

2020 report template

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 2/18/2020

Submitted by: Aliskwet Ellis, Recording Clerk

OBC Liaison: Chairman Tehassi Hill

OBC Liaison: Councilman Kirby Metoxen

ONEIDA PERSONNEL COMMISSION

Purpose:

The OPC was created by the Oneida General Tribal Council to represent the Oneida community-at-large in the selection of the Nation's employees and to shield those employees from inconsistent and unfair treatment by: Protecting against issues of nepotism; Enforcing Oneida and Indian preference; Hearing and deciding appeals of disciplinary action filed by employees of the Nation; and Carrying out all other powers and duties delegated by the laws of the Nation, including, but not limited to, the Oneida Personnel Policies and Procedures.

BCC Members

Sandra Skenadore
Chair
03/31/2021

Carol Smith
Commissioner
03/31/2024

Carole Liggins
Vice-Chair
03/31/2023

Renee Zakhar
Commissioner
03/31/2022

Daniel Thomas
Secretary
03/31/2020

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: 0

Meetings

Held every 3rd Tuesday of the month.

Emergency Meetings: 0

Contact Info

CONTACT: Sandra Skenadore

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: opc-sske@oneidanaiton.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Personnel-Commission>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

To have all commissioners complete the training indicated by the Oneida Personnel Commission By-Laws.

IS THIS A LONG-TERM OR QUARTERLY GOAL? Quarterly.

GOOD GOVERNANCE PRINCIPLE:

Rule of Law - Ensuring the rules are known and applied equally to all with clear appeal (if needed) and are enforced by an impartial regulatory body, for the full protection of Oneida Nation stakeholders

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

By completing the training, the commission will be in compliance with their by-laws.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Three of the commissioners have completed the minimal E-Learning training to be able to sit in on interviews. The Commission still has not sit in on any interviews. Training is continuing as it is offered by HRD on a quarterly basis.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The commissioners will work to complete their training to become a fully functional Oneida Personnel Commission.

Outcome/Goal # 2

Define relationship between HRD and the Oneida Personnel Commission.

IS THIS A LONG-TERM OR QUARTERLY GOAL? Long-term

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The General Tribal Council moved to put the OPC back in the HRD processes. The commission is working toward more effective communication with HRD. Open communication will give a clear role for both parties to participate in this process for the benefit of the Nation.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The commission has met with HRD twice to discuss roles and responsibilities. To date the commission has not participated in any interviews or hearings.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The membership can expect Oneida Personnel Commission to begin participation in the HRD processes by FY2020 Quarter 3.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 05-08-19-B sets the stipend amounts.

Budget Information

FY-2020 BUDGET: \$391,945

FY-2020 EXPENDITURES AS OF END OF REPORTING PERIOD: \$1,083

Enter budget utilization information, if needed.

Requests

Joint Meeting with the Business Committee.

Other

Published article in Kalihwisaks introducing the new Commission.

Meet the new Oneida Personnel Commission

Sandra Skenadore - Chairwoman

Employment History: Oneida Nation WIOA Job Training Program Counselor, Oneida Community Options Program Coordinator, Oneida Family Services Director, Indian Child Welfare Coordinator, ORTEK Human Resources Director.

Education: BA in Social Change and Development - UWGB, Graduate Courses in Community Human Services - UWGB, Associate Degree in Marketing - NWTCC

Certifications: Tribal Judicial Studies - National Judicial College, Reno, NV, Certified Mediator

Why you applied to the Oneida Personnel Commission: I applied for the OPC to be part of the team which selects our Nation's employees in a fair and consistent manner. It is my honor to be selected and I will do my best while utilizing my education, training, and employment experience.

Other info you want the Oneida Membership to know about you: I am



Submitted photo

Left to right: Carol Smith, Sandra Skenadore, Daniel B. Crowsee Thomas, Carol Liggins and Renee Zakhar are the current Oneida Personnel Commissioners.

Wolf Clan, the daughter of the late Josefa and Warren Skenadore, mother of Sid (Emma) White, and Fawn (Louis) Cottrell, grandmother of Deja, Gavin, Elis, Josalyn, Cade, Chloe and Cameron, and sister of Christine Klimmek, and Kathe (Randy) Cornelius.

I've served on numerous committees, commissions and boards through the years: Head Start Parent Committee, Oneida Nation School Board, Oneida Child Protective Board, Oneida Police Commission, Anna John Resident Centered Care Community Board and two terms on the Oneida Appeals Commission.

