



Memorandum

To: Member of the Oneida Nation
From: Oneida Business Committee
Date: January 27, 2021
Re: Mailing per BC resolution # 12-09-20-C

Following this memorandum you will find BC resolution #12-09-20-C, *Quarterly, Annual and Semi-Annual Reporting for Calendar Years 2020 and 2021*, which provides how reporting for 2020 and 2021 will be handled.

Quarterly Reporting for 2020

Service Group reporting previously planned for 2020 did not occur due to the COVID-19 pandemic. In its place, a Fiscal Year 2020 Report has been submitted by each program/service. The report includes:

- outcomes/goals,
- metric used to measure the outcome/goal,
- accomplishments/challenges met which reaching outcome/goal,
- future expectations for the outcome/goal,
- how the COVID-19 Pandemic impacted the outcome/goal, and
- any organizational changes.

Annual Reporting

In lieu of a 2021 annual report to General Tribal Council, this mailing takes its place and includes:

- COVID-19 Update IV for Oneida Tribal Members;
- Fiscal Year 2020 Audit update
- Fiscal Year 2020 BC travel report;
- Litigation update;
- Judiciary update;
- Land Acquisition report;
- Endowment and Trust Accounts report; and
- Fiscal Year 2020 Reports.

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Please visit www.oneida-nsn.gov/reports to view reports from Boards, Committee, and Commissions, as well as the Business Committee's Standing Committees and the Nation's Corporate entities.



Oneida Nation

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Oneida, WI 54155

BC Resolution # 12-09-20-C

Quarterly, Annual and Semi-Annual Reporting for Calendar Years 2020 and 2021

- WHEREAS,** the Oneida Nation 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 Nation; 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,** the Oneida Nation has been under a public health state of emergency declaration since March 12, 2020 as a result of the spread of the COVID-19 virus pandemic; and
- WHEREAS,** the Oneida Nation, along with the State of Wisconsin, the United States and the world, has issued declarations which restrict public gatherings, certain types of activities and encourages members to stay at home to protect individuals, specifically elders and those with impaired health conditions, from the deadly effects of the pandemic and to reduce the spread of this virus which currently has no known vaccine or other protections against infection; and
- WHEREAS,** the spread of the virus continues to increase, and potential vaccines or medicines are not likely to be effective for many months across a community, geographic area, state or world to stop the revival of the virus at pandemic levels; and
- WHEREAS,** this has resulted in the closure of businesses, reduced re-opening of business, restrictions on travel and gatherings, higher unemployment, and other financial and economic impacts; and
- WHEREAS,** the Constitution of the Oneida Nation directs that two meetings of the General Tribal Council will be called – January or Annual and July or Semi-Annual meetings – at which reports are presented and discussed; and
- WHEREAS,** the Oneida Business Committee, through the adoption of various laws and resolutions, has directed quarterly reporting by the divisions of the organization (*see s. 117.7-1(p), Oneida Business Committee Meetings Law*), enterprises (*see corporate charters, Article XI, adopted by resolutions # BC-01-26-11-A through F*), boards, committees and commissions (*see ss. 105.12-3 and 105.12-4, Boards, Committees and Commissions Law*); and
- WHEREAS,** during calendar year 2020, and likely throughout calendar year 2021, it has not been possible to issue reports as a result of program and services closures resulting from the pandemic and economic restrictions or to safely conduct General Tribal Council meetings; and

WHEREAS, the Oneida Business Committee, through the COVID-19 Core Decision Making Team, has issued three “COVID-19 Updates for Oneida Tribal Members” (C-19 Update Reports) which identify the status of the Oneida Nation, the actions being taken to assist members through the pandemic and the development of steps toward recovery; and

WHEREAS, the Oneida Business Committee has determined that the C-19 Update Reports will continue through the remainder of 2020 and for 2021 until operations stabilize and reopen fully to the public, and General Tribal Council meetings can be scheduled in order to keep the membership informed on the activities of the Oneida Nation and resources available to members;

