extend to and be binding upon the heirs, executors, administrators, successors, and assigns of the parties hereto. If the Customer leases, sells, or otherwise disposes of the property herein described, he shall complete the payments according to this Contract unless he shall have secured an assumption of his remaining obligations under this Contract, satisfactory to and approved by the Company.
7. Whether stated or not, a special facilities charge will be applied during the Winter Construction period, as stated in the Company's approved tariffs.
8. **Any lawn restoration or surface repair on private property, as a result of this installation, shall be the Customer's responsibility.**
9. The Customer, irrespective of subsequent change of ownership, shall provide at no expense to the Company, soil graded within six inches of the finished grade prior to installation of facilities. Survey stakes indicating property lines shall be installed by the Customer at no expense to the Company prior to installation of facilities. The Company shall be notified in advance of any change in grade levels. Any and all costs incurred as a result of such grade changes shall be at the expense of the Customer.
10. **The Customer agrees to provide the Company, or its authorized contractor, the location, within 18", of all underground facilities such as those for the transmission of electricity, water, cable TV, sewer, telephone, gas or fuel which are owned by the Customer on the premises, and which may be encountered by the Company or its authorized contractor during the proposed installation of the facilities. If the Customer is unable to locate an underground facility, or fails to provide the location of any underground facility, or if the underground facility in question is encountered more than 18" from the location identified by the Customer, the Customer shall defend, indemnify, and hold the Company harmless as well as its agents, employees, assigns, affiliates, officers, administrators, predecessors, successors, subsidiaries, members and managers from and against any claim, action, proceeding, liability, loss, damage, cost or expense including, without limitation attorneys' fees, arising out of or in connection with the Customer's use of service.**
11. **In no event shall the Customer place any decorative element on the pole without the prior written approval of the Company. Such approval will be under the terms of the Pole Attachment Policy and Procedure in effect at the time of such request. A copy of the Pole Attachment Policy will be furnished by the Company to the Customer upon request.**
12. **In no event, except for a breach by the Customer of section 11 above, shall either party be responsible to the other for any consequential, incidental, special or punitive damages whatsoever, whether arising from breach of warranty or other breach of contract, negligence or other tort, or any other theory of law. In a case of a breach by the Customer of section 11 above, the Customer shall be liable for consequential, incidental, special and punitive damages.**
13. If any provision of this Contract is found to be invalid or unenforceable by any court, such provision shall be ineffective only to the extent that it is in contravention of applicable laws without invalidating the remaining provision of the Contract.
14. This Contract shall be governed by and construed in accordance with the internal laws of the State of Wisconsin and/or Michigan.
15. The Customer and the Company hereby agree to abide by and be subject to the rules, regulations, and schedules of the Company as filed with and approved by the PSCW and/or MPSC from time to time, as well as the rules and regulations of the Wisconsin Administrative Code and the rules and guidelines of the State of Michigan.
16. In the event of a conflict between this Contract and the Company's approved tariffs, the tariffs shall prevail.
17. Beginning the date the gas meter serving the Customer is installed, or 180 days after the gas service line serving the Customer is installed, whichever is earlier, the Customer will be billed the applicable Minimum Charge and AEP Charge (if any) associated with the rate schedule the Customer is expected to take service under, regardless if the Customer is actually using gas or taking gas service. The determination of the rate schedule the Customer is expected to take service under shall be in Company's sole discretion.



ONEIDA TRIBE OF INDIANS OF WISCONSIN
PURCHASE ORDER

Page: 1

Purchase Order: TJW-72299-14-PO



Payment Terms: IMMEDIATE PAYMENT

FOB: DESTINATION

Ship via: BEST WAY

Freight Terms:

Issue Date: 9/02/2014 Print Number: 001

Confirmed to:

Vendor:

WI PUBLIC SERVICE CORP
WORK REQUEST
700 NORTH ADAMS STREET
PO BOX 19001
GREEN BAY, WI 54307-9001

Ship to:

ENGINEERING DEPT
N7332 WATER CIRCLE PL
ONEIDA, WI 54155

Send Invoice to:

ONEIDA TRIBE OF INDIANS OF
WISCONSIN
ATTN: ACCOUNTS PAYABLE
PO BOX 365
ONEIDA, WI 54155

PO NUMBERS ARE REQUIRED ON ALL SHIPPING DOCUMENTS & INVOICES. EMAIL INVOICES TO: CentralAccounting_Payables@oneidanation.org

HAND WRITTEN OR ORAL ADDITIONS OR CHANGES TO THIS PURCHASE ORDER ARE NOT VALID.

DIRECT INQUIRIES TO 496-7410.

THIS PURCHASE ORDER IS ISSUED FOR PAYMENT TRACKING PURPOSES ONLY. REFER TO THE CONTRACT FOR TERMS AND CONDITIONS

104643

Table with columns: Line, Item Code, Description, Vendor Item Number, Ord Quantity, Unit Cost, UoM, Extended Cost. Includes handwritten 'OTHC' and '06-006'.

Tax .00
Total 18,559.11

NOTICE: Acceptance is subject to the TERMS AND CONDITIONS STATED ON THE FACE AND REVERSE SIDE of this original which seller agrees shall constitute the final and complete agreement between Purchaser and Seller.

AUTHORIZED SIGNATURE DATE

VENDOR COPY

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

[Empty text box]

Agenda Header: New Business

Accept as Information only

Action - please describe:

Brown County Household Hazardous Waste Facility Intergovernmental Agreement. Requesting BC Approval because this is an Intergovernmental Agreement and it contains a waiver of sovereign immunity.

3. Supporting Materials

Report Resolution Contract

Other:

1. [Empty text box] 3. [Empty text box]
2. [Empty text box] 4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Patrick Pelky, Division Director/EHS

Primary Requestor/Submitter: Jeff Mears, Environmental Area Manager, EH&SD
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Brenda Skenandore, Office Manager, EH&SD
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

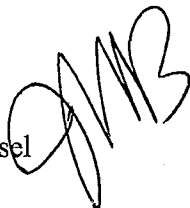
Brown County, the Green Bay Metropolitan Sewer District, Oneida Tribe and other participating municipalities located in Brown county, WI contributed to the costs for construction of the Facility in 1996 and for its operation and maintenance since that time. The term of this agreement shall be for 5 years commencing March 1, 2016 through December 31, 2021. The Oneida Tribe's contribution for the operation and maintenance expenses of the facility shall be Fourteen Thousand Dollars (\$14,000.00) for 2016 and for the years following shall be equal to the previous years contribution adjusted to reflect any annual increase, not to exceed 3% in any given year.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Brenda L. Skenandore
Environmental Health & Safety



Use this number on future correspondence:

2015-1146

FROM: James R. Bittorf, Deputy Chief Counsel

DATE: November 3, 2015

RE: Brown County-Household Hazardous Waste Facility
Intergovernmental Agreement

<u>Purchasing Department Use</u>
<input checked="" type="checkbox"/> Contract Approved
<input type="checkbox"/> Contract Not Approved
<i>(see attached explanation)</i>

If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please note the following:

- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
- ✓ Requires Business Committee approval prior to execution because it is and intergovernmental agreement and because paragraph 9 of the agreement contains a waiver of sovereign immunity ("All Parties to this Agreement hereby subject themselves to the jurisdiction of the Courts of Brown County, Wisconsin, waiving all claims of sovereign immunity.").

**INTERGOVERNMENTAL AGREEMENT FOR
THE ONEIDA TRIBE OF INDIANS
CONTRIBUTION TO BROWN COUNTY HOUSEHOLD
HAZARDOUS WASTE FACILITY**

This Agreement (“Agreement”) is made as of the last date of execution set forth opposite any signature hereto, between The Oneida Tribe Of Indians Of Wisconsin (“Oneida Tribe”), a sovereign nation, having its business office located at 2907 S. Overland Road, Oneida, WI 54155 and Brown County (“Brown County”), a quasi-municipal corporation, organized pursuant to Chapter 59 of the Wisconsin Statutes, through its Port and Resource Recovery Department, with business offices located at 2561 South Broadway, Green Bay, WI 54304. Hereinafter, Oneida Tribe and Brown County referred to collectively as “Parties” and singularly as “Party.”

RECITALS

WHEREAS, Brown County, acting through the Brown County Solid Waste Board (“Board”), has owned and operated a Household Hazardous Waste Collection Facility (“Facility”) since 1996; and,

WHEREAS, Brown County, the Green Bay Metropolitan Sewer District (“GBMSD”), Oneida Tribe and other participating municipalities located in Brown County, Wisconsin contributed to the costs for construction of the Facility in 1996 and for its operation and maintenance since that time; and,

WHEREAS, Brown County and the Oneida Tribe desire to continue to operate the Facility.

NOW, THEREFORE, in consideration of the mutual promises and agreements hereinafter described and for other good and valuable consideration, the parties agree as follows:

1. **Recitals.** The above recitals are true, correct and incorporated herein.
2. **Operation of Facility.** Brown County shall continue operation of the Facility until December 31, 2021 (“Operational Term”), unless terminated sooner.
3. **Term.** The term of this Agreement between Brown County and the Oneida Tribe shall be for approximately five (5) years commencing March 1, 2016 through December 31, 2021.
4. **Oneida Tribe Contribution to Operation and Maintenance of Facility.** During each calendar year of the Operational Term, a contribution amount is to be made on or before March 1 of each year. The Oneida Tribe’s contribution for the operation and maintenance expenses of the Facility shall be Fourteen Thousand Dollar (\$14,000) for 2016. The Oneida Tribe’s contributions for the years following 2016, during the Operational Term, shall be equal to the previous year's contribution adjusted to reflect any annual increase in the June Consumer Price Index for all Urban Wage Earners and Clerical Workers (CPI-W), Midwest Urban Area, not to exceed 3% in any given year.
5. **Contribution by Other Municipalities.** During the Operational Term, Brown County shall use its best efforts to obtain contributions to the operation and maintenance of the Facility from municipalities in Brown County that are not members of GBMSD.

6. **Obligations and Responsibility.** Brown County shall be responsible for operation of the Facility, including the receipt and disposal of household hazardous waste accepted at the Facility. The Oneida Tribe shall have no obligation in connection with operation of the Facility other than making the contributions referred to in Paragraph 4 above and as otherwise noted in this Agreement. The Oneida Tribe does not assume any liability for claims or damages arising out of Brown County's operation of the Facility.
7. **Use of Facility.** During the Operational Term, Brown County shall allow Oneida Tribal members to use the Facility pursuant to the rules of said Facility and those promulgated by the Board.
8. **No Partnership or Joint Venture.** This Agreement shall not be interpreted as a partnership or joint venture between Brown County and the Oneida Tribe for operation of the Facility.
9. **Choice of Law.** This Agreement shall be deemed to have been made in Brown County, Wisconsin and shall be governed by, construed under and enforced in accordance with the law of the State of Wisconsin, except as otherwise provided herein. All actions or proceedings relating directly or indirectly, to this Agreement whether sounding in contract or tort, shall be litigated in the Courts of Brown County, Wisconsin. All Parties to this Agreement hereby subject themselves to the jurisdiction of the Courts of Brown County, Wisconsin, waiving all claims of sovereign immunity.
10. **Termination.** Either Party may terminate this Agreement for any reason or no reason with one year prior written notice to the other Party without further obligation or penalty. Either Party may terminate this Agreement due to breach of any term of this Agreement with thirty (30) days written notice to the other Party. The non-breaching Party may allow a right to cure, if it is deemed reasonable by the non-breaching Party.
11. **Assignment.** The rights and obligations of the Parties under this Agreement are personal as between them, and they may not be assigned, transferred or conveyed in any manner by either Party without the prior written consent of the other Party.
12. **Waiver.** Waiver by either Party of a breach or a violation of any provision or term of this Agreement shall not be construed to be a waiver of any subsequent breach or violation.
13. **Notice.** Any and all notices and demands shall be in writing delivered in person or by first class mail, registered or certified, postage paid, return receipt requested, or delivered by a recognized overnight carrier service with proof of delivery and addressed to the appropriate party as follows:

THE ONEIDA TRIBE OF INDIANS:

Name and title: Jeff Mears, Environmental Area Manager
 Address: N7332 Water Circle Place
 Oneida, WI 54
 Phone: 920-869-4555
 Email: JMears@OneidayNation.org

BROWN COUNTY:

Name and title: Dean Haen, Director
Address: 2561 South Broadway
Green Bay, WI 54304
Phone: 920-492-4953
Email: haen_dr@co.brown.wi.us

All other correspondence may be sent by U.S. mail addressed as noted above. At any time either Party may change the contact information by sending notice as stated above to the other Party.

14. **Severability.** The provisions of this Agreement are severable and if any provision is found to be invalid, unenforceable, or void by a court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect and shall not be affected, impaired or invalidated unless the effect of holding the provision invalid, unenforceable or void defeats the entire purpose of the Agreement.
15. **Binding Effect.** This Agreement is binding upon the Parties hereto, and their respective parents, subsidiaries, predecessors, successors, assigns, representatives, principals, agents, officers, directors, and employees, but only if assignment is approved in writing and signed by duly authorized representatives of the Parties.
16. **Headings.** The headings used in this Agreement are inserted for convenience only and shall not constitute a part hereof. If a conflict exists as to the heading and text, the text shall control.
17. **Entire Agreement.** This Agreement is the entire agreement between the undersigned Parties and shall only be modified, changed or amended in writing and signed by duly authorized representatives of each Party, which amendment expressly states that it is the intention of the Parties to amend this Agreement.
18. **Acknowledgment.** The undersigned, by execution hereof, acknowledge that they have read and understand this Agreement, fully agree to each and every provision hereof, and are authorized to sign the Agreement.

ONEIDA TRIBE

Date: _____

By: _____
Jeff Mears
Environmental Assistant Manager

BROWN COUNTY

Date: _____

By: _____
Troy Streckenbach
Brown County Executive

JOA. SWAMP
CHIEF COUNSEL

GERALD L. HILL
SPECIAL COUNSEL

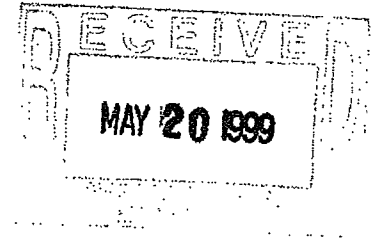
ONEIDA LAW OFFICE

N7210 SEMINARY ROAD
P.O. BOX 209
ONEIDA, WISCONSIN 54155

(920) 869-4327

FAX (920) 869-4065

MICHAEL J. LOKENSGARD
JO ANNE HOUSE
KRIS M. GOODWILL
RORY E. DILWEG
JENNIFER L. CARLETON
JO DEEN B. LOWE



May 19, 1999

Mr. Dean Haen
Brown County Solid Waste Department
2561 South Broadway
Green Bay, Wisconsin 54304

Re: Household Hazardous Waste Facility

Dear Dean:

I am leaving the Oneida Law Office at the end of May. Accordingly, I would ask that you forward all future correspondence regarding the Household Hazardous Waste Facility, including annual contribution requests, to Mr. Pat Pelky in our Environmental, Health and Safety Department. The mailing address for that department is Post Office Box 365, Oneida, Wisconsin 54155.

Thank you very much.

Very truly yours,

ONEIDA LAW OFFICE

COPY

Michael J. Lokensgard
Senior Staff Attorney

bcc: Pat Pelky

Pat - The Tribe's annual HHWF contribution has been made from the "municipal service agreement line item in the Tribe's budget, and should not be a cost to your department. Given that the HHWF is up and running, however, there is no reason for our office to be Brown County's point of contact.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

- 1) Make a determination on the reporting structure for the Development Division.
- 2) Approve the 2016 Reporting Schedule.
- 3) Direct the Tribal Secretary to provide notification and the reporting schedule to the Direct Reports, to the Chairpersons of Boards, Committee and Commissions, to the Chairperson of the Standing Committees and to the Corporate Boards no later than December 1, 2015.