Carole Liggins - Vice-Chairwoman

Employment History: Currently retired. Was Business Committee Assistant to the Vice Chairwoman Kathy Hughes from 2001-2010. In 1968, I began my career with the US Postal Service in Rosemead CA returning to Oneida where I served as Postmaster from 1984 until my retirement from the USPS in 2000.

Education: Although I did not attain a degree, I was enrolled at UWGB and at CMN taking business, accounting and other related courses.

Being appointed then elected to the

Oneida Appeals Commission I was afforded the opportunity to participate in many judicial trainings at the National Judicial College in Reno, NV along with numerous other Administrative Law training sessions.

Why you applied to the Oneida Personnel Commission: Some of the reasons I applied for the Oneida Personnel Commission was to continue to be active in our community; to assist in the transition of the Commission and since I am retired, I have the time to devote to Commission duties.

Other info you want the Oneida Membership to know about you: In addition to serving on the Oneida Appeals Commission, I had been elected to the Oneida Nation School Board and the Oneida Trust Enrollment Committee. Along with the Personnel Commission, I currently serve on the Oneida Nation Commission on Aging (ONCOA)

Daniel B. Crowsee Thomas - Secretary

Employment History: (Journeyman) Wisconsin Operating Engineers

• See 32, Oneida Personnel Commission

2019 ONEIDA GIVING TREE



Greetings,

The Holiday Season is quickly approaching and although it's a little early to put up a Christmas tree children's tags are now available. You can stop by Oneida Social Services Building via the main entrance reception area to select a child or you can request a child's information can be sent to you via interoffice mail or email.

This year there are over 500 children on the tree.

Most of the children on the Giving Tree are clients of Oneida Social Services (Indian Child Welfare, Domestic Violence, Juvenile Diversion, Economic Support, Head Start, Child Support etc.). Although the number is very minimal, we do accept applications from those who are not clients of Social Services but are Oneida Enrolled and are in financial need of assistance during the Holidays.

Each child's ornament tag has information/gift suggestions for the child. There is no required dollar amount for the gifts although the average has been between \$20 - \$30. We ask the gifts to be new and returned to Oneida Social Services Building by Dec. 13, 2019.

Wrapping the gift is optional however if you choose to wrap the gift please securely attach the child's ornament tag to the outside of the package to ensure the correct child receives your gift.

Teen Department Challenge

Each year pre-teens and teenagers have been a challenge to get selected from the Giving Tree. To ensure all the children are selected we have initiated a Department Challenge. For every 5 pre-teens or teens your department selects you will receive an entry into a \$100 pizza party drawing, choose 10 youth receive 2 entries, etc. Prize drawing will be held Dec. 19th

If you have any questions or would like more information on how to sponsor a child free fee to contact me.

I would like to thank everyone in advance for the continuous generosity and support.

Michelle Roberts,

Oneida Giving Tree Coordinator
mroberts@oneidanation.org
920-490-3769



From page 22/Oneida Personnel Commission

Education: Fox Valley 4.0 GPA Codes & Related Studies

Certifications: 1997 Apprentice of Year Operating Engineers, Guardian Ad Litem, Recovery Coach, White Bison Facilitator, Labor Organizer O.E.W. #139

Why you applied to the Oneida Personnel Commission: The Oneida Nation of Wisconsin has risen to a place of integrity. With this comes responsibility to us to hold the Spiritual Principles & Concepts of our Government, Laws, Bylaws, Hiring Processes and all HR Procedures this Oneida Nation watches over. I am a retired Engineer who has witnessed the creation of this Oneida Nation. I am available to be of service. I am a person whom people trust to do the duties of this Commission.

Other info you want the Oneida Membership to know about you: An Oneida man who believes in the spiritual gifts our people have to offer this troubled world and who is dedicated to serving our community for the sustainability of our tribe and life. My roots are here, and

I am proud to finish out my life after decades of travel and seeking.

Renee Zakhar - Commissioner

Employment History: Steins Garden and Home: Associate (current), Milwaukee Area Technical College: Instructor, Freshet Collective: SRST Water Protector defense staff, Spotted Eagle, Inc.: Executive Director, UW-Milwaukee: Instructor, Milwaukee School of Engineering: Manager-Printing Dept.

Education: UW-Milwaukee: 2003, M.A. Sociology- "American Indians at the Coast Guard Station"

Certifications: Published: 2011 Arcadia Press, with A. Doxtator "American Indians in Milwaukee"

Why you applied to the Oneida Personnel Commission: I have great respect for the Oneida Personnel Commission as a body created, and recently reaffirmed, by the General Tribal Council membership.

Carol Smith did not submit a biography