Quarterly Report for Calendar Year 2020

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee declares that the quarterly reports required from programs and services, enterprises, for calendar year 2020 shall be suspended. Provided that, while not required to attend and present, all active programs and services through respective Division Directors to the General Managers or Direct Reports, enterprises through their General Managers, shall submit a Fiscal Year 2020 Report to be received at the first meeting of the Oneida Business Committee in January 2021. This report shall include outcomes/goals, metric used to measure the outcome/goal, accomplishments/challenges met which reaching outcome/goal, future expectations for the outcome/goal, how the COVID-19 Pandemic impacted the outcome/goal, and any organizational changes.

Quarterly Report for Calendar Year 2021

BE IT FURTHER RESOLVED, the Oneida Business Committee declares that the quarterly reports required from all active programs and services through respective Division Directors to the General Managers or Direct Reports, enterprises through their General Managers, boards, committees and commissions that are currently in operating status, and corporations shall for calendar year 2021 shall be required to be submitted as identified in laws or corporate charters. Responsible parties shall be available should questions be presented via on-line resources and shall not be required to present in-person. All reports shall be submitted to the Oneida Business Committee Open Session agenda on the following dates:

- 1st Quarter – 2nd meeting in February
- 2nd Quarter – 2nd meeting in May
- 3rd Quarter – 2nd meeting in August
- 4th Quarter – 2nd meeting in November

BE IT FURTHER RESOLVED, the Oneida Business Committee declares that quarterly reports which require or contain Executive Session information shall be submitted in a separate document containing only the confidential material which meets section 107.4 of the Open Records and Open Meetings Law clearly identified as the confidential excerpt of the quarterly report.

Annual and Semi-Annual Report for Calendar Years 2020 and 2021

BE IT FINALLY RESOLVED, the Oneida Business Committee directs that for calendar year 2020, the July Semi-Annual Report to the General Tribal Council and for the calendar year 2021, the January Annual and the July Semi-Annual Reports, shall be presented directly to the membership as the C-19 Update Reports as follows:

- July 2020 semi-annual report – reflected in the first three C-19 Update Reports.
- January 2021 annual report – reflected in the fourth C-19 Update Reports which shall be issued on or before the last day in January. In addition to the standard information, the fourth report shall include a Fiscal Year 2020 Audit update and Fiscal Year 2020 Reports.
- July 2021 semi-annual report – reflected in subsequent C-19 Update Reports submitted between January and July.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 9 members were present at a meeting duly called, noticed and held on the 9th day of December, 2020; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."



COVID-19 Update IV for Oneida Tribal Members

"7 Generations thinking is not a slogan or fad; it is a thought process enrooted in hundreds of years of decision-making that has protected our people since time immemorial. COVID-19 has the potential to wipe out our 17,308 members - the decisions we make today are truly to ensure our people have a future."

- Oneida Business Committee

Since mid-January 2020, the Oneida Business Committee (OBC) has been aware of the COVID-19 coronavirus. The first decision to implement social distancing requirements was January 22, 2020 with the cancellation of the March 16, 2020 GTC Meeting & Oneida's emergency management system is being implemented. Currently, Oneida is in the "response" and the "recovery" phase and is working diligently to lessen the health & financial impacts of the COVID-19 pandemic on the community. The report herein is a synopsis of the actions taken from November through the beginning of January 2021.



COVID-19 Update IV for Oneida Tribal Members

Overview

January 2021 marks one year that the Oneida Nation and the entire world have been responding to the COVID-19 pandemic. The physical, social, emotional, and economic impacts of the pandemic have been devastating and will no doubt leave many governments, businesses and families struggling to recover. The Nation and our members were not immune to the impacts, and like many tribal Nations, are doing the best to keep moving forward. Although the Nation continues to respond to the pandemic, the Nation is also taking steps toward economic recovery. On November 24, 2020, the Oneida Business Committee approved the Nation's Fiscal Year 2021 Budget. This budget serves as a "transition" budget, as the Nation continues to monitor financial trending of our businesses impacted by the COVID-19 pandemic and understand how the world economy will be affected during and after mass vaccination occurs.