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution

Budgeted - Grant Funded

Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Background

Each year the BC Support Office develops the reporting schedule for the Direct Reports to the OBC, the Boards, Committee and Commissions (elected and appointed), the OBC Standing Committees and the Corporate Boards.

This intent of the schedule is to:

1. Ensure the OBC agenda has a similar number of reports on each agenda; this provides consistency.
2. Ensures the areas have adequate notice in order to plan ahead, submit reports on time, and have a representative available to answer questions as needed.

Changes for 2016

1. Two Commission (Land and Personnel) requested their schedule be changed to later in the quarter. These requests are included.
2. Emergency Management was left out of the 2015 Reporting Schedule. This is corrected for 2016.
3. In the past, Retail Enterprise provided a quarterly report in executive session only. For 2016, Retail Enterprise will be providing both an executive session and an open session report.
4. The Development Division currently is reporting as three separate, but related, areas: Development, Development-Operations, and Utilities. The 2016 Reporting Schedule reflects this change.
5. Notice to the areas will include a reminder to have a representative present at the OBC meeting for questions. Some areas, have not been sending representatives on a regular basis.

Requested Action

- 1) Make a determination on the reporting structure for the Development Division.
--Should the Division continue to provide three separate reports?, or
--Should the Assistant Division Directors and the Utilities Manager work together to provide a single report from the Division?
- 2) Approve the 2016 Reporting Schedule.
- 3) Direct the Tribal Secretary to provide notification and the reporting schedule to the Direct Reports, to the Chairpersons of Boards, Committee and Commissions, to the Chairperson of the Standing Committees and to the Corporate Boards no later than December 1, 2015.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Quarterly Reporting Schedule 2016 – 2017

Appointed Board, Committee or Commission(s)	FY Quarter 1 Report (Oct-Dec)		FY Quarter 2 Report (Jan-Mar)		FY Quarter 3 Report (Apr-Jun)		FY Quarter 4 Report (Jul-Sep)	
	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date
Arts Board	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12
Anna John Residential Centered Care Community Board	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12
Child Protective Board	Jan 19	Jan 27	May 17	May 25	Aug 16	Aug 24	Nov 15	Nov 23
Environmental Resources Board	Feb 16	Feb 24	May 17	May 25	Aug 16	Aug 24	Nov 15	Nov 23
Library Board	Feb 16	Feb 24	May 17	May 25	Aug 16	Aug 24	Nov 15	Nov 23
Personnel Commission	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28
Police Commission	Jan 19	Jan 27	Apr 19	Apr 27	Jul 19	Jul 27	Oct 18	Oct 26
Pow Wow Committee	Jan 19	Jan 27	Apr 19	Apr 27	Jul 19	Jul 27	Oct 18	Oct 26
Southeast Oneida Tribal Services Advisory Board	Jan 19	Jan 27	Apr 19	Apr 27	Jul 19	Jul 27	Oct 18	Oct 26
Veterans Affairs Committee	Jan 19	Jan 27	Apr 19	Apr 27	Jul 19	Jul 27	Oct 18	Oct 26

Elected Board, Committee or Commission (s)	FY Quarter 1 Report (Oct-Dec)		FY Quarter 2 Report (Jan-Mar)		FY Quarter 3 Report (Apr-Jun)		FY Quarter 4 Report (Jul-Sep)	
	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date
Commission on Aging	Feb 2	Feb 10	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Election Board	Feb 2	Feb 10	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Gaming Commission	Feb 2	Feb 10	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Land Claims Commission	Feb 16	Feb 24	May 17	May 25	Aug 16	Aug 24	Nov 15	Nov 23
Land Commission	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28
School Board	Feb 16	Feb 24	May 17	May 25	Aug 16	Aug 24	Nov 15	Nov 23

Corporation(s) & Corporate Board(s)	FY Quarter 1 Report (Oct-Dec)		FY Quarter 2 Report (Jan-Mar)		FY Quarter 3 Report (Apr-Jun)		FY Quarter 4 Report (Jul-Sep)	
	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date
Oneida Airport Hotel Corp.	Mar 1	Mar 8 & 9	May 31	Jun 7 & 8	Sep 6	Sep 13 & 14	Dec 6	Dec 13 & 14
Bay Bancorporation	Mar 1	Mar 8 & 9	May 31	Jun 7 & 8	Sep 6	Sep 13 & 14	Dec 6	Dec 13 & 14
Oneida Golf Enterprise	Mar 1	Mar 8 & 9	May 31	Jun 7 & 8	Sep 6	Sep 13 & 14	Dec 6	Dec 13 & 14
Oneida ESC Group, LLC	Mar 1	Mar 8 & 9	May 31	Jun 7 & 8	Sep 6	Sep 13 & 14	Dec 6	Dec 13 & 14
Oneida Total Integrated Enterprises	Mar 1	Mar 8 & 9	May 31	Jun 7 & 8	Sep 6	Sep 13 & 14	Dec 6	Dec 13 & 14
Oneida Seven Generations Corp.	Mar 1	Mar 8 & 9	May 31	Jun 7 & 8	Sep 6	Sep 13 & 14	Dec 6	Dec 13 & 14

OBC Sub- Committee(s)	FY Quarter 1 Report (Oct-Dec)		FY Quarter 2 Report (Jan-Mar)		FY Quarter 3 Report (Apr-Jun)		Fy Quarter 4 Report (Jul-Sep)	
	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date
Audit Committee	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28
C.D.P.C. (community development planning committee)	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28
Finance Committee	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28
L.O.C. (legislative operating committee)	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28
Quality of Life	Mar 15	Mar 23	Jun 14	Jun 22	Sep 20	Sep 28	Dec 20	Dec 28

Chief Counsel	Each regularly scheduled OBC Meeting in Executive Session											
I.G.A. & C.	2nd regularly scheduled OBC Meeting each month in Executive Session											
	Deadline	Meeting	Deadline	Meeting	Deadline	Meeting	Deadline	Meeting	Deadline	Meeting	Deadline	Meeting
C.F.O.	Feb 16	Feb 23	Apr 19	Apr 26	Jun 14	Jun 21	Aug 16	Aug 23	Oct 18	Oct 25	Dec 20	Dec 27
Gaming G.M.	Jan 19	Jan 26	Mar 15	Mar 22	May 17	May 24	Jul 19	Jul 26	Sep 20	Sep 27	Nov 15	Nov 22

OBC Direct Report (s)	FY Quarter 1 Report (Oct-Dec)		FY Quarter 2 Report (Jan-Mar)		FY Quarter 3 Report (Apr-Jun)		FY Quarter 4 Report (Jul-Sep)	
	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date	Deadline	Meeting Date
Comp. Health Div.	Jan 19	Jan 27	May 17	May 25	Aug 16	Aug 24	Nov 15	Nov 23
Development Div.	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12
Development Div. Operations	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12
E.H. & S. and Land Div.	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12
Emergency Mgmt.	Mar 1	Mar 9	May 31	June 8	Sep 6	Sep 14	Dec 6	Dec 14
Governmental Services Div.	Feb 2	Feb 10	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Housing	Feb 2	Feb 10	Apr 19	Apr 27	Jul 19	Jul 27	Oct 18	Oct 26
H.R. Manager	Feb 2	Feb 10	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Internal Services	Feb 16	Feb 24	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Land Div.	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12
Ombudsman	Feb 16	Feb 24	May 3	May 11	Aug 2	Aug 10	Nov 1	Nov 9
Organizational Dev. Specialist	Mar 1	Mar 9	May 31	June 8	Sep 6	Sep 14	Dec 6	Dec 14
Retail Enterprise	Mar 15	Mar 22 & 23	Jun 14	Jun 21 & 22	Sep 20	Sep 27 & 28	Dec 20	Dec 27 & 28
Self-Gov.	Mar 1	Mar 9	May 31	June 8	Sep 6	Sept 14	Dec 6	Dec 14
Utilities Dept.	Jan 5	Jan 13	Apr 5	Apr 13	Jul 5	Jul 13	Oct 4	Oct 12

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Request for OBC officers/members attendance at 2nd Sustain Oneida Summit 11/21/15

Agenda Header:

Accept as Information only

Action - please describe:

The Oneida Trust/Enrollment Committee are extending a request to the Oneida Business Committee officers/ members to show support of the Sustain Oneida Initiative by attending the 2nd Sustain Oneida Summit being held on November 21,2015 at the Radisson, in the Iroquois North Room from 9:00 AM to 3:00 PM.

3. Supporting Materials

Report Resolution Contract

Other:

- 1.
- 2.
- 3.
- 4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Susan White, Trust Director
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

The Sustain Oneida Initiative was launched in 2012 by the Trust/Enrollment Committee to help Oneida determine our future citizenship and belonging to On^yote'a ka.

The Trust/Enrollment Committee has held many planned activities over the years to dialogue with the Oneida community about Tribal enrollment issues and to explore potential solutions for citizenship and belonging in the Oneida Community. The goal is to inform Oneida citizens and gain input from the Community on our future.

The 2nd Sustain Oneida Summit has been scheduled for November 21, 2015 at the Radisson Conference Center in the Iroquois North Room starting 9:00 AM to 3:00 PM.

The Trust/Enrollment Committee extends an invitation to the Oneida Business Committee Officers to show their support by attending and participating at this event.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Planning Team's Commitment

- Invite all Oneidas to participate, any age (12 & older) from any place.
- Create an event for sharing ideas, energy, commitment to Tribe, listening, eating, talking, caring, respect, pride.
- Focus on Oneida identity, values, language, and culture.
- Patience to let the community talk about it as long as they need to get to a final decision.
- Recognition that this conversation will be challenging, but we must have it to ensure we guide and determine the future existence of Oneidas.

FOR MORE INFORMATION:

Check out Sustain Oneida articles in the Kalihwisaks

Sustain Oneida Website:

<http://www.oneidation.org/Enrollment/page.aspx?id=40897>

Trust/Enrollment Committee Website:

<https://www.oneida-nsn.gov/bcc/TrustEnrollmentCommittee/>



<https://www.facebook.com/OneidaTrust>

ONEIDA TRUST & ENROLLMENT COMMITTEE

The purpose of the Oneida Trust/Enrollment Committee is to exercise due diligence for safe guarding and maintaining the trust funds and the membership rolls of the Oneida Nation in a manner that does not enable harm to the environment or the spiritual and cultural values of Oneidas.

2015 -2016 Committee Members:

- Carole Liggins, Chair
- Debbie Danforth, Vice-Chair
- Elaine Skenandore-Cornelius, Secretary
- Norbert Hill Jr
- Lois Strong
- Debra Powless
- Tracy Metoxen
- Loretta Metoxen
- Brandon Stevens



CONTACT INFORMATION:

Oneida Trust & Enrollment Committee
P.O. Box 365
Oneida, WI 54155

The Committee can also be reached by contacting:

Susan White — Trust Director
Toll Free: (800) 236-2214
Telephone: (920) 490-3935
Email: swhite@oneidation.org

Cheryl Skolaski — Enrollment Director
Toll Free: (800) 571-9902
Telephone: (920) 869-6200
Email: cskolask@oneidation.org

Sustain Oneida Summit II

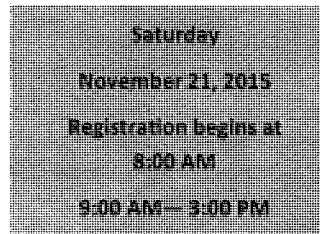
SATURDAY
NOVEMBER 21, 2015

9 AM TO 3 PM
RADISSON

SUSTAIN ONEIDA

SUSTAIN ONEIDA SUMMIT

- When will the last "Oneida" be born?
- What does it mean to be Oneida?
- How would you define Oneida citizenship?



The Trust & Enrollment Committee has planned activities to dialogue with the Oneida community about Tribal enrollment issues and to explore potential solutions for citizenship and belonging in the Oneida Community. Our goal is to inform Oneida citizens and gain input from the Community on our future.



YOU ARE INVITED TO PARTICIPATE IN THE CONVERSATION

All Oneidas are invited to participate in the Summit which is being planned for November 2015: people of every age (12 & older), background, religion and way of life. We urge everyone to offer their ideas and to listen respectfully to the ideas of others.



We have the opportunity to have a conversation about the many possibilities for future Oneida generations if we change our criteria for citizenship. Alternatives for Oneida citizenship can be generated by having Oneidas of all ages, from youth to

elders, participate in creating ideas on the possibilities.

The first summit in 2013 was just the beginning of the conversation. The Oneida community should take the time needed to talk and make a final decision that benefits the Tribe as a whole. This conversation may take considerable time. Although these conversations will be challenging, we must have them to ensure the survival of Onayote'ya ka into the future.

We hope that the Sustain Oneida activities will increase awareness and provide opportunities for Oneida

Citizens to participate and continue to engage in a conversation about being Oneida, membership criteria and its effect on our long-term survival as the Oneida people.

COMMITTEE SUBTEAM

The Sustain Oneida initiative was launched in 2012 by the Trust/ Enrollment Committee to help Oneida determine our future citizenship and belonging to Onayote'ya ka. The planning team includes Trust & Enrollment committee members and tribal staff

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Accept travel report for Councilman Hill's travel to National Tribal Energy Summit, September 23 -24, 2015 in Washington, DC

*Note that travel was covered by National Renewable Energy Laboratory (NREL)

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: _____
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

BUSINESS COMMITTEE TRAVEL REPORT



Traveler Name: Tehassi Hill

Travel Event: National Tribal Energy Summit

Travel Location: Washington, DC

Departure Date: 09/23/2015 Return Date: 09/24/2015

Projected Cost: 1,035.90 Actual Cost: 0

Date Travel was Approved by OBC: 09/09/2015

Narrative/Background:

*Note this travel was covered by National Renewable Energy Laboratory (NREL).

The U.S. Department of Energy-National tribal Energy Summit was very well attended by tribes from across the nation. There were multiple tracks going on for the entire summit. Many of the panels spoke of their successes and setback with tribal energy projects. Some of the setbacks include access to infrastructure, price of installing infrastructure, and negotiating with power utilities.

Rural Development has a loan program for electric infrastructure, 35 year loans, they have \$5 billion budget, only \$3 billion was used last year. There are also grants available to build capacity for tribal utilities.

Chris Duchene-Director of Office of Indian Energy has a goal to "Maximize energy developments for the benefit of the Indian tribes." Mr. Duchene listed the four top priorities for the Department:

- *Redefine the mission of the Department
- *National stratigy for Indian energy
- *Federal and tribal partnerships
- *Partnerships is tribal and private sector

Energy has been a hot topic for a number of years. Oneida should continue to take the nessesary steps to improve energy efficiency away from fossil fuels. Energy security

should be the goal. Work should continue to be supported for energy development projects, and look into developing our own micro grids to power our own community.

Item(s) Requiring Attention:

Chairman Fox said to keep an eye on States, as some are pushing for taxes on energy development on trust land. Interior said they are pushing back on States who are trying to tax.

Requested Action:

Accept report, and have Intergovernmental Affairs and Communications monitor the State for proposed legislation affecting taxes on energy projects.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Governmental Services Division 4th quarter report

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: _____
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Attached is the fourth quarter report for Governmental Services Division. The following is a brief narrative of highlights for the Division and a report on departments and the outcomes that they achieved with their customers in July, August, and September, 2015.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Governmental Services Division

FY15 Fourth Quarter Report

10/23/2015

Summary: This quarters report provides a summary of GSD initiatives for the fourth quarter. Also, this report incorporates the day-to-day GSD scorecard information, tracking customer utilization of services and trends. Our customer service average score for the Division was 94%. This is up from past years average of 88-92% for the Division.

