

# 2020 2<sup>nd</sup> Quarter Report (Jan.20-Mar.200

For Boards, Committees, and Commissions (BCCs)

Text in **orange** provides instruction; this text will not be included in the printed report.

Approved by official entity action on: May 18, 2020

Submitted by: Mark A. Powless Sr. Chairman

OBC Liaison: Kirby Metoxen

OBC Liaison: Brandon Yellowbird-Stevens

## ONEIDA GAMING COMMISSION

### **Purpose:**

The Oneida Gaming Commission and its departments collectively promote and ensure the integrity, security, honesty and fairness of the regulation and administration of all Gaming activities within the jurisdiction of the Oneida Nation

### **BCC Members**

Mark A. Powless Sr  
Chairman  
August 2023

Reynold "Tom" Danforth  
Vice Chairman  
August 2020

Michelle Braaten  
Secretary  
August 2022

Jonas Hill  
Commissioner  
August 2024

Enter term end date

### **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 1<sup>st</sup> and 3<sup>rd</sup> Monday of the month, however due to Covid-19 meetings have been canceled.

Emergency Meetings: 0

### **Contact Info**

CONTACT: Mark A. Powless Sr.  
TITLE: Chairman  
PHONE NUMBER: (920)497-5850 ext. 5654  
E-MAIL: Mpowles5@oneidanation.org  
MAIN WEBSITE: <http://www.oneida-nsn.gov/GamingComm>

### **Status report of Three-Year Outcomes/Goals**

For the purposes of the Service Groups identified under the Budget Management Control law, all Boards, Committees, and Commissions are under the Service Group entitled "Government Administration".

Government Administration's main Three-Year Outcome has been identified as:

**Incorporate Good Governance Principles to: 1) Clear the path for Tribal operations; 2) Fulfill our constitutional responsibility to conserve and develop our common resources; 3) Promote the welfare of ourselves and our descendants**

As such, for this section of the report each BCC is being asked to identify the following:

1. Which Three-Year outcome/goal does the BCC wish to report on?
  - a. This outcome/goal should come directly from the BCC's Triennial Strategic Plan (TSP).
2. Which of the Good Governance Principles does the outcome/goal support?
  - a. Please see attached document entitled "Good Governance Principles".
3. How does the outcome/goal support the good governance principle chosen?
4. What are the accomplishments (i.e. positives, things the BCC is proud, brags) have occurred over the first half of the fiscal year that will help the BCC reach the Three-Year outcome/goal?
5. What can the membership expect to see in the future (i.e. 6 months; next year; 18 months) from the BCC related to the BCC reaching the Three-Year outcome/ goal?

Please keep each of your narrative sections within the maximum word count indicated.

Space is provided for each BCC to report the status on **UP TO** three (3) outcomes/goals. If you choose to report on less than three (3) outcomes/goals, please delete the extra space.

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### Outcome/Goal # 1

Develop/Finalize and revise all regulations, as necessary, including the OGMICS and regulations for Compliance and Enforcement, Employee Licensing, Hearings, Administration/Staffing, and Raffles

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

*Use the Dropdown Menu below to choose the Good Governance Principle which the Three-year outcome/goal above supports.*

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:

*Use the space below to describe how the Three-Year outcome/goal above supports the Good Governance Principle chosen. 150 words max*

Establishing and maintaining comprehensive and clear regulations that promulgate the rule of law, ensures fair and consistent processes are followed by the Gaming Commission and its departments. Keeping regulations up to date and available for stakeholder reference also allows for a transparent process and knowledge of what is expected. Up-to-date regulations provide for operational and customer references that benefit the Nation and assist the OGC regulate Oneida Gaming effectively

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

*Use the space below to enter the accomplishments (i.e. positives, things the BCC is proud, brags) have occurred over the first half of the fiscal year that will help the BCC reach the Three-Year outcome/goal. 150 words max*

The following chapters of the Oneida Nation Gaming Minimum Internal Control Standards have been reviewed, revised and approved in the first quarter: Gaming Machines, Complimentary Services or Items, Table Games, Surveillance, and Card Games. The following Rules of Play have also been reviewed, revised and approved in the first quarter: Mississippi Stud, Ultimate Texas Hold'Em, Poker, EZ Baccarat, Roulette, and Four Card Poker. The Compliance and Enforcement regulation is also in the final stages of revision and approval.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

*Use the space below to describe what they can expect to see in the future (i.e. 6 months; next year; 18 months) from the BCC related to the BCC reaching the Three-Year outcome/ goal. For example: what will the BCC be working on to realize the SMART goals in the Triennial Strategic Plan related to the Three-Year outcome/goal above or what will the BCC be working on to reach the Three-Year outcome/goal above? **150 words max***

The OGMICs revision project will continue with OGC-Compliance facilitating the OGMICs Revision Project process for the OGC and Gaming Operations. The OGMICs chapters to be completed include: Information Technology, Player Tracking and Promotions, Off Track Betting, Cage/Vault, and Title 31. The OGC will also move the Compliance and Enforcement Regulation and the Employee Licensing Regulation forward in upcoming months.