In December, the COVID-19 vaccination was approved by the U.S. Center for Disease Control (CDC) and distribution began immediately. The Nation received its first supply of 400 vaccinations on December 23, 2020. Vaccine distribution in the Oneida Community is being conducted in phases, beginning with health care workers and long-term care facility residents being vaccinated in Phase 1. More information on COVID-19 vaccination and community distribution is contained herein.

This fourth report will focus on the Nation's COVID-19 pandemic response and recovery activities for the months of November, December and early January 2021.

Highlights of Events & Actions Taken



November 2020:

- Oneida Public Health State of Emergency Declaration extended to December 13, 2020.
- Oneida Business Committee approves the Nation's Fiscal Year 2021 Budget.
- Oneida Nation distributes first round of food cards to the Oneida and Milwaukee communities.

December 2020:

- Oneida Public Health State of Emergency Declaration extended to January 13, 2021.
- Second distribution of food cards.
- Second round of COVID-19 Pandemic Relief Assistance issued.
- Oneida Nation receives first shipment of Moderna COVID-19 vaccines. Phase 1 administered to AJRCCC residents and health employees.
- Congress passes \$900 Billion COVID-19 Legislation.

January 2021:

- Oneida Nation Public Health State of Emergency Declaration extended to February 11, 2021.

COVID-19 Update IV
for Oneida Tribal Members



Part 1 – COVID-19 Statistics & Vaccination Update

The end of November and early December 2020 a sharp increase in the number of COVID-19 positive cases occurred, due in large part to Thanksgiving gatherings. Although the spike significantly decreased toward the end of December, it is expected that another major spike in positive cases will occur in January 2021, due in large part to holiday gatherings for Christmas and New Year.

The Nation continues to track statistics related to the number of positive cases within the Nation's jurisdiction compared to local communities, the State of Wisconsin and nationwide. The COVID-19 statistics as of January 8, 2021 are below:

United States

- 21,259,997 total positive cases
- 359,849 deaths

State of WI

- 502,012 total cases
- 5,119 deaths

Brown County

- 27,311 total cases
- 168 deaths

Outagamie County

- 16,854 total cases
- 164 deaths

<u>Oneida Health Jurisdiction</u>	<u>Positive (Confirmed Cases)</u>	<u>Active Cases</u>	<u>Recovered Cases</u>	<u>Deaths</u>
Oneida – Totals	701	24	668	9
Oneida Nation - Outagamie County	291	12	273	6
Oneida Nation - Brown County	410	12	395	3