KSA Description

Knowledge – Mastery of facts, range of information in subject matter area.

Skills – Proficiency, expertise, or competence in given area. For example, life skills, employment and citizenship

Abilities – Demonstrated performance to use knowledge and skills when needed.

Highlight: GSD has intensified efforts to collaborate with the following:

1. Implementing transfer Elder Snow plowing and grass cutting to DPW.
2. Discussing the transfer of Elder Major and Minor Home Repair to the Development Division
3. Collaborating Transit operations with Housing, Land, Development Division, to integrate community mobility planning into reservation development
4. Collaborating Social Services operations with Housing Development team to improve social planning interventions remediation and prevention services.
5. Collaborating with CFO Office to increase affordability of Childcare service.
6. Recreation and Housing are implementing a Memorandum of Agreement (MOA) to increase usage of recreation services by Housing residents.
7. The Arts Department and Education and Training Area are collaborating to develop and implement more diversified programming through the CEC Department.
8. Relocation plans for GSD Division Office, Cultural Heritage and Early Head Start are in progress.
9. Cultural Heritage and Comprehensive Health are collaborating with the State of Wisconsin to implement and certify a Cultural Healing initiative.
10. GSD is collaborating with Health, Development, Environmental, Housing to expand the parameters of long term, to include social planning.
11. GSD will be contacting Tribal Statistician to review questions for the next Quality of Life survey and to identify performance targets based upon the survey results.
12. The Division office has requested the Education and Training Area to implement a Higher Education Alumni initiative. The intent of the initiative is to provide and

[TYPE THE SENDER COMPANY NAME]

mobilize a significant Oneida human resource, to provide knowledge, skills, and abilities toward achievement of the Tribes vision.

13. GSD has imitated collaboration with the Internal Services Division, regarding cultural tourism.
14. GSD will be working with the Land Commission and Land Division regarding current and future lease agreements, to address public/ tourism programming. This collaboration will also address the need for private Oneida only cultural programming

[TYPE THE SENDER COMPANY NAME]

Service development outcomes and customer results**Infant - Birth to 18 months:****Child Care**

Outcome-Best Practice	Our Result(s)
Can briefly calm self. Begins to babble and say simple words. Let you know if they are happy or sad. Begins to roll. Shows curiosity to things around them. Begins to sit, stand than walk. May be afraid of strangers	100% of infant toddlers have been assessed (22 children). 94% met the abilities, skills and knowledge to move up to the next classroom. 6% age wise aren't ready to move up yet.

Early Intervention

Outcome-Best Practice	Our Result(s)
Referrals received for developmental screens for infants.	Received 13 referrals received this quarter. Children this young are medical referrals so we refer directly to the county for services and act as advocates.
Providing advocacy services for the families.	Advocacy was provided to 13 families.

Fitness: 1 % of our membership (44 total); 41 Oneida Enrolled / 3 Other

Service(s) offered: Family Swim

Knowledge: Can identify one or more parts of the body. Understands and can point to objects asked of him or her.

Skills: The skill of gaining greater control of their head, arms, and legs. Crawling and pulling themselves up on things, and start to move from standing to sitting & sit alone for extended periods of time.

Abilities: Should have the ability to walk with little or no assistance. The ability to hold onto and lightly exercise with deflated beach balls, foam balls, balance with assistance etc. Play simple games together, such as puzzles and shape sorting.

Cultural Heritage:

Outcomes-Best Practice	Our Result(s)
Developing individuality, welcome and introduction to the Oneida World around us: Focus on parents, siblings, immediate family and clan. The Culture/Language Archivist/Educator, Cultural Advisor and Language facilitator conducted welcoming addresses this quarter. The Culture/Language Archivist/Educator and Cultural Advisor conduct lessons and presentations with parents, observing the world around them.	3 staff members report welcoming at least 4 infants. This quarter 2 infants attend Tsi?Niyukwaliho'ta language/culture immersion

[TYPE THE SENDER COMPANY NAME]

Toddler – Early Childhood 18 months to 3 years

Child Care

Outcome-Best Practice	Our Result(s)
Says several single words and begins sentences, Feeds self, Knows names of familiar people and body parts, Begins to sort shapes and colors, Builds towers of more than 6 blocks	100% of infant toddlers have been assessed (24 children). 94% met the abilities, skills and knowledge to move up to the next classroom. 6% age wise aren't ready to move up yet.

Early Intervention

Outcome-Best Practice	Our Result(s)
Referrals received for developmental screens for infants.	Received 23 referrals received this quarter. Children this young are medical referrals so we refer directly to the county for services and act as advocates.
Providing advocacy services for the families.	Advocacy was provided to 23 families.
Provide screens/evaluations for children that are between 33 months to 2.9 years old. Qualified youth are eligible for school based therapy services on their 3 rd birthday.	4 children qualified for this service, transferring from ISFP's to IEP's

Family Fitness and Experiential: 3% of membership (114 total); 111 Oneida Enrolled / 3 Other
Service(s) offered: Gymnasium; Family Swim; Headstart participates in a Fit Kidz program during the school year.

Knowledge: At this age the child can identify basic colors, say the alphabet, sort objects by shape and color, play make-believe with dolls, toys or other people. Understand how exercise is good for the body and how the heart can get stronger.

Skills: take turns in games, cooperate with other children, and copy other people's behavior (adults and peers).

Abilities: To run and walk on command, throw and kick a small ball, balance without assistance on small balance beam, sit up and repeat, and lift things up over their head and place back down.

Cultural Heritage:

Outcome-Best Practice	Our Result(s)
Inquisitive-exploring, Creative, Understand role in family, Able to assist with small tasks Learns through play, Can introduce self in the Oneida language, Identify common things in the Oneida Language	2 language staff members work with 3 families to develop skills 6 children minimum in this age

[TYPE THE SENDER COMPANY NAME]

Pre-School – Play Age 4 to 5 years

Child Care

Outcomes-Best Practice	Our Result(s)
<p>Enjoys doing new things, Knows some basic rules of grammar, Understands the idea of counting, Sings songs or says poems, Hops and stands on one foot up to 2 seconds, Wants to please friends, More likely to agree with rules, Speaks clearly, Can print some letters and numbers, Can use the toilet on their own, Swings and climbs</p>	<p>100% of preschool children have been assessed (11 children). 99% met the abilities, skills, and knowledge to move up to the next classroom. 1% has special needs and is in the process of being placed in the special needs program in the children's school district.</p>

Early Intervention

Outcomes-Best Practice	Our Result(s)
<p>Eligible 3 to 5 year old children may receive speech and language, occupational, and physical therapy. Early Childhood special education services are also provided to children who qualify with a significant development delay (DPI definition). All services are provided through an Individual Education Plan (IEP) developed by the IEP team.</p>	<p>15 referrals this quarter, the majority referred late September from Head Start, FACE and Oneida Child Care. Currently 48 children are on disability services.</p>
<p>Provides parent training opportunities with Lunch & Learn and Dinner & Learn events.</p>	<p>5 In-service trainings with Head Start were held during this quarter.</p>

[TYPE THE SENDER COMPANY NAME]

Family Fitness and Experiential: 4% of membership (174 total); 165 Oneida Enrolled / 9 Other

Service(s) offered: Gymnasium; Family Swim; Headstart participates in a Fit Kidz program during the school year; Mighty Ninjas (martial arts)

Knowledge: Speak clearly using more complex sentences, Count ten or more objects, Correctly name at least four colors and three shapes, Recognize some letters and possibly write his or her name, Better understand the concept of time and the order of daily activities, like breakfast in the morning, lunch in the afternoon, and dinner at night.

Skills: Children learn through play, and that is what your 4- to 5-year-old should be doing. At this age, your child should be running, hopping, throwing and kicking balls, climbing, and swinging with ease.

Abilities: Stand on one foot for more than 9 seconds, Do a somersault and hop, walk up and down stairs without help, walk forward and backwards easily, and peddle a tricycle or ride on gymnasium scooters.

Cultural Heritage:

Outcomes-Best Practices	Our Result(s)
<p>Special gift is identified-Personality, insight to the world around them, Begin to learn ceremonial songs, social songs and short thanksgiving address, Dance at ceremonies and social dances</p> <p>Understands they are a part of the environment, Able to help tend gardens and know the foods of substance, Encouraged to listen to inner voice, instinct, "red flags"</p>	<p>2 language staff members work with 3 families to develop skills</p> <p>4 children minimum in this age</p>

Recreation: 31 memberships

13 Male 18 Female 24 Oneida 1 Descendant 0 Other Tribe 6 Other

[TYPE THE SENDER COMPANY NAME]

School Age: 6-12 years:**Child Care:**

Outcomes-Best Practice	Our Result(s)
Homework help (ages 6 – 8 years old)	100% of school age children (23 children) are allowed time to complete homework and are assisted with homework if needed.

Youth Enrichment Services:

Outcome-Best Practice	Our Result(s)																																																								
Y.E.S children who are in grades one through eight who are acquiring grade level appropriate KSAs in reading, math, and science, along with appropriate social skills and organizational skills for the grade levels.	2014 2015 GPA Green Bay King Elementary School																																																								
	<table border="1"> <thead> <tr> <th>Total No. Youth</th> <th>13</th> <th>21</th> <th>11</th> <th>12</th> <th>18</th> <th>20</th> </tr> <tr> <th>Grade Level</th> <th>K</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>% 2.0 to 2.24</td> <td>0%</td> <td>14%</td> <td>18%</td> <td>8%</td> <td>17%</td> <td>5%</td> </tr> <tr> <td>% 2.25 to 2.49</td> <td>0%</td> <td>5%</td> <td>18%</td> <td>8%</td> <td>6%</td> <td>15%</td> </tr> <tr> <td>% 2.50 to 2.74</td> <td>15%</td> <td>10%</td> <td>9%</td> <td>25%</td> <td>17%</td> <td>15%</td> </tr> <tr> <td>% 2.75 to 2.99</td> <td>46%</td> <td>24%</td> <td>55%</td> <td>42%</td> <td>28%</td> <td>35%</td> </tr> <tr> <td>% 3.0 and Above</td> <td>38%</td> <td>43%</td> <td>0%</td> <td>17%</td> <td>11%</td> <td>20%</td> </tr> <tr> <td></td> <td>99%</td> <td>96%</td> <td>100%</td> <td>100%</td> <td>79%</td> <td>90%</td> </tr> </tbody> </table>	Total No. Youth	13	21	11	12	18	20	Grade Level	K	1	2	3	4	5	% 2.0 to 2.24	0%	14%	18%	8%	17%	5%	% 2.25 to 2.49	0%	5%	18%	8%	6%	15%	% 2.50 to 2.74	15%	10%	9%	25%	17%	15%	% 2.75 to 2.99	46%	24%	55%	42%	28%	35%	% 3.0 and Above	38%	43%	0%	17%	11%	20%		99%	96%	100%	100%	79%	90%
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[TYPE THE SENDER COMPANY NAME]

Fitness and Experiential: 17% of membership (770 total); 716 Oneida Enrolled / 54 Other
Service(s) offered: Gymnasium; Family Swim; Martial Arts; Ages 10 and older can use the cardio & strength rooms after completing a youth orientation; Youth Fitness Classes; Summer Camps

Knowledge: Understanding rules in sport games & able to express those rules to other who ask, basic knowledge of nutrition (Why is milk good for you? What does milk make stronger?), Basic knowledge of body movements, awareness of space, awareness of position. (Where on the field or in the classroom do I need to be? What space is mine when I enter a sport, classroom, or other designated area?)

Skills: The skill of communication with other children that they are engaged in sports with, the skill of completing full sport games and understanding why rules are necessary for sports. The skill of knowing about different concepts as it applies to the body through exercise and nutrition

Abilities: Bat a ball with emerge, ride bike and be able to kick balls from a running start, throw a ball with accuracy & catch a ball with one hand. Run to necessary bases and lastly has the ability to lift small weights.

Cultural Heritage:

Outcome-Best Practice	Our Result(s)
Able to introduce themselves, their parents, siblings, immediate family and clan, Understand they have a place in the community, Understand they contribute, Ability to listen, Sing songs Tell stories, Developing special talent, Play games-lacrosse, hand ball, Learn values established by tribe and Great Law, Begin to learn roles and responsibilities as young adults	Investigated Oherokon-under the husk rite of passage to be introduced into our community. A 1 week camp for ages 10-12 in the summer. Intermittent lessons throughout the year are to be scheduled. The community lacrosse initiative started by Language staff is proven to be successful with a win

Recreation: 366 memberships

190 Male 176 Female 216 Oneida 14 Descendant 43 Other Tribe 93 Other

Physical Development Needs: This age group is finally learning to master gross and fine motor skills. They have lots of energy and enjoy physical activities and structured games with rules. Our Sports & Fitness areas provide ample opportunities for school-age children to expend their extra energy. We encourage all school-age children to participate in 60 minutes of physical activity daily (the recommended amount according to the President's Council on Fitness). We also provide youth with opportunities to participate in structured leagues such as youth basketball and flag football.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
Sept 2015	Each member completes 60 minutes of physical activity/day.	30%	72%

[TYPE THE SENDER COMPANY NAME]

Adolescent: 13-18 years:**Youth Enrichment Services:**

Outcome-Best Practice	Our Result(s)				
Y.E.S adolescents who are in middle/high school who are acquiring grade level appropriate KSAs in reading, math, and science, with appropriate social and organizational skills for their grade levels.	Green Bay Lombardi Middle				
	2014-2015 GPA				
	Total No. Youth	23	29	28	
	Grade Level	6	7	8	
	%2.0 to 2.24	0%	10%	4%	
	%2.25 to 2.49	4%	10%	7%	
	%2.50 to 2.74	17%	3%	11%	
	%2.75 to 2.99	22%	10%	29%	
	%3.0 and Above	57%	24%	21%	
	Total	100%	57%	72%	
	2014-2015 GPA Seymour Middle				
	Total No. Youth	28	26	24	
	Grade Level	6	7	8	
	%2.0 - 2.24	11%	4%	0%	
	%2.25 - 2.49	14%	12%	13%	
	%2.50 - 2.74	11%	4%	8%	
	%2.75 - 2.99	11%	12%	8%	
	%3.0 and Above	54%	62%	71%	
	Total	101%	94%	100%	
	2014-2015 GPA West De Pere Middle				
	Total No. Youth	10	8	15	
Grade Level	6	7	8		
%2.0 - 2.24	0%	13.00%	7%		
%2.25 - 2.49	40%	0.00%	7%		
%2.50 - 2.74	10%	50.00%	0%		
%2.75 - 2.99	20%	0.00%	20%		
%3.0 and Above	30%	38.00%	13%		
Total	100%	100.00%	47%		
Green Bay Southwest High School 2014-2015 GPA					

[TYPE THE SENDER COMPANY NAME]

Total No. Youth	20	15	15	11
Grade Level	9	10	11	12
% 2.0 to 2.24	15%	20%	20%	18%
% 2.25 to 2.49	15%	7%	13%	0%
% 2.50 to 2.74	10%	0%	13%	0%
% 2.75 to 2.99	15%	13%	7%	0%
% 3.0 and Above	15%	27%	13%	18%
Total	70%	67%	66%	36%
2014-2015 GPA Seymour High School				
Total No. Youth	33	27	17	15
Grade Level	9	10	11	12
% 2.0 to 2.24	9%	15%	6%	13%
% 2.25 to 2.49	9%	7%	0%	13%
% 2.50 to 2.74	9%	7%	6%	0%
% 2.75 to 2.99	6%	7%	12%	7%
% 3.0 and Above	18%	15%	12%	33%
Total	51%	51%	36%	66%
2014-2015 GPA West De Pere High School				
Total No. Youth	17	15	14	8
Grade Level	9	10	11	12
% 2.0 to 2.24	12%	7%	7%	13%
% 2.25 to 2.49	0%	20%	21%	0%
% 2.50 to 2.74	12%	13%	7%	25%
% 2.75 to 2.99	0%	0%	0%	13%
% 3.0 and Above	41%	27%	50%	50%
Total	65%	67%	85%	100%

Job Training

Outcome-Best Practice	Our Result(s)
WIA: Individuals are Summer Youth Work Experience participants. Counselors work with students to develop vocational skills. Activities identify student needs and vocational services that will benefit the student as they prepare life after school, to post-secondary training or employment.	33 youth participated in and completed the SYWEX activity. Vocational exploration, introduction to the world-of-work, and soft skills training was included activities facilitated during the 8 week program.