Outcome/Goal

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Outcome/Goal # 2

Implement department-wide software system/technology for streamlined communication and regulatory processes and information sharing, budget permitting.

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

*Use the Dropdown Menu below to choose the Good Governance Principle which the Three-year outcome/goal above supports.*

GOOD GOVERNANCE PRINCIPLE:

Effectiveness and Efficiency - Processes implemented by the Nation producing favorable results which meets the needs of Membership, Employees, Community, while making the best use of resources – human, technological, financial, natural and environmental

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

*Use the space below to describe how the Three-Year outcome/goal above supports the Good Governance Principle chosen. **150 words max***

Enter how the Three-year outcome/goal supports the Good Governance Principle.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

*Use the space below to enter the accomplishments (i.e. positives, things the BCC is proud, brags) have occurred over the first half of the fiscal year that will help the BCC reach the Three-Year outcome/goal. **150 words max***

“Doing more with less” has been an on-going phrase heard over the years, particularly during the budget planning cycles, and taken to task. To implement processes that produce favorable results to meet all stakeholders’ needs is ideal. And to do so, utilizing the

Nation's resources responsibly and to the fullest is even more ideal. In order to improve operational effectiveness and efficiencies for the OGC and its departments, leveraging technology is a focal point of such improvement

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

*Use the space below to describe what they can expect to see in the future (i.e. 6 months; next year; 18 months) from the BCC related to the BCC reaching the Three-Year outcome/ goal. For example: what will the BCC be working on to realize the SMART goals in the Triennial Strategic Plan related to the Three-Year outcome/goal above or what will the BCC be working on to reach the Three-Year outcome/goal above? **150 words max***

Attempting to utilize what the Nation has already invested in, namely OnBase, to create customized work flows is not working out as anticipated. Surveillance reporting and employee licensing information, as well as regulatory compliance matters, need more targeted project attention. It's been determined that a turn-key solution must be considered at this point

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Outcome/Goal # 3

Determine staff competencies and expectations, evaluate staff and identify gaps, and train accordingly.

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

*Use the Dropdown Menu below to choose the Good Governance Principle which the Three-year outcome/goal above supports.*

GOOD GOVERNANCE PRINCIPLE:

Accountability - The acknowledgement and assumption of responsibility for decisions and actions as well as the applicable rules of law

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

*Use the space below to describe how the Three-Year outcome/goal above supports the Good Governance Principle chosen. **150 words max***

Accountability is achievable when expectations are communicated, and stakeholders are held to those expectations. In order to ensure the OGC departments are sufficiently accountable, required competencies must first be identified, staff evaluated, and subsequently trained, accordingly. For accountability-sake, stakeholders need to acknowledge determined expectations and be held to them as standards of performance

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

*Use the space below to enter the accomplishments (i.e. positives, things the BCC is proud, brags)*

*have occurred over the first half of the fiscal year that will help the BCC reach the Three-Year outcome/goal. 150 words max*

Each department of the OGC has developed annual SMART Goals to move this goal forward. Competencies and expectations have been identified, staff evaluated and trained identified and/or planned for all departments to ensure staff is aware and understands expectations. The Surveillance department has already initiated on-going staff training with periodic assessments. The training material continues to be improved upon as the on-going assessments ensue

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

*Use the space below to describe what they can expect to see in the future (i.e. 6 months; next year; 18 months) from the BCC related to the BCC reaching the Three-Year outcome/ goal. For example: what will the BCC be working on to realize the SMART goals in the Triennial Strategic Plan related to the Three-Year outcome/goal above or what will the BCC be working on to reach the Three-Year outcome/goal above? 150 words max*

All OGC departments are to tie these staff accountability goals into finalizing strategic workforce plans that are to be complete by June 2020.

**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: \$4,609,642

FY-2020 EXPENDITURES AS OF END OF REPORTING PERIOD: \$2,199,337

*If the BCC has for additional information regarding the use of the BCC budget, use the space below.*

The OGC's budget, along with the budgets for the departments under the Executive Director's oversight and the umbrella guidance of the OGC, are utilized to accomplish regulatory requirements and expectations

**Requests**

*If the BCC has requests, use the space below.*

1) Request OBC ensure Gaming General Manager communicates regulatory matters relevant to Gaming Operations to the OGC in a timely manner. Minimally, this includes but is not limited to: OGMICS revision concerns and Sports Betting status and implementation plans2) Request OBC continue to update the OGC on governmental dialogue about Oneida Nation's gaming exclusivity and jurisdictional matters

**Other**

*If the BCC has for other information to share, use the space below.*

Enter other information, if needed.