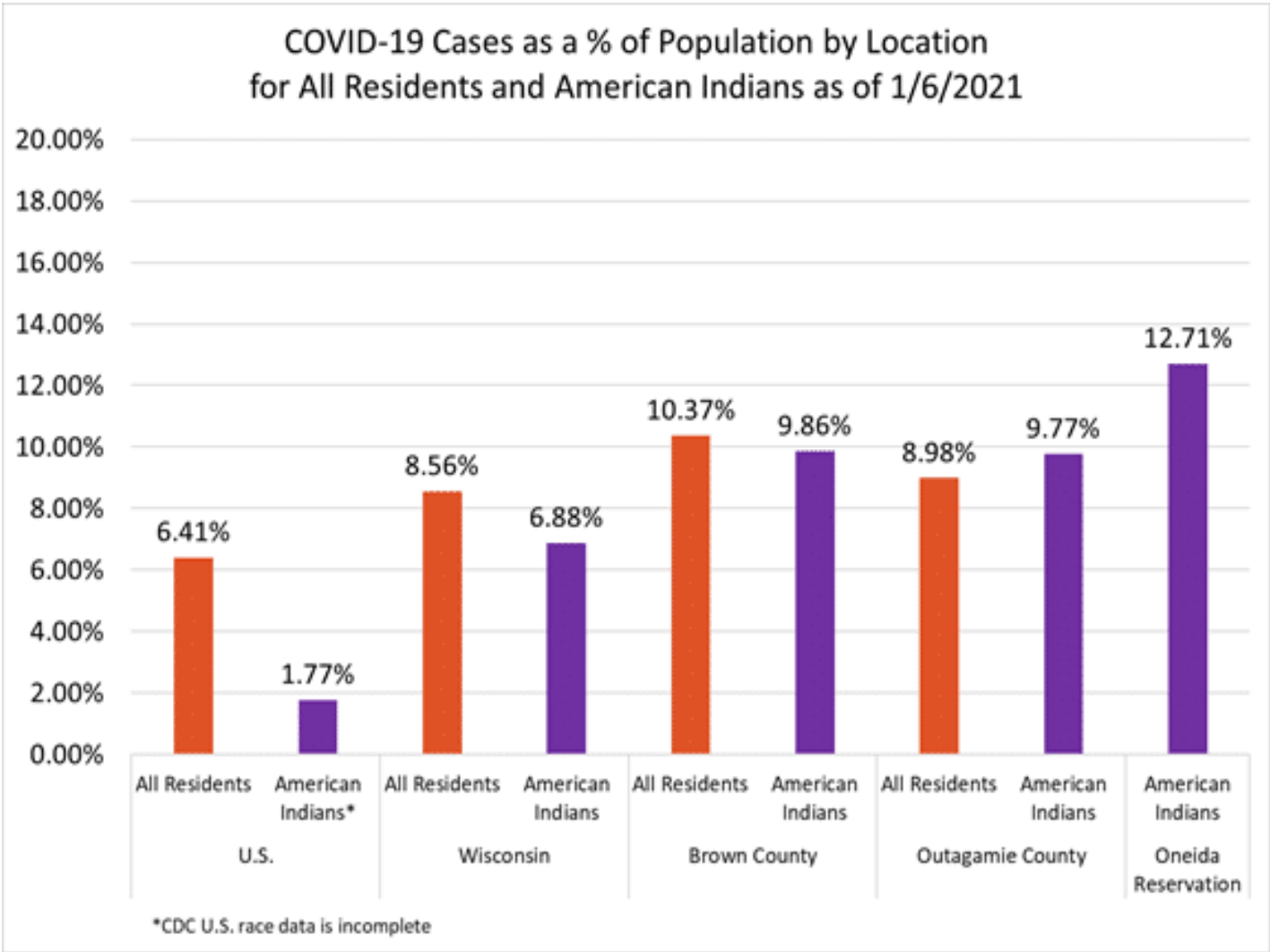
With the tremendous spike of COVID-19 positive cases in December, hospitals across Wisconsin are at capacity and are erecting temporary facilities to meet the demand. The Nation's leadership, health experts and the Oneida Public Health Officer work closely with our local