[TYPE THE SENDER COMPANY NAME]

Higher Education

Outcome-Best Practice	Our Result(s)
To have knowledge of higher education careers through guidance counseling and advising. To have the knowledge about the Oneida Higher Education (OHE) funding opportunities and how to apply.	Visited with 85 area high school students throughout the school year. Less than 1% are of the age 18 and awarded an Oneida Higher Education Scholarship during the 2014-15 school year.

Arts Program

Outcome-Best Practice	Our Result(s)
Same as 6-12, only the next level up. Leadership: Children are able to assume more responsibility to model KSA for the younger children. Civic: Children are able to demonstrate Civic pride through projects.	

Recreation: 111 memberships

68 Male 43 Female 77 Oneida 4 Descendant 15 Other Tribe 15 Other

Physical Development Needs: This time of rapid growth (the most since infancy) can lead to a lack of coordination, loss of self-esteem and feeling awkward. Our Sports & Fitness areas offer teens opportunities to play sports and games in a relaxed non-competitive setting. This age group enjoys interacting with staff during games and leagues.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
September 2015	Each member completes 60 minutes of physical activity/day.	3%	23%

Emotional Development Needs: Adolescents are very self-conscious about their bodies and physical appearance in general, which can lead to psychological vulnerabilities. They have a strong desire to conform to their peers and form close one-on-one relationships. Our Social Recreation areas work hard to provide opportunities for our youth to increase their social skills. Social skills such as character development, verbal and non-verbal communication, etiquette, and personal hygiene are stressed in activities such as Bingo, Girls Group and Guys Group.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
September 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	2%	13%

[TYPE THE SENDER COMPANY NAME]

Fitness and Experiential: 14% of membership (616 total); 574 Oneida Enrolled / 42 Other

Service(s) offered: Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Camps

Knowledge: Between these ages youth begins with the Knowledge to apply concepts to specific examples, learns to use deductive reasoning and make educated guesses, learns to reason through problems even in the absence of concrete events or examples, becomes able to construct hypothetical solutions to a problem and evaluate which is best, focus on the future develops, starts to set personal goals (and may reject goals set by others)

Skills: The skill of engaging in a conversation with others that leads to healthy conclusion, the skill of being able to explain to other peers the importance of fitness & nutrition. Skills such as expertise in their sport, friends sport, or sport being learned as well as exercise importance and nutrition importance.

Abilities: The ability for movement and coordination. (Able to work and hands & feet simultaneously), able to exercise safely, eat healthy, the ability to understand weight & eating problems, & the ability to stay fit.

Cultural Heritage:

Outcome-Best Practice	Our Result(s)
<p>Rite of passage – Males more physical, females natural , Recite a personal thanksgiving address</p> <p>Begin to learn about the responsibilities of parenthood, commitments, ways to stay connected to the environment, Creative use of games to settle differences (lacrosse, stickball, ring tosses)</p> <p>The Culture/Language Archivist/Educator performs daily lessons on language acquisition. He conducts immersion classes to explain cultural relevance to participants.</p>	<p>Investigate and received guidance from Oherokon-Under the Husk founder.</p> <p>Held first meeting with 4 individuals attending.</p> <p>Will send applications and begin activities in the next quarter.</p> <p>Our target audience are 13 year olds</p> <p>16 minimum due to space confinement.</p> <p>Several individuals are interested in assisting this initiative. Funding will be an issue.</p> <p>14730 youth total 0-18</p>

[TYPE THE SENDER COMPANY NAME]

Young Adult 19- 35 years:**Job Training**

Outcome-Best Practice	Our Result(s)
<p>Services for consumers include: counseling and guidance, employment skills ("soft skills") training, resume' development, employment application assistance, cover letter drafting, interview preparation, job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) provided depending on individual needs. Consumers are successful when they are able to access the work place, and greatly improve their quality of life.</p>	<p>WIA: 21 clients are in this age group. VR Services: 14 clients are in this age group. 2 VR Services consumers successfully entered employment during the quarter.</p>

Higher Education

Outcomes-Best Practices	Our result(s)
<p>To have knowledge of higher education careers through guidance counseling and advising. To have the knowledge, skill and ability to successfully complete their semester/term of higher education funding avoiding OHE academic probation or suspension. To have the knowledge about the OHE funding opportunities and how to apply.</p>	<p>580 students were funded in this age group</p>

[TYPE THE SENDER COMPANY NAME]

Fitness and Experiential: 24% of membership (1090 total); 1008 Oneida Enrolled / 82 Other

Service(s) offered: Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Wellness Programs

Knowledge: The understanding that for all actions there are reactions. This goes with every part of your life. (Examples: knowing that if you don't exercise on a regular basis, you could be out of shape; knowing that if you eat bad or unhealthy that you are not getting all of the necessary nutrients that the body needs to sustain it and this could possibly lead to obesity.) Knowledge of what needs and wants are, the ability to distinguish between deciding what a need is and what a want is. (Examples: I need to take care of my body if I want to be a health individual as opposed to a want which would be "I want to get liposuction because I am overweight and don't feel like dieting or exercising"

Skills: Competence in performing fitness and nutrition programs, competence in performing all associated exercise that goes with all programs at Oneida Family Fitness, the proficiency of setting short and long term goals and being able to understand what it will take to reach those goals.

Abilities: Ability for advanced movement and coordination when engaging your body in those types of workouts. Your body has the ability to perform all the necessary exercises in classes and programs that Oneida Family Fitness offers. The ability for the brain to understand the concepts of holistic nutrition & fitness programs and apply those concept's to whatever they are engaged in

Cultural Heritage:

Outcome-Best Practice	Our Result(s)
Know role as a parent, identify child care techniques, Well-developed individual talent, Recite ceremonies, Teach songs, dances, Make drums, rattles, cradle boards	13536 adults

Recreation: 20 memberships

15 Male 5 Female 15 Oneida 0 Descendant 1 Other Tribe 4 Other

This stage is a continuation of the adolescent phase, as young adults continue to separate themselves from family and focus more on friendships. It is an exciting time of new opportunities for education, careers, and other life experiences. The young adult must develop into a mature adult and face their new responsibilities.

Month	Men's Basketball – Noon Hour, Sunday, After 9 pm at Civic Center
July 2015	0
August 2015	5
September 2015	95
TOTAL	100

[TYPE THE SENDER COMPANY NAME]

Middle Age Adult: 36-64 years:**Job Training:**

Outcome-Best Practice	Our Result(s)
Services provided are basic counseling and guidance, employment skills ("soft skills") training, resume' development, employment application assistance, cover letter drafting, interview preparation, and job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) may be provided depending on needs of the participants. Consumers are successful when they access the work place and secure employment, and greatly improve their quality of life.	WIA: 28 clients are in this age grouping. VR Services: 21 clients are in this age grouping. Six clients; two (2) WIA and four (4) VR Services successfully entered employment during the quarter.

Higher Education:

Outcome-Best Practice	Our Result(s)
To have knowledge of careers through guidance counseling and advising. To have the knowledge, skill and ability to successfully complete their semester/term of higher education funding avoiding OHE academic probation or suspension. To have the knowledge about the OHE funding opportunities and how to apply.	334 students were funded in this age group

Fitness and Experiential: 34% of membership (1548 total); 1233 Oneida Enrolled / 315 Other
Service(s) offered: Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Wellness Programs
 (Very little changes from 19-35 & 36-64 with knowledge, skills, & abilities within the fitness & wellness)

Cultural Heritage:

Outcome-Best Practice	Our Result(s)
Begin preparing for Grandparent, Know ceremonies-rites-rituals, Look at signs to begin ceremonies-rites-rituals, Be able to conduct a part of the ceremony-rites-rituals	3289 Elders

Recreation:

49 memberships

30 Male 19 Female 39 Oneida 0 Descendant 3 Other Tribe 7 Other

This time is a period of reflection, family and career. This self-reflection is the time for a person to become content with their life and who they are as they prepare for retirement. It is a time for a person to enjoy their family life – children, grandchildren, extended family, etc.

[TYPE THE SENDER COMPANY NAME]

Month	Number of Rentals	Attendance
	Clifford E. Webster Building	
July 2015	13	305
August 2015	4	78
September 2015	9	249
TOTALS	26	632

- Average # of rentals per month = 9. Average Attendance per month = 211. Community rentals range from events such as holiday parties, birthday parties, family reunions, baby showers, etc. The Clifford E. Webster Building is rented out on weekends and holidays. We usually have a lot less rentals during summer months when the weather is nice.
- During the third quarter, the number of rentals increased by .05% (1 rental) and rental attendance decreased by .01% compared to FY14 (637).

[TYPE THE SENDER COMPANY NAME]

Elder/Older Adult: 65 and older:

Fitness and Experiential: 7% of membership (318 total); 207 Oneida Enrolled / 111 Other

Service(s) offered: Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Wellness Programs

Knowledge: Seasoned veteran, all intellectual applied knowledge has been attained in all areas of life to include; personal, nutritional, exercise & fitness, relationships, attitudes...etc.

Skills: Competence to understand the concepts that are offered as pertains to exercise & fitness, expertise in all areas that have to do with exercise and fitness for their body, and proficiency of helping and teaching others the skills of fitness & nutrition within their age category.

Abilities: Ability for movement and coordination when engaging your body in lighter physical activity exercises. Your body has the ability to regain flexibility and the ability to adapt to certain fitness classes. The ability for the brain to understand the concepts of holistic nutrition & fitness programs and apply those concept's to whatever they are engaged in. **Ability for movement and coordination (instead of advanced movements however it would be basic movements)**

Cultural Heritage:

65 and older

Be available to answer questions from younger generations, Utilize as counselors, guides, comforters, Healing properties of grandparents

Recreation: 66 memberships

24 Male 42 Female 42 Oneida 0 Descendant 4 Other Tribe 20 Other

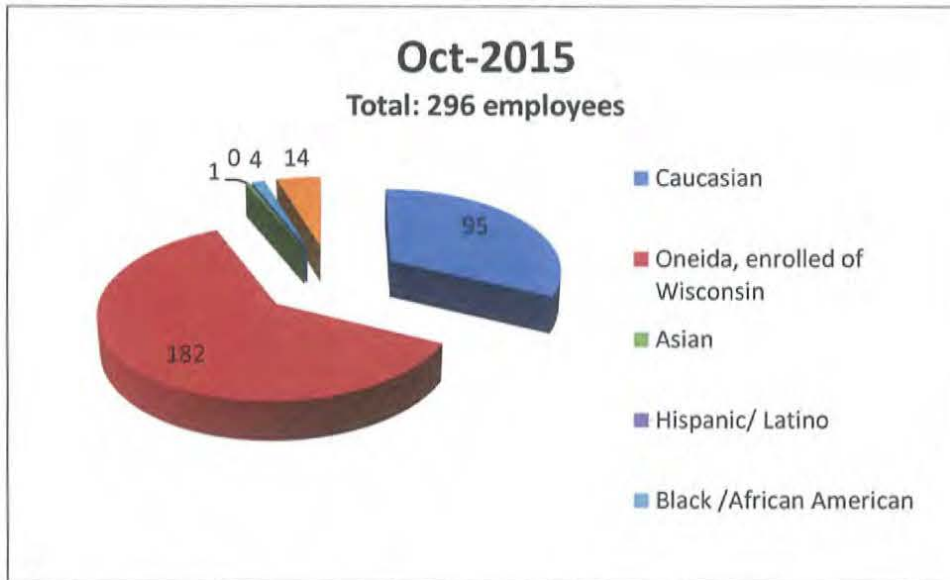
The elder adult stage is no longer considered "old age." There are some who have to suffer the illness and discomfort of growing older, but the majority of elders are healthy and active. Retirement is a time for people to pursue the interests that they did not have time to before. It is important to stay active and involved after retirement; many find this involvement in community, social, political and personal activities and projects. Although, this stage is a time for preparing for death, it is also a time to enjoy life and do many exciting, worthwhile things.

Month	Bingo Attendance	Bowling League Attendance
September 2015	159	0
TOTAL	159	0

- Bingo is held every Wednesday from 1:30 – 3:00 pm at the Clifford E. Webster building. We average 53 elders per session. The Bowling League will not begin again until January 2016.

[TYPE THE SENDER COMPANY NAME]

HR Data: 296 employees



Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.


Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

 11/03/15

Primary Requestor:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Submission of HRD 4th Quarter FY'15 Quarterly Report

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

HUMAN RESOURCES DEPARTMENT

4th Quarter Report July-Sept, FY2015

Geraldine R. Danforth, HR Area Manager

ADMINISTRATION

- **STRATEGIC WORKFORCE PLANNING** covers a 3–5 year future period. It aligns the current workforce to meet the desired business needs and outcomes of the programs and departments
 - The Project Lead is Nicolas Reynolds. Nicolas's role will be to guide the Core Team and coordinate the overall process. The Core Team is responsible for managing and communicating the framework of the project, facilitating workshops, guiding business units through the process, measuring and reporting overall progress through HRD, and providing consulting support to HR staff acting as business partners to the business units. In addition, Nicolas will also be responsible for problem solving when obstacles arise for the Core Team and coordinating between the Core Team, HRD, the Oneida Business Committee, and the business units involved.
 - On October 12, 2015, a rollout meeting was held at the Radisson to present the overall concept to senior leadership from the pilot areas (Gaming, GSD, and Comprehensive Health). In addition, the Business Committee, the remaining Division Directors, the CFO's office, and others who will have connection to the project moving forward or will in the future were invited. Nearly one and half hours of conversation ensued where leaders expressed concerns and potential obstacles to the SWP initiative.
 - The feedback from leaders in the rollout meeting will be used when moving forward. The Core Team is preparing to engage in a change management strategy which will aim to mitigate resistance and prepare the organization for successfully transitioning to the SWP process. The LOC is working on the Employment Law and will be pushing it forward, which is necessary to enable several key components of SWP. As these pieces all begin to come together, we'll be able to position the organization to better achieve its most important goals going into the future.
- **SUCCESSION PLANNING.** The planning meetings have been established. **PURPOSE:** A succession planning process helps prevent the loss of vital organizational history or knowledge due to retirements, vacancies, and/or resignations. The succession planning process will assess all employees. See age charts on page 5.

It's important to follow a succession planning process to ensure employees are recruited and properly developed so they have the competencies, skills, education, certifications/licenses, and experience necessary to fill vital positions. The HR management team will look at the following:

- Identifying critical positions which are instrumental to achieving strategic and operational goals.
- Anticipating gaps in those positions due to retirement and other factors.
- Defining the qualifications and competencies required to perform successfully in the position.
- Implementing focused strategies to attract and develop pools of qualified candidates who will be ready for emerging opportunities.
- Ensuring that support for the strategies and processes are in place to retain and fully engage employees.

