

2020 4th Quarter Report (Jul.20- Sept.20)

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: [Click here to enter approval date](#)

Submitted by: Mark A. Powless Sr. Chairman

OBC Liaison: Brandon Yellowbird Stevens

OBC Liaison: [Click here to enter OBC Liaison](#)

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

Michelle Braaten
Secretary
August 2022

Enter Board Member Name
Enter Board Member Title, if any
Enter term end date

Enter Board Member Name
Enter Board Member Title, if any
Enter term end date

Reynold "Tom" Danforth
Vice Chairman
August 2025

Jonas Hill
Commissioner
August 2024

Enter Board Member Name
Enter Board Member Title, if any
Enter term end date

Enter Board Member Name
Enter Board Member Title, if any
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 1st and 3rd Monday of the month. Unless the Monday falls on a holiday, then it will be that following Tuesday.

Special Meetings: (1) Internal Elections of Officers.

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.

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

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:

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 it’s 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 fourth quarter: PAM/PRAT, OGMICS Chapter 6 Gaming Promotion and Player Tracking Systems, OGMICS Chapter 12 Drop Count.

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 (Oneida Gaming Minimum Internal Controls) revision project will continue with OGC-Compliance facilitating the process for the OGC and Gaming Operations. The OGMICs chapters to be completed include: Drop Count, Player Tracking & Promotions and Controlled Keys. Background & Investigations, CHRI (Criminal History Reporting Information) SOP for Federal Process of Fingerprints with the FBI. Outcome/Goal

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***

“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.

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***

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.

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 OGC and its departments are conducting a needs assessment for a regulatory compliance system. The ideal system will be a cross-functional regulatory platform that accommodates the needs of the Investigations & License, Surveillance, Compliance and Administrative departments. The ideal platform will handle processing and record keeping from/for licensing applications, surveillance reporting, compliance checks, audit reports, special investigations, and internal process work flows.

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 2021

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: \$4,609,642.00

FY-2020 EXPENDITURES AS OF END OF REPORTING PERIOD: \$235,152.63

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.

Enter request(s), if needed.

Other

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

Backgrounds & Investigations Dept. With the loss of staff in the Investigations and Licensing Department, we have been forced to re-evaluate most of the previous processes to maintain the daily load of responsibilities including external compliance demands. In order to maintain necessary compliance, particularly with employee licensing needs. The Backgrounds & Investigations Dept. we will need to recall additional staff to restore compliance of the Federal levels.