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for Oneida Tribal Members

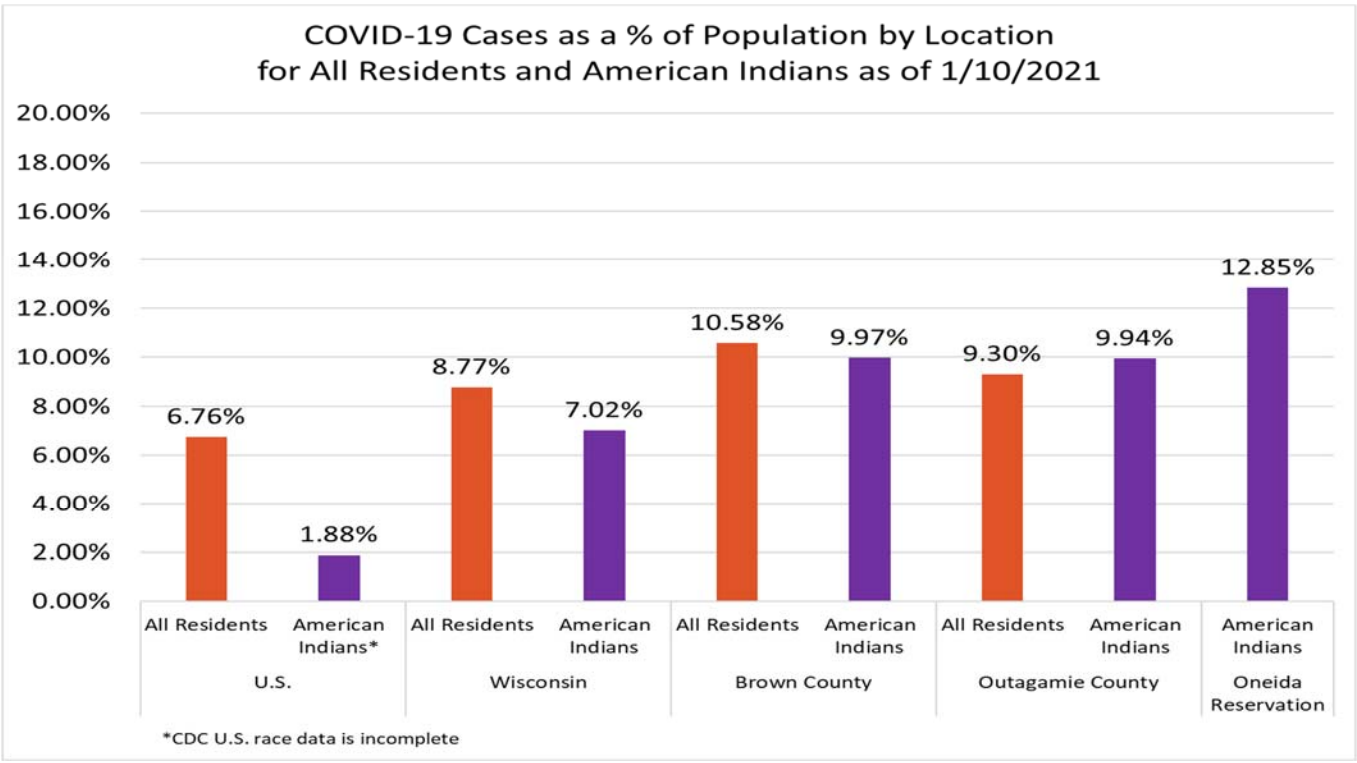


and state partners to determine how to mitigate the spread of the COVID-19 virus. Masking, social distancing, frequent handwashing and staying home, continue to be the best practices in mitigating the spread of COVID-19.