- **WAGE AND SALARY CHART CHANGES.** The Human Resources Department will be increasing the wage and salary charts by 5%. The charts have remained the same since the implementation of the compensation study done in 2007. The 5% was determined when the Compensation and Hiring staff conducted a benchmark survey for 20% of the positions for a market wage comparison. The staff reviewed positions that were vacant and needed to be filled, new, hard to fill and those positions with high turnover.
 - The Oneida Tribe's Compensation Philosophy: *The Oneida Tribe is committed to providing a fair and equitable compensation package enabling the Tribe to build a world class organization embracing our core values in support of our vision and mission.*
 - The Tribe's Compensation Philosophy is partially based on the principles, that the Tribe has the ability to offer competitive salaries relative to the labor market in which it recruits, to ensure external competitiveness, and to provide salaries that will match or lead the market.
 - This change will have an impact on approximately 27 employees. The employee's wage/salary may no longer be on the updated charts. To fix this, these employees will be moved to the minimum of their position's determined grade. The approximate cost to implement this change is \$38,979. This does not include fringe and indirect cost.
 - **Changing the wage/salary charts does not mean, all employees will receive a 5% increase in pay.** Only the employee's whose pay does not meet the minimum pay for the grade of their position.
 - HR will need action from the BC to direct the Finance Office to identify the funds to implement the change in the wage charts. If this not doable, then the change to the wage and salary charts will be implemented in FY 17.

- **EMPLOYMENT LAW.** The Human Resources Department (HRD) continues to assist the Legislative Operating Committee (LOC) with the development of the draft Employment Law which was originally added to the LOC's Active Files List on September 17, 2014. The draft Employment Law will provide a fair, consistent and efficient structure to govern all employment matters of the Oneida Tribe.
 - HRD was also given the responsibility to draft the Rules that will provide expectations and standards for implementing the draft Employment Law.
 - The information includes recommended changes to the hiring process, disciplinary process, performance evaluations, holidays, paid time off, etc.
 - The draft Employment Law and Rules are both currently a being reviewed for legislative analysis by the Legislative Reference Office

- **DONATION OF HOURS.** The rules for the donation of hours will be changing effective January 1, 2016. IRS rules are dictating the changes. The previous standard operating procedures allowed for donation from one employee to another without any tax consequences. The employee must have a "medical emergency," which is a medical condition of the employee or family member of the employee that will require a prolonged absence. Donating hours for other reasons may be taxable to the donator. The requests will be going through HR for final approval to ensure compliance with the law and to avoid taxation for the employees. HR will communicate to the employment base about the changes, along with the new standard operation procedure, and the required form. Currently we have 79 employees with donation of hours at 1,697. The implementation date will be January 1, 2016.

- **EXEMPT STATUS CHANGES.** The Department of Labor is revamping the federal overtime laws. One of our main goals is to not wrongly classify a job/position to avoid paying overtime. There are five categories of exempt positions: Executive, Administrative, Professional, and Computer professional.
 - Weekly earnings threshold is going from \$455 to \$970/\$1000.
 - Duties test
 1. Exempt duties will be 50% of the employee's time devoted to managerial duties.
 - There are approximately, 623 exempt employees.
 - The impact may be as many as 344 employees being changed to non-exempt employees.
 - HR will review all job descriptions from Grade E01 to E05.
 - Determine criteria for consistent application across the Tribe.
 - The comment period closed on September 28, 2015. The Final regulations usually issue with 90 days of the close of comment period.

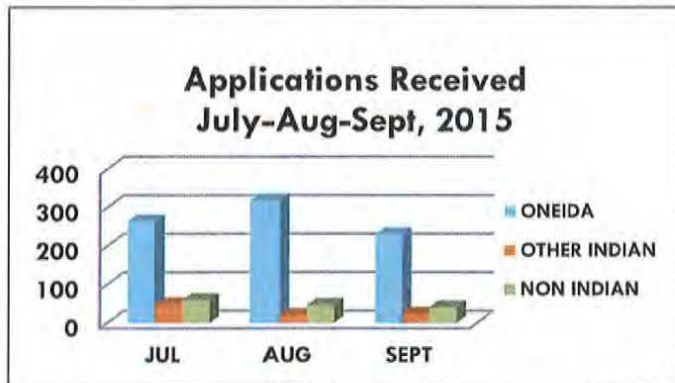
- **WAGE INCREASE SOP.** The human resources department drafted a SOP for implementing wage/salary increases. This SOP is attached and will provide guidance in how HRD will implement the increases moving forward. This SOP will not impact the .99 cent increase that was approved in September 2015. Some of the highlights include:
 - No increase for new hires, contracted-based on language, temporary employees, etc.
 - Employees over the maximum of their pay grade will be frozen. However, they will receive their increase in a one-time lump sum payment.
 - No increase for those employees who ranked unsatisfactory on their annual evaluation.

Budget: HRD submitted the following budget for FY 15:

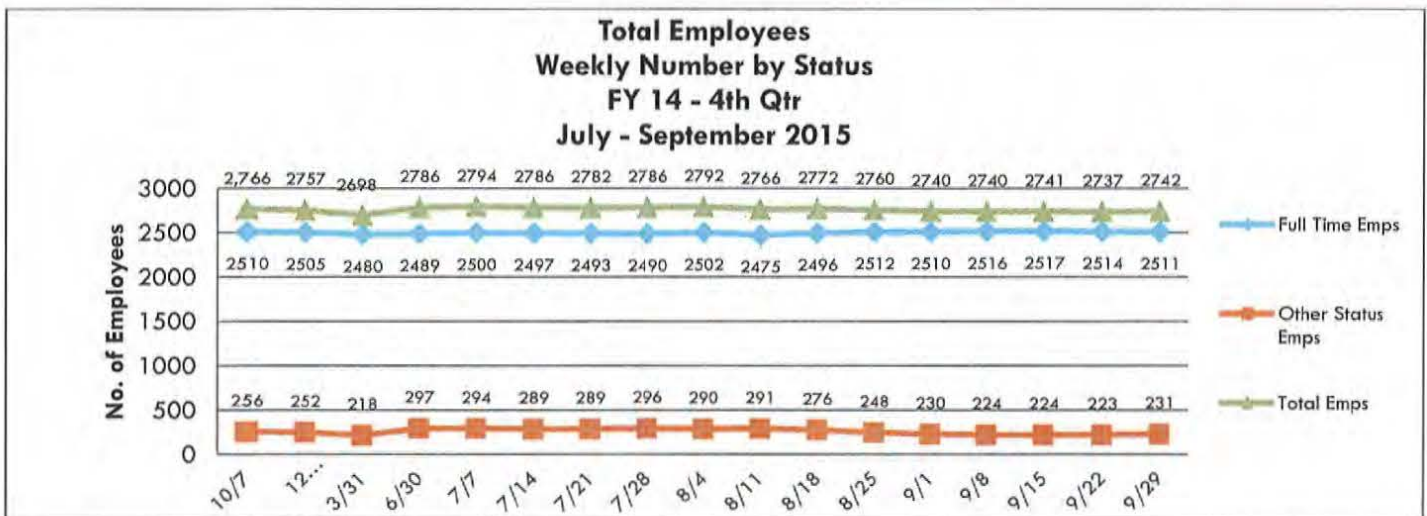
Department	Budget Amount	Funding Source	Spending YTD	Variance
Human Resources	\$2,034,187	Indirect Cost	\$ 1,997,102	\$ 37,085
Employee Assistance	\$ 192,068	Tribal Contribution	\$ 177,424	\$ 14,644
Workforce Development	\$ 325,161	Grant 79% & TC	\$ 246,047	\$ 79,114
Carryover Budget	\$ 113,885	TC	\$ 10,898	\$ 102,987
Student Intern Program	\$ 124,935	Tribal Contribution	\$ 100,857	\$ 24,078
Employee Incentive & Testing	\$ 4,469	Tribal Contribution	\$ 4,258	\$ 211

This year, Human Resources (HR) added the Employee Incentive and Testing budget. This budget will be used to recognize employees who have 25, 30, 35, and 40 years of service or more with a Years of Service gift. This past year, the Tribe had employees who reached their 40th year of service with the Tribe. We do not have the funds to retro gifts for employees from previous years. The Human Resources Department decreased the budget by \$276,392 from FY 14.

EMPLOYEES: Human Resources Dept. has 33 employees, Workforce Development has 3 employees and EAP has 2 employees. Three positions were eliminated in the budget process.



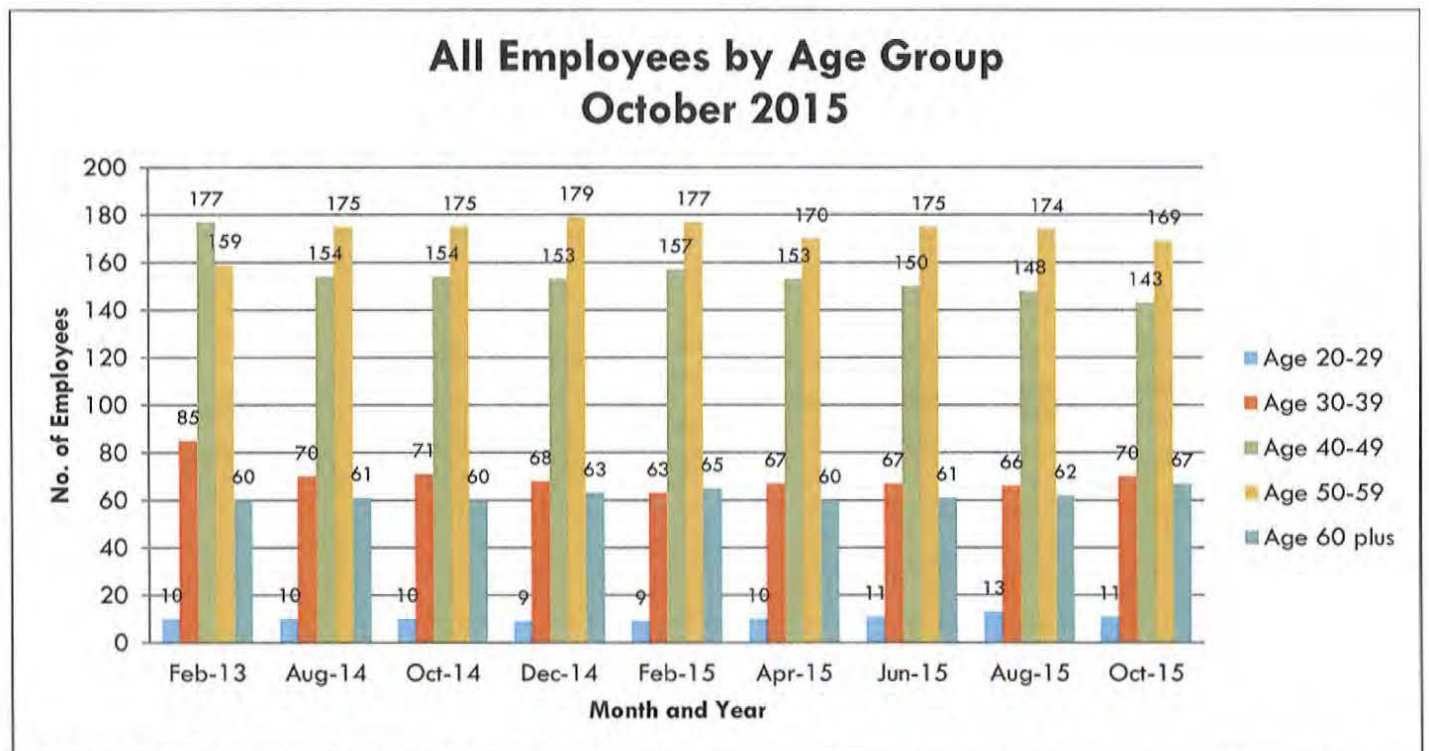
Reception Staff at Skenandoah Complex
Left to Right: Yasiman Metoxen and Olivia Danforth



The 4th quarter total number of employees for the Tribe is decreased slightly since October 2014. Full time employees maintained their level at 2510 at the beginning of the fiscal year and 2511 at the end of the fiscal year. During the month of June, employees are routinely laid off due to the nature of their work. The summer months bring on students and youth. The Intern program hired 30 college-level students. The youth programs hired approximately 30 students. Most of the students were done by the end of July. There are a few student interns working 20 hours a week or less at Oneida Recreation to help with tutoring. The maximum number of employees allowed per GTC resolution is 2950 full time equivalents.



The largest number of employees falls in the 50-59 age range at 27.44% based on 2719 employees. The second highest is 40-49 age range at 24.02%. There are 419 employees who are in the age group of 60 and over who could potentially retire or leave the workforce in the immediate future to 15 years. Human Resources is working on a Succession Plan to present to the OBC in the near future to address filling any critical positions that may become vacant as a result of an employee retiring.



There are 460 total supervisors. Of the 460, Oneida supervisors account for 375 of these supervisory positions.

HUMAN RESOURCES INFORMATION SYSTEMS (HRIS)/RECORDS

The team consists of Melinda K. Danforth-HRIS Manager, Terry Skenandore-HRIS Specialist and Vicki Cornelius-Records Technician.

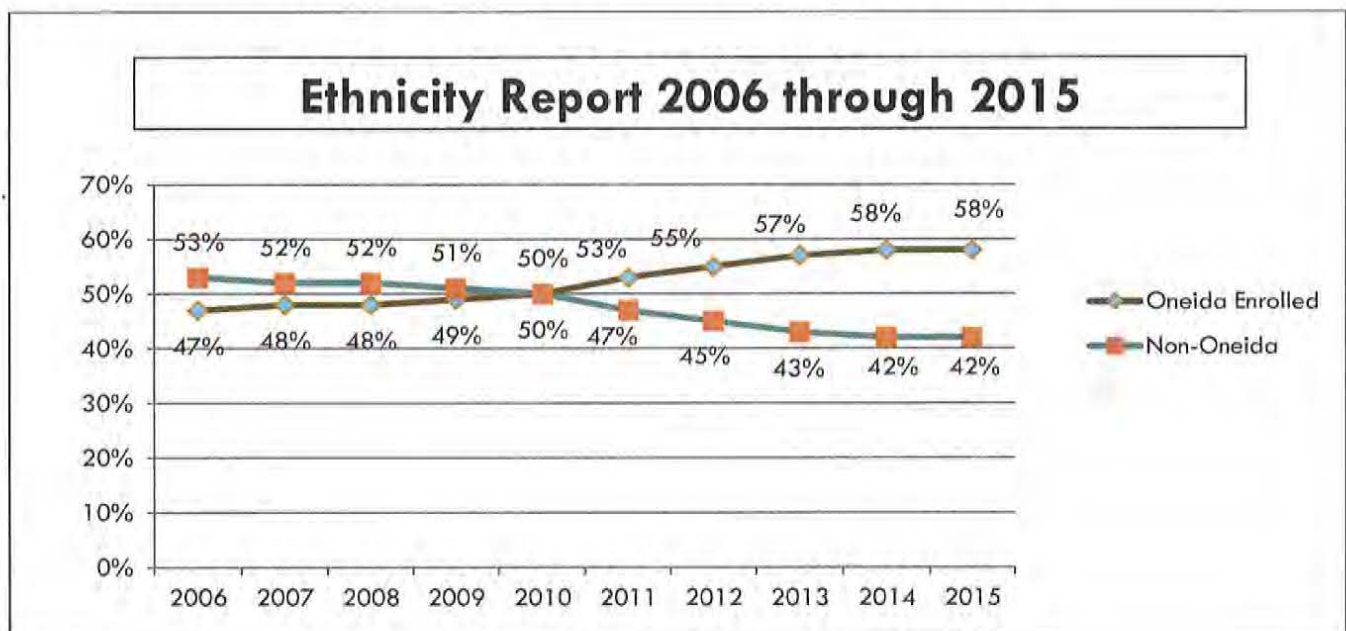
We ensure the HRIS Systems and applications, such as Supervisor Inquiry, Self-Service, Internal Reference Directory and Workforce Detail support the needs of the Human Resources Department. We enter all personnel data into the HR/Payroll System (Infinium), provide personnel data reports (Cognos) to management, complete verification of employment requests and oversee the Human Resources personnel files (OnBase).

In August we assisted with an audit, which included the review of 55 personnel files. As of September HRIS/Records took over the responsibility of completing unemployment verification requests.

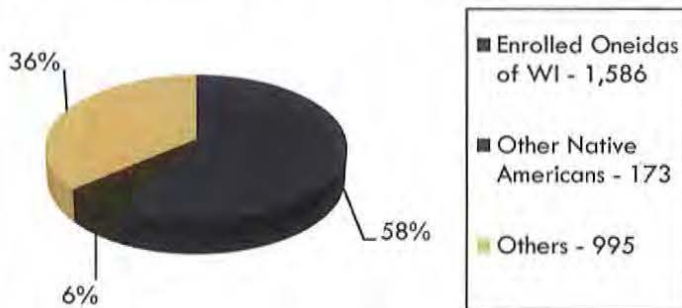
Functions	July	Aug	Sept	Total
HR/Payroll Entry Transactions	661	1974	453	3088
Employee Self-Service Entries	34	31	40	105
Employment Verifications	218	242	247	707
Unemployment Requests	n/a	n/a	30	30

*August count is high due to Annual Evaluation entries.

COMPENSATION, HIRING AND WORKFORCE DEVELOPMENT



Ethnicity Report - Sept 2014

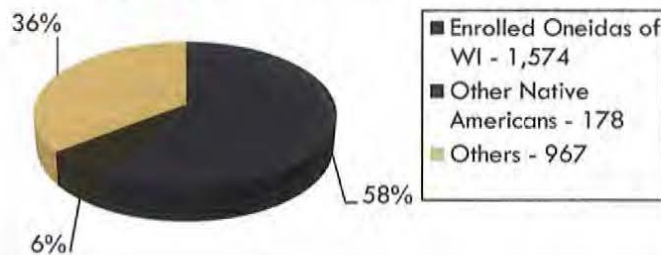


The Ethnicity report percentages remained the same as September. The rate returned to the same as last year at 58%.

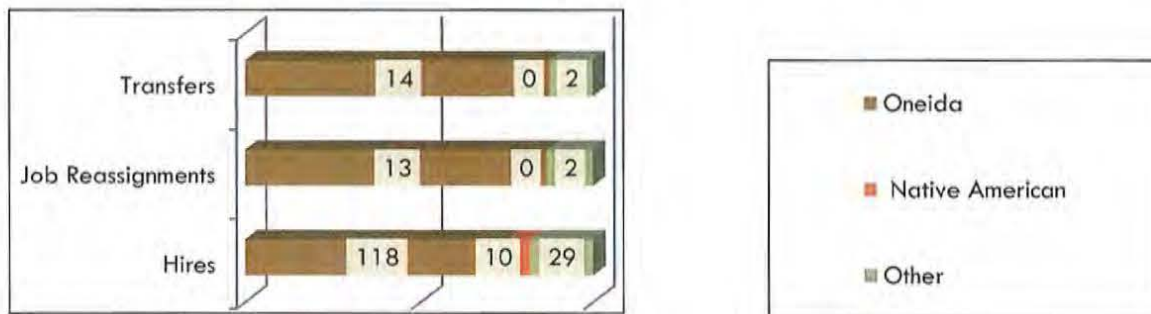
The decrease was due to the ending of the Student Intern and JTP workers compared with the 59% reported in the past quarter.

Reduction in Number of Employees. There were 2,754 employees in September 2014 and 2,719 employees in September 2015. This is a reduction of 35 employees in comparison to the previous year.

Ethnicity Report - Sept 2015

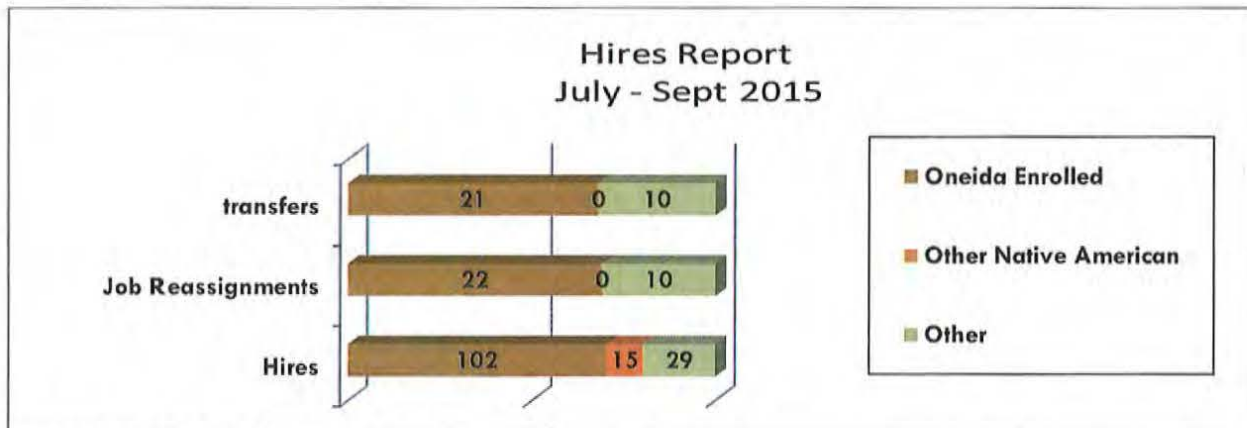


Hires Report July - Sept 2014



For April – June 2014

- 88% of all hires were filled with enrolled Oneida Tribal members.
- 87% of all job reassignments were filled with enrolled Oneida Tribal members.
- 75% of all transfers were filled with enrolled Oneida Tribal members.



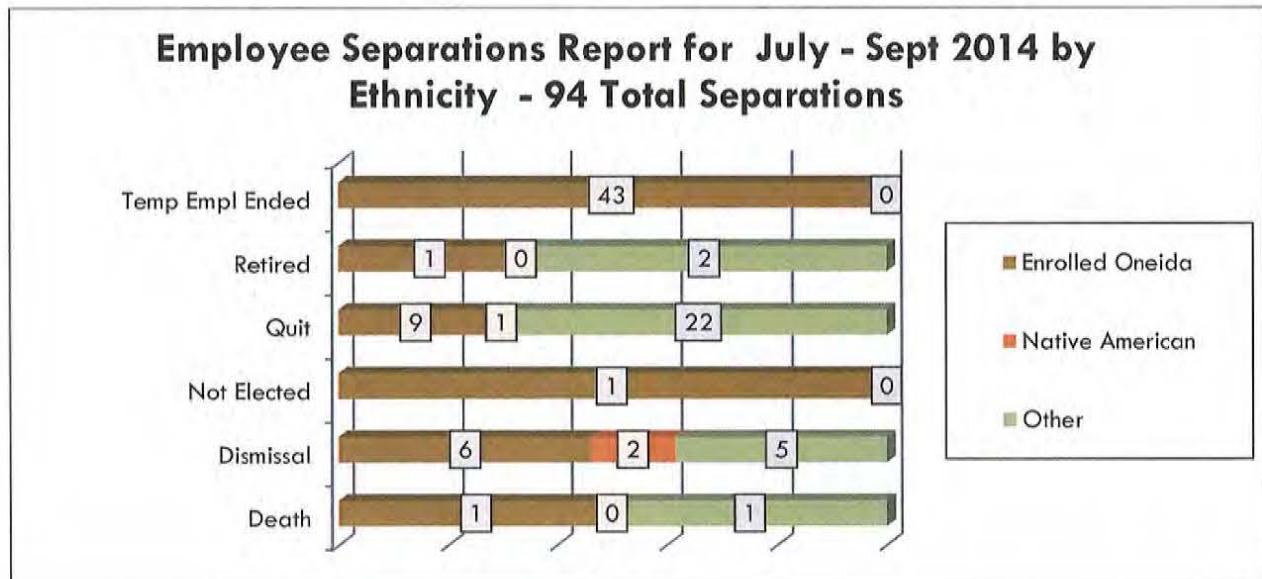
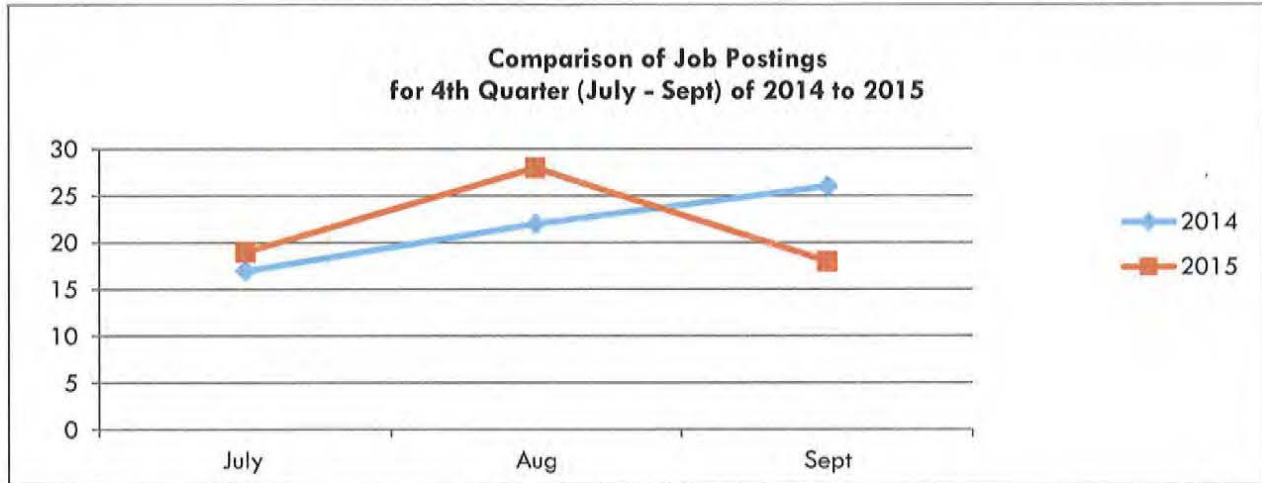
For July – September 2015

- 68% of all hires were filled with enrolled Oneida Tribal members.
- 69% of all job reassignments were filled with enrolled Oneida Tribal members.
- 70% of all transfers were filled with enrolled Oneida Tribal members.

Job Postings by Division for July, August and September 2014				
	July	August	September	TOTAL
Gaming	4	1	7	12
Comprehensive Health	0	3	1	4
Development	0	1	1	2
Land Management	0	0	0	0
Environmental, Health & Safety	0	0	0	0
Internal Services	0	2	1	3
Enterprise	0	0	0	0
Finance	0	0	0	0
Non-Divisional	10	13	5	28
Governmental Services	3	2	11	16
Total	17	22	26	65

Job Postings by Division for July, August and September 2015				
	July	August	September	TOTAL
Gaming	2	6	4	12
Comprehensive Health	3	4	5	12
Development	0	1	0	1
Land Management	0	0	0	0
Environmental Health & Safety	0	0	0	0
Internal Services	0	0	1	1
Enterprise	1	1	0	2
Finance	0	0	0	0
Non-Divisional	6	7	5	18
Governmental Services	7	9	3	19
Total	19	28	18	65

A total of 65 positions were posted from July through September of 2015 with an equal amount of job postings for this same period in 2014.



There were a total of 94 employee separations for the period of July through August 2014 in comparison to 174 employee separations for July – August 2015. The separations included 25 student interns in July in addition to 30 Youth Workers in August.

❖ Workforce Development Report for July, August and September 2015				
	July	August	September	TOTAL
TrANS	5	21	3	29
Work Certified	2	20	12	34
OutStanding Applicant	27	5	0	32
NWTC	1	2	10	13
FVTC	3	0	0	3
CMN	8	3	3	14
Supportive Services	2	13	8	23
Mock Interviews	3	5	12	20
Presentations	30	4	3	37
Client Outreach	165	77	65	307
Collaboration with partners	7	12	12	31
Total	253	162	128	543

During the 4th Quarter, Workforce Development did outreach to a total of 543 clients. Our Vision is to **Build a Strong Oneida Workforce**. Our project has two (2) objectives:

Objective 1: By October 2018, we will build an Oneida workforce by providing classes and training that will increase the knowledge, skill set, employability and earning potential for 180 Oneida community members

Objective 2: By October 2018, build both internal and external partnerships with employers and colleges to help 120 program participants obtain full-time employment within the community.

For this past quarter 60 people (this includes our partnership numbers) applied for TrANS- 19 participants were chosen and completed TrANS, 80% of the participants are currently employed. This program has given these participants confidence and some building tools to start a career in the trades. Some of the instruction/certifications received were OSHA-10, Flag Certification, CPR/AED & First Aid Certification, Blue print reading certification and Fork Lifting Certification.

We recruited 20 people for Work Certified however 12 were chosen and 8 completed the certification. WFD hosted an Employer Networking Session for those that completed the training. Seven out of 8 were interviewed by more than one employer. Employers that took part in the Networking session were IGS, Radisson, WI Building Supply, WEST, Kelly Services, and Gaming Services.

WFD has partnered with Fox Valley Technical College, Northeast Wisconsin Technical College, and College of Menominee Nation. We provide training for Commercial Driver's License (CDL), Forklift training, and assorted classes to get in good standing with Higher Education.

We have reached out to all of our clients to assess where they are now and what their current needs are. The next quarter will be very exciting. We are looking at providing Soft Skill training at least 3 weeks per month. We will be collaborating with Community Services Area and the WIOA program to hold a Work Certified class and Soft Skills training program at the end of November and December.

EMPLOYEE INSURANCES

During the fourth quarter of FY15, the Employee Insurance Department hired Kristin Jorgenson into the HR Assistant position. Preparation was done for the open enrollment that will occur in October 2015.

The Employee Insurance Department received 159 leave of absences (LOA) / Return to Work (RTW) from July through September.

The Employee Insurance Department provides benefit administration and employee assistance for: medical, dental, vision, disability, retirement plans, voluntary benefits, flex spending, orientation, and workers compensation.