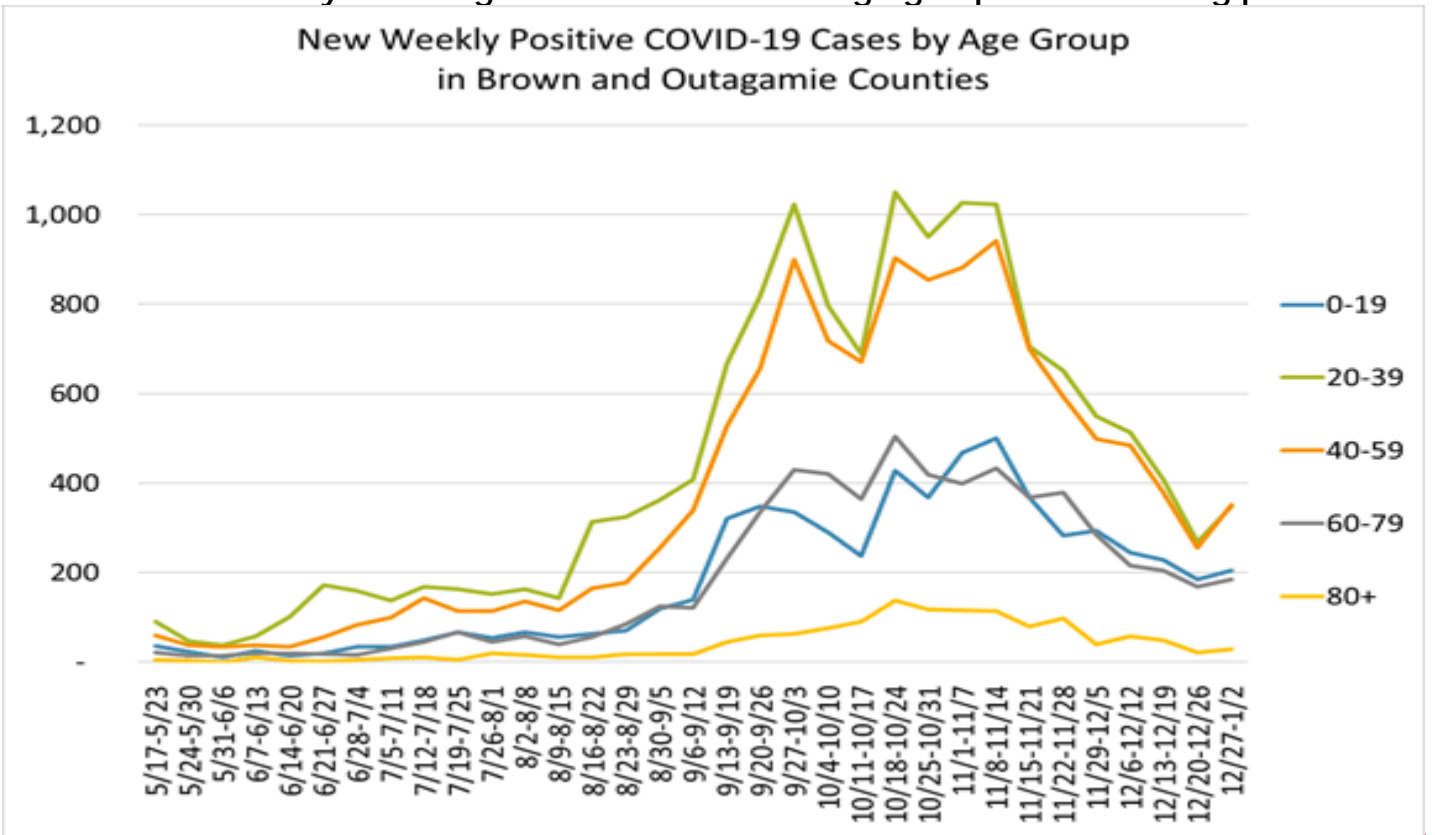
The below charts demonstrate the spike in COVID-19 positive cases. Recent CDC studies have shown that American Indian and Alaskan Natives (AI/AN) are among the racial and ethnic minority groups at higher risk for severe COVID-19 outcomes. Persisting racial inequity and historical trauma have contributed to disparities in health and socioeconomic factors between AI/AN and white populations that have adversely affected tribal communities. The elevated incidence within this population might also reflect differences in reliance on shared transportation, limited access to running water, household size, and other factors that might facilitate community transmission.



COVID-19 Update IV
for Oneida Tribal Members



The chart below shows the positive COVID-19 cases by age group in Brown & Outagamie Counties. The 20-39 years of age continues to be the age group that is trending positive.



COVID-19 Update IV
for Oneida Tribal Members



VACCINE INFORMATION

In December 2020, the U.S. Advisory Committee on Immunization Practices approved the Pfizer-BioNTech and Moderna COVID-19 Vaccine. The considerations are informed by data submitted to the Food and Drug Administration for Emergency Use Authorization (EUA) of the vaccines, other data sources, general best practice guidelines for immunization, and expert opinion.