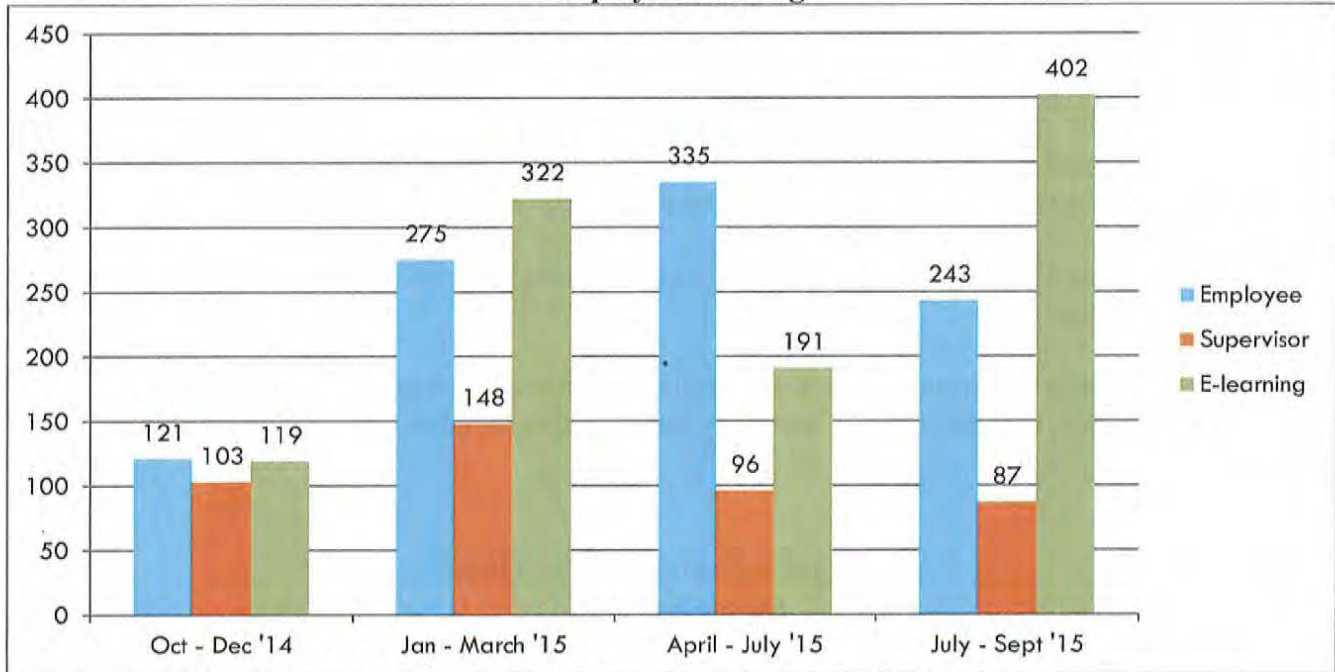
MONTHLY INSURANCE COUNT September 2015

Breakdown	Employee Count	COBRA count	Breakdown	Employee Count	COBRA count
401K	1,646		Medical – Single	850	2
LIF52	2,500		Medical - Limited Family	466	
Short Term Disability	2,095		Medical – Family	629	
Long Term Disability	2,068				
Delta Dental – Single	650	5	Vision - Single	770	4
Delta Dental- Limited Family	452	1	Vision - Limited Family	534	1
Delta Dental - Family	627		Vision - Family	731	
Dental Associates – Single	134				
Dental Associates – Limited Family	84				
Dental Associates - Family	112				

The Insurance team consists of: Christina Blue Bird, Kimberly Schultz, Kristin Jorgenson and Josh Cottrell

TRAINING & DEVELOPMENT

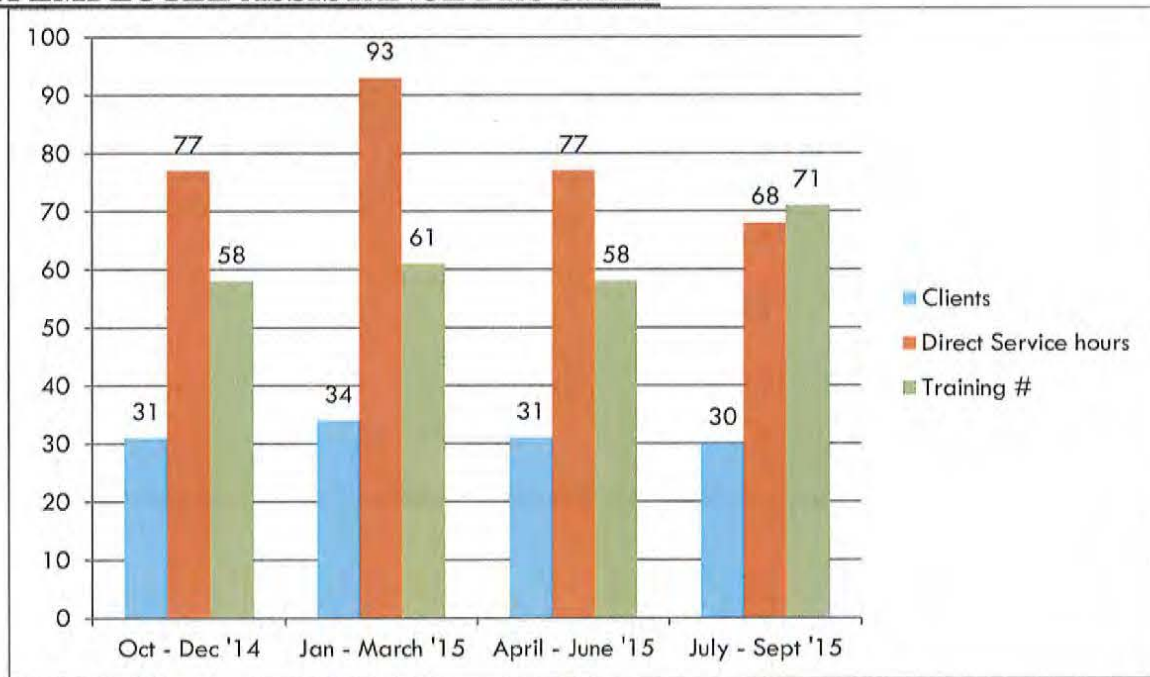
Employee Training



*Conducted Reptile Brain session for Radisson, about 80 employees trained.

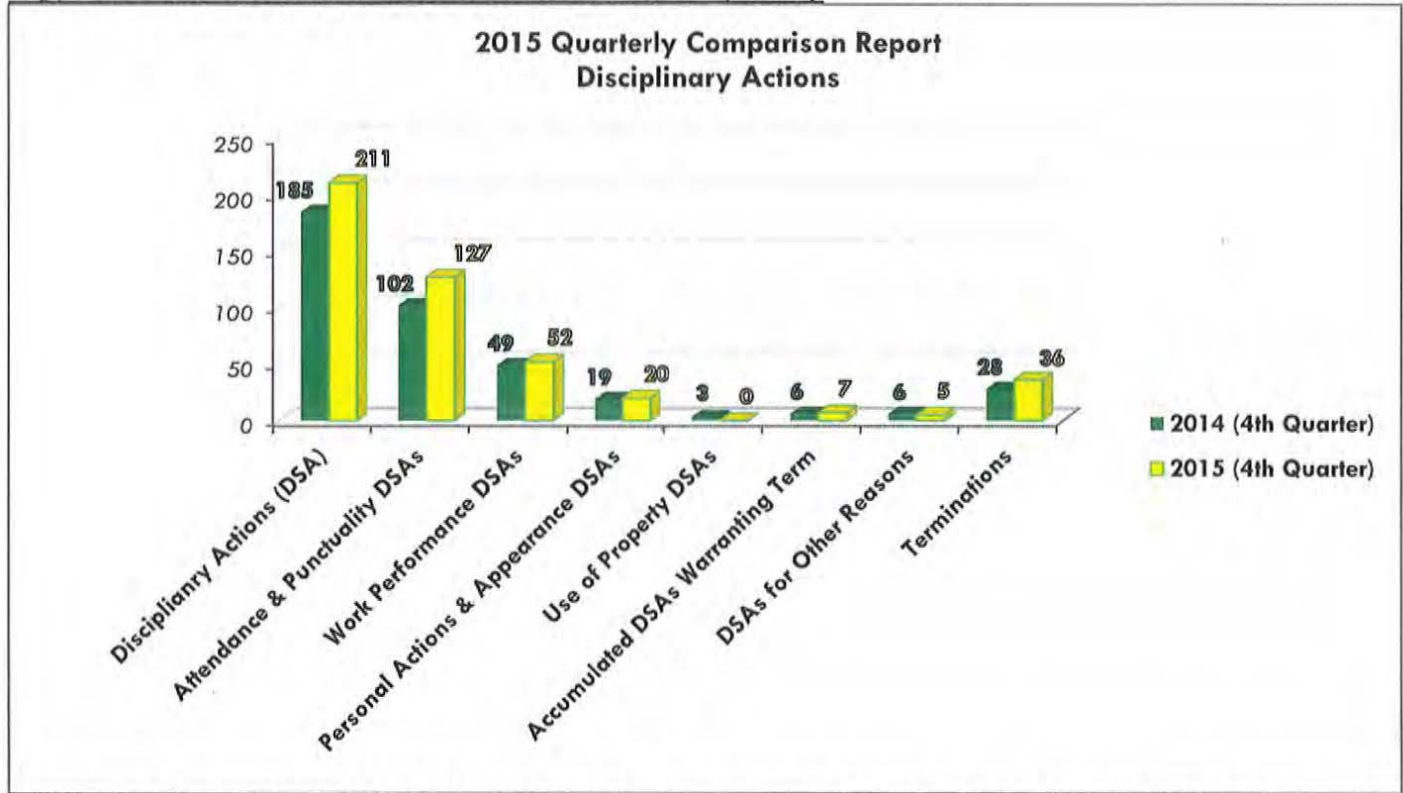
*Conducted annual Interview Certification for Personnel Commission (12).

ONEIDA EMPLOYEE ASSISTANCE PROGRAM



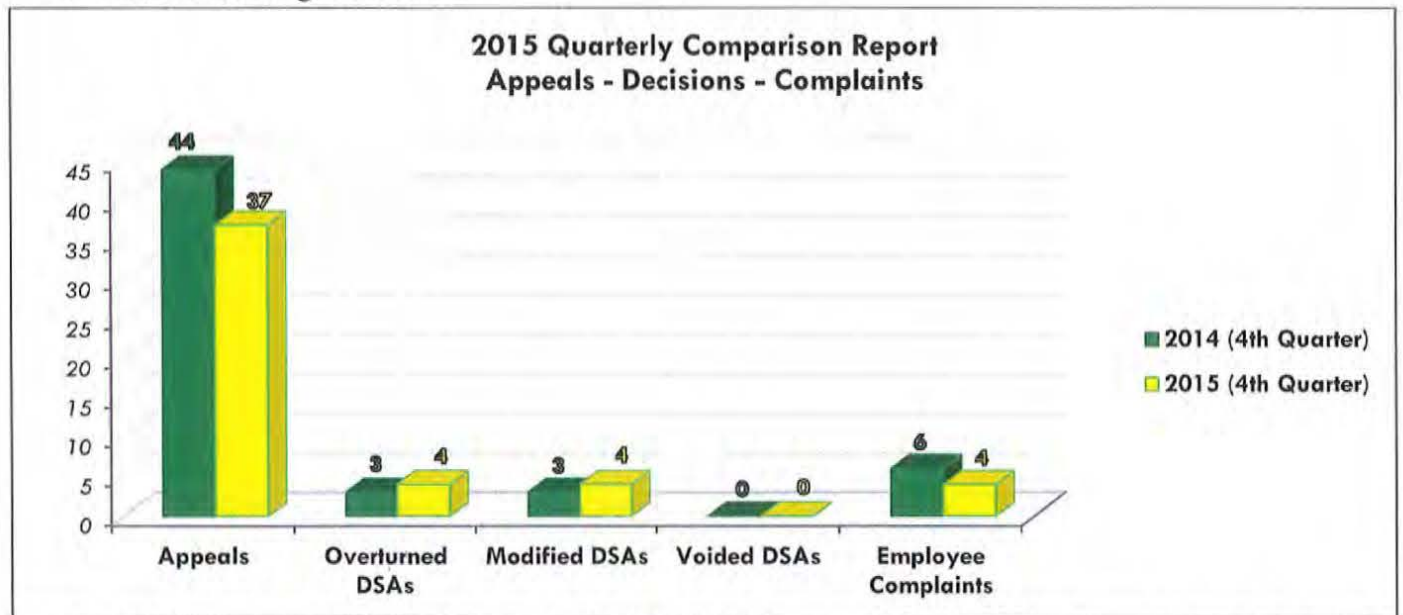
EAP Training includes: Book Clubs, Brown Bag lunch topics, Stress Management

*There were five Return to Work Agreements this quarter.

EQUAL EMPLOYMENT OPPORTUNITIES (EEO)

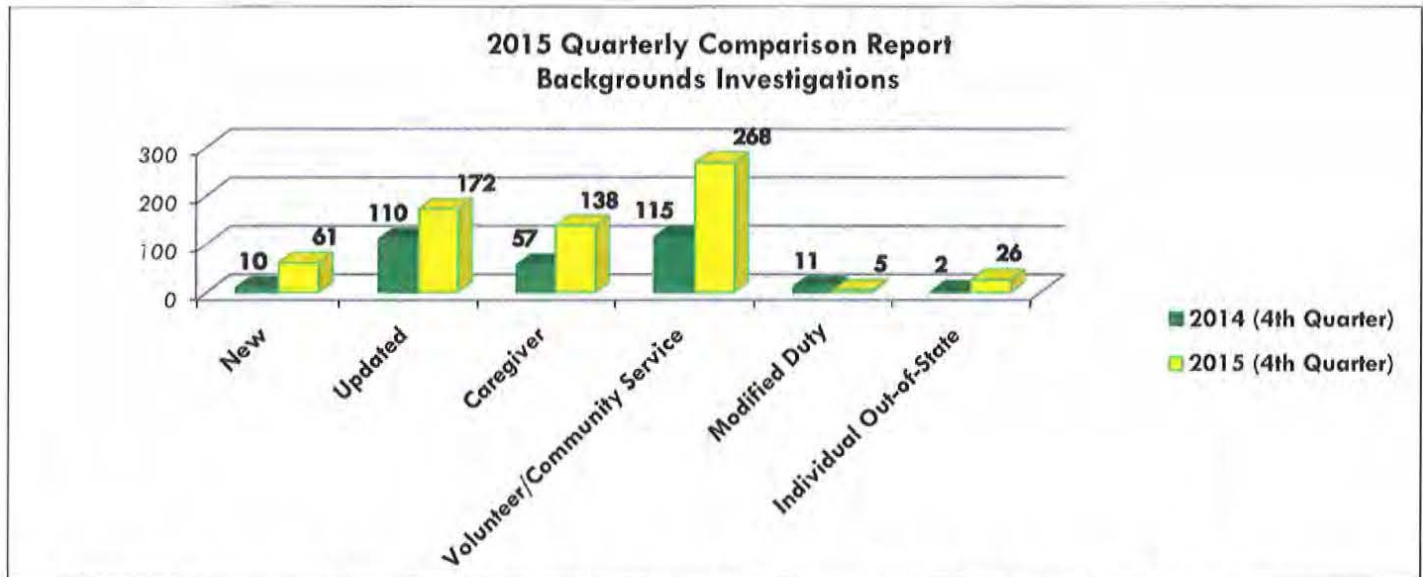
During the 4th quarter of 2015, the 5 disciplinary actions issued to employees for reasons other than disciplinary reasons were as follows:

1. Unable to return from a Leave of Absence = 3
2. Loss of Driver's License = 1
3. Loss of Gaming License = 1



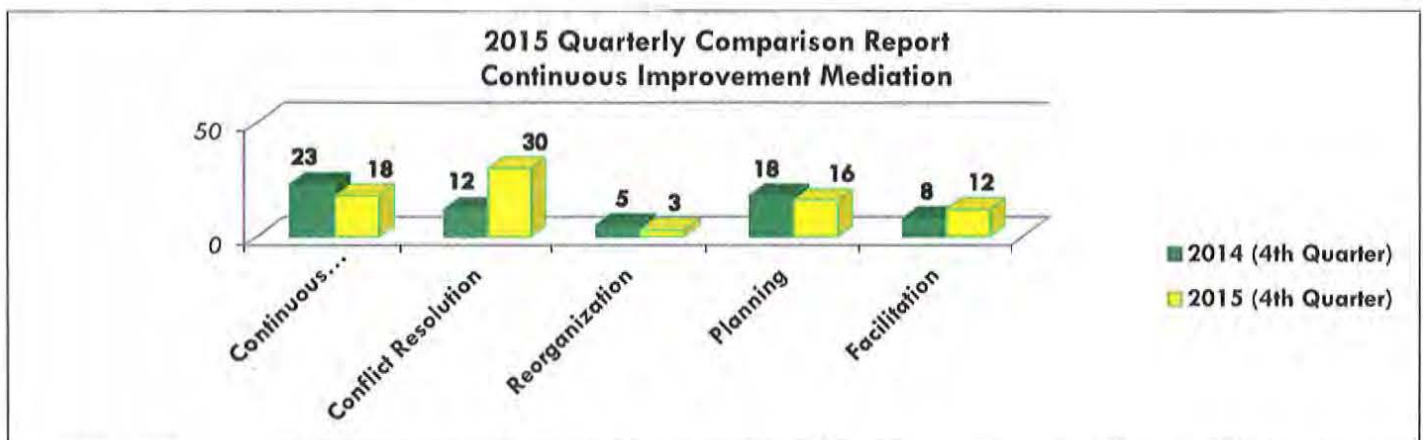
During the 4th quarter of 2015, there were 4 disciplinary actions overturned, 4 disciplinary actions were modified, and 4 complaints were filed:

1. Overturned DSAs = 4 warnings.
2. Modified DSAs = 2 terminations modified to suspensions, 1 termination modified to a warning, & 1 suspension modified to a warning.
3. Complaints = 2 for alleged sexual harassment, 1 for alleged harassment (filed by customer), & 1 for allegedly creating hostile work environment.



During the 4th quarter of 2015, the reason for increased background investigations were for the following reasons:

1. Due to job vacancies at the AJNH, Health Center, Schools, and Elder Services there were more caregiver backgrounds processed.
2. Parents had to fill out volunteer backgrounds for the entire school year.
3. Coaches for Tribal Schools were required to complete and/or update their backgrounds for fall sports.



During the 4th quarter of 2015, the increase conflict resolution was due employees being placed back on probation due to unsatisfactory annual performance evaluations.

- This led to individual meetings with the supervisor and employee, and then an occasional meeting with both parties in conflict resolution.

ONEIDA TRIBE OF WISCONSIN STANDARD OPERATING PROCEDURE	TITLE: Organization-Wide Salary/Wage Adjustments –Work Standards	ORIGINATION DATE: 05/06/2015 REVISION DATE: 10-30-2015 EFFECTIVE DATE: After last signature
AUTHOR: HRD	APPROVED BY: <i>Compensation and Employment Director</i> <i>Maureen J. Cwe</i>	DATE: <i>11-3-2015</i>
DEPARTMENT: All	APPROVED BY:	DATE
DIVISION: All	APPROVED BY:	DATE:
EEO REFERENCE NUMBER: #1291	COMPLIANCE REVIEW BY: <i>EEO</i> <i>[Signature]</i>	DATE: <i>11/3/15</i>
PAGE NO: 1 of 2	APPROVED BY: <i>HRD Manager</i> <i>Geraldene R. Doughty</i>	DATE: <i>11/03/15</i>

1.0 PURPOSE: To define the work standards for implementation of organizational-wide Salary or Wage Adjustment.

2.0 DEFINITIONS

- 2.1 **Bonus:** A lump sum payment to an employee in lieu of an increase in their hourly wage or annual salary (for the purposes of this work standard).
- 2.2 **Contracted Positions:** Employees under an Employment Contract or Agreement.
- 2.3 **Elected Official:** An enrolled Oneida tribal member elected into office through a Tribal Election Process.
- 2.4 **Organizational Wide Salary or Wage Adjustment:** Salary or Wage adjustment implemented for all eligible employees as determined by the Oneida Business Committee (OBC) or General Tribal Council (GTC) action.
- 2.5 **Salary:** a fixed regular payment made by an employer to an exempt employee.
- 2.6 **Salary or Wage Adjustment:** Increase in employee's wage or salary.
- 2.7 **Temporary Classifications:** Emergency/Temporary, Student Interns, Youth Workers, Adult Work Experience Workers and Sub-Relief.
- 2.8 **Wage:** a payment made by an employer to an hourly employee.

3.0 WORK STANDARDS

Organizational Wide Salary or Wage Adjustments

- 3.1 The Oneida Business Committee, through the Tribal Budget Approval Process or the General Tribal Council, through a petition, approves an organizational wide salary or wage increase for all employees.
- 3.2 The HRD Manager will implement the salary and wage increases according to this work

- standard.
- 3.3 The following classifications of employees are eligible for a salary or wage adjustments when budgeted:
- 3.3.1 Part-time, half-time, full-time regular status (includes probationary, interim, additional duties, modified duty),
 - 3.3.2 Employees who are at or above the maximum of their position's determined grade will receive the annual wage or salary adjustment in the form of a one-time bonus if the employee ranked at satisfactory or above on their annual performance evaluation.
 - 3.3.3 Employees on an approved leave of absence will receive this increase upon their date of return to their job if the employee ranked at satisfactory or above on their annual performance evaluation.
 - 3.3.4 Politically appointed employees. Those employees who work for a Board Committee or Commission and are on the payroll systems.
- 3.4 The following classification of employees are not eligible for an organizational wide salary or wage adjustments as approved by GTC through a petition or through the Tribal Budget Approval Process:
- 3.4.1 Employees who have been employed for less than one (1) year from the effective date of the salary or wage adjustment.
 - 3.4.2 Employees who have ranked unsatisfactory on their annual performance evaluation.
 - 3.4.2.1 An employee who is placed on probation as a result of their annual performance evaluation may receive their annual wage or salary adjustment upon satisfactorily passing their annual performance evaluation. Effective date of the increase is the day the employee is off probation.
 - 3.4.3 Employees under Contracted Positions if there is an annual adjustment within the contract.
 - 3.4.4 Employees who have received a merit increase or a wage or salary adjustment, due to market. The HR manager or designee will review on a case by case basis.
- 3.5 General Tribal Council has the authority to approve or deny an increase for Board, Committee and Commission members on the Tribal payroll system.
- 3.5.1 If GTC does not exclude a salary increase for any Board, Committee or Commission members who are on the Tribal payroll system, the Board Committee or Commission member will receive the increase.

4.0 PROCEDURES

5.0 REFERENCES

- 5.1 Personnel Policies and Procedures Section IV Compensation and Benefits

Oneida Business Committee Agenda Request

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 10, 2015, regular Business Committee meeting; to request the Liaison follow-up to ensure a representative will be present to answer questions; and to request financial information be provided in the report, seconded by David Jordan. Motion carried unanimously.

1. Meeting Date Requested: ~~10 / 28 / 15~~ 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

3. Supporting Materials

Report Resolution Contract

Other:

1. 3.

2. 4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

****Requested Action****

1. Accept Anna John Residential Centered Care Community Board FY '15 4th quarter

1) Save a copy of this form for your records.

2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Anna John Resident Centered Care Community Board (AJRCCC)FY'15th 4TH Quarter Report

Submitted by: Kimberly Schultz, Vice-Chair

The purpose of the AJRCCC board is to serve in an advisory capacity for Anna John Nursing Home (AJNH) ensuring the operations are within the guidelines and policies of the Oneida Tribe of Indians of Wisconsin and within all the regulations, rules, and policies governing the operation of a nursing home. The Board also ensures the AJNH maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

A. Current members of the AJRCCC Board are:

Chairperson	Vacant
Kimberly Schultz	Vice-Chair
Tracy Smith	Secretary
Carol Elm	Member
Patricia Moore	Member
Warren Skenandore	Member
Member	Vacant

Once the board member positions are filled, elections for the Chairperson will be held. Position was vacated by the resignation of Jacob Metoxen.

As of August 2015, AJRCCC had 46 staff members. Of those 46; 13 are Oneida enrolled and 5 are American Indian or Alaskan Native. (Since January the percentage of Oneida employees has increased from 17% to 29%).

B. The State Survey was completed in July for the AJRCCC. The survey was conducted over a three day period. Survey is done for the grading system on CMS guidelines. Management reported that the survey results were very good with six (6) deficiencies noted, none of which were major. Congratulations to the AJRCCC Administration and Staff on a job well done.

- C. The Veterans Administration and AJRCCC have reached an agreement for nursing home care for Veterans. This agreement will serve our Veterans in need of nursing home care without having to relocate from the area. Agreement is effect for the next year, with an opportunity for renewal.

- D. Significant progress has been made at the AJRCCC with the current and retro billing of Accounts Receivable. This effort has been possible with the added position of a Finance Coordinator. These efforts have a positive impact on the overall budget. AJRCCC revenue has been exceeding the expenses throughout 2015.

- E. The average occupancy of AJRCCC varies between 39-42, with full occupancy being at 48 beds. Generally speaking, the summer months are a slower time for occupancy with nursing homes. Occupancy rates are expected to increase coming into fall/winter months and with the new VA Agreement in place.

- F. AJRCCC is an entity within the Oneida Comprehensive Health Division. The strategic plan within the Oneida Comprehensive Health Division is focused in the following four areas:
 - 1. Improve access to care across the Health Division
 - 2. Continuous Quality Improvement
 - 3. Optimize Technology
 - 4. Enhance Our Workforce

The board looks forward to their continued partnership with the Oneida Comprehensive Health Division, AJRCC Administration/ Staff and the Oneida Community.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Defer Oneida Nation Commission on Aging FY '15 4th quarter report to the November 25, 2015, regular Business Committee meeting.

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Lois Strong, ONCOA Coordinator
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Due to the change in the OBC meeting from November 11th to November 10th, ONCOA is requesting that the ONCOA quarterly report due on November 10th be deferred to the OBC meeting on November 25th. ONCOA holds their regularly monthly meeting on the second Tuesday of the month which is November 10th. Because of the change in the OBC meeting date, a conflict in meeting time occurs for ONCOA. Presenting the ONCOA quarterly report on November 25th would resolve the conflict for ONCOA.

Please let me know if the change in presenting the quarterly report is accepted. Thank you.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

- Accept as Information only
- Action - please describe:

3. Supporting Materials

- Report Resolution Contract
- Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

- Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

ONEIDA ELECTION BOARD QUARTERLY REPORT
July - September 2015
October 19, 2015

Report Submitted By: Racquel Hill, Chairperson
 920.869.4388
[Election Board@oneidanation.org](mailto:Election_Board@oneidanation.org)

Board Members: Racquel Hill, Chairperson
 Jon Frion, Vice Chairperson
 Melinda K. Danforth, Secretary
 Vicki Cornelius
 Constance Danforth
 Lori Elm
 Barb Erickson
 Teresa Schuman
 Sunshine Wheelock

BC Liaison: Melinda J. Danforth, Vice Chairwoman
 Alternate Lisa Summers, Tribal Secretary

Meetings:	Regular Meeting	GTC Meeting	Emergency/ Special
July	3	1	1
August	1		
September	1	2	

Highlights for the quarter include:

1. The 2015 Special Election for all vacancies on the various boards, committees, and commissions was held on July 11, 2015 at the Oneida Health Center in Oneida and at SEOTS in Milwaukee. This election was first to allow 18-21 year olds to vote per results of the Secretarial Election.
2. Worked with the Legislative Operating Committee (LOC) on concerns and questions regarding utilization of alternates, the amended Election Board Bylaws, along with the Comprehensive Policy Governing Boards, Committees, and Commissions.

Goals and objectives:

- ❖ Conduct Tribal Elections in compliance with Tribal law.
- ❖ Develop, adopt, and review applicable standard operating procedures in compliance with By-Laws, Election Law, and Comprehensive Policy Governing Boards, Committees and Commissions
- ❖ Strive to serve the Oneida membership fairly while being fiscally responsible.

Meeting information: In the 4th quarter of FY2015, the Election Board was very busy with the 2015 Special Election. Meetings were scheduled as needed to plan, prepare, and conduct the special election in July, 2015; conduct a recount per candidate request, and complete and approve the final report for submission. There was an issue surrounding delegating alternates due to recusals of Board Members and requiring additional alternates for the Milwaukee polling site and GTC meetings which has been resolved.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution

Budgeted - Grant Funded

Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Mark A. Powless Sr., OGC Chair

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

ONEIDA GAMING COMMISSION QUARTERLY REPORT

FY 2015 Second Quarter: July, August, and September

Prepared on October 27, 2015

Article I. Purpose

The purpose of the Oneida Gaming Commission (OGC) is to protect the assets and integrity of Oneida Gaming through regulatory oversight. The OGC regulatory oversight leads to current and consistent regulatory practices within the gaming operation.

Article II. Names

2-1. There are four (4) full time Commissioner positions: Chairman- Mark A. Powless Sr., Vice Chair- Matthew W. Denny, Secretary- R. Tom Danforth, and Commissioner (Vacant). The OGC also has an Executive Director who oversees eleven (11) staff members and the OGC also oversees thirty-seven (37) Surveillance personnel.

2-2. Report is submitted by the Oneida Gaming Commission Executive Director, Tamara Van Schyndel. The Oneida Gaming Commission can be reached by calling 920-497-5850.

2-3. The Oneida Business Committee Liaison for the Oneida Gaming Commission is Brandon Yellowbird-Stevens.

Article III. Meetings & Reports

OGC Meetings

July	07/13/15 Regular
	07/27/15 Regular
August	08/17/15 Regular
	08/28/15 Special
	08/31/15 Special
September	09/11/15 Special
	09/14/15 Regular
	09/28/15 Regular

Security Joint Meetings

July	07/13/15
August	08/10/15
September	09/14/15

Gaming Joint Meetings

July	07/14/15
August	CNX
September	CNX

Employee Investigations

	License Investigations	Temporary Licenses (Work Permits) Approvals/Denials	New Employee Orientation
July	15	65/15 Denials	15
August	13	84/15 Denials	27
September	29	143/10 Denials	16

Employee Licensing and Hearings

	Employees Licensed	Hearings
July	65	0
August	84	1
September	143	0

Vendor Licensing and Permitting

	Gaming Service Vendors Licensed	Non-Gaming Vendors Permitted	Vendor Work Permits
July	1	0	06/0 Denials
August	0	0	15/0 Denials
September	1	0	66/0 Denials

Surveillance Reports

	# of Reports
July	32
August	19
September	20

July

- Budget Consolidations and Meetings
- NIGC Regional Training in Hinckley, MN 07/14/15-07/16/15
- ONGO Amendments Public Hearing (07/30/15)

August

- Vendor Licensing Overview and Expectations (08/04/15)
- Revision work on Oneida Nation Gaming Ordinance
- Commissioner Oath of Office

September

- Commissioner Resignation (09/11/15)
- OGC Chairman Mark A. Powless Sr. was reelected for a 3rd term as the Vice Chairman of the National Tribal Gaming Commission & Regulators (NTGCR) Board
- Departmental Workforce Analysis
- Budget Consolidations and Meetings
- Oneida Nation Gaming Ordinance approved by OBC (09/09/15)
- Oneida Nation Gaming Ordinance submission to National Indian Gaming Commission (09/21/15)
- NIGC Gaming Regulatory Technology Training in New Buffalo, MI 09/22/15-09/24/15.

Business Committee Meeting

9:00 a.m. Wednesday, November 10, 2015

Thank you for printing clearly

Heather Heuer

BRAD GRAHAM

BILL GRAHAM

Jeff Mears

TROY PARR

Sum Brown

Chyan

Julie Bork

Ms. Liggins

Maddyn Genstow

Kalinda

Kathy Metzen

Tim Stenardson

Julie Denny

MARK Paulsen

James Peterson

Gene Schubert

Michelle Mears

Judith Channon

PAUL WITEK

Geraldine Daulton

Nancy Dallas

Frank Cornelius