Under the EUAs, the following age groups are authorized to receive vaccination:

- Pfizer-BioNTech: ages ≥ 16 years
- Moderna: ages ≥ 18 years
- Both COVID-19 vaccines require 2 doses to be most effective.
- Pfizer-BioNTech (30 μg , 0.3 ml each): second dose, three weeks (21 days) apart
- Moderna (100 μg , 0.5 ml): second dose, one month (28 days) apart.

These two COVID-19 vaccines are **not** interchangeable with each other or with other COVID-19 vaccine products. This means both dose 1 & 2 should be the same brand name product. Based on available data, the COVID-19 vaccine should be administered alone, with a minimum interval of 14 days before or after administration with any other vaccine.

Vaccination is recommended regardless if a person has had COVID-19 infection. However, if a person received passive antibody therapy for COVID-19 infection, it is recommended to wait 90 days to avoid interference of the antibody treatment with vaccine-induced immune responses.

Pregnant and lactating women were not included in the COVID-19 trials, so there is not much data. However, observational data demonstrated that while the absolute risk is low, pregnant women with COVID-19 infection have an increased risk of severe illness, including illness resulting in intensive care admission, mechanical ventilation or death. Additionally, they might be at an increased risk of adverse pregnancy outcomes, such as preterm birth. Therefore, women in these categories should contact their medical provider to discuss the risks and benefits of receiving COVID-19 vaccine.

Preliminary data suggest high vaccine efficacy (effectiveness) in preventing COVID-19 following receipt of two doses of mRNA COVID-19 vaccine (Pfizer-BioNTech: 95.0%; Moderna: 94.1%).

As with any vaccination, recipients may experience side effects. Known local side effects could include pain, swelling, redness at the injection site, localized swelling in armpit area on the same side as the vaccinated arm. Known systemic side effects could include fever, feeling of tiredness, headache, chills, muscle or joint pain. Most systemic post-vaccination symptoms are mild to moderate in severity, occur within the first three days of vaccination, and resolve within 1–3 days of onset. There is one significant side effect to receiving the

COVID-19 Update IV
for Oneida Tribal Members



COVID-19 vaccine at this time; severe anaphylactic allergic reaction to a component of the vaccine.

Anaphylactic allergic reactions in persons who received Pfizer-BioNTech COVID-19 vaccine outside of clinical trials have been reported. While these reports are further investigated, U.S. Center for Disease Control (CDC) considers a history of severe allergic reaction to any other vaccine or injectable therapy (e.g., intramuscular, intravenous, or subcutaneous) as a precaution but not a contraindication (meaning, something such as a symptom or condition) that makes a particular treatment or procedure inadvisable) to vaccination for both the Pfizer-BioNTech and Moderna COVID-19 vaccines (as these vaccines contain ingredients in common). These persons may still receive mRNA COVID-19 vaccination, but they should be counseled about the unknown risks of developing a severe allergic reaction and balance these risks against the benefits of vaccination.

Systems are in place for ongoing tracking of data related to the COVID-19 vaccine.

Work around vaccine preventable diseases is one of the all-time top 10 public health achievements. The COVID-19 vaccine has undergone clinic trials and proven to be safe and effective vaccine. We encourage the community to get vaccinated as the phases are implemented within the community.

For additional information about the vaccines, please visit the U.S. Center for Disease Control website at <https://www.cdc.gov/vaccines/hcp/acip-recs/vacc-specific/covid-19.html>

VACCINE DISTRIBUTION TO ONEIDA COMMUNITY

The Oneida Comprehensive Health Division developed a vaccination distribution strategy that will be completed in phases. Please note that this strategy was developed based upon information available at the time of the report. The vaccination phases and timing of the distribution of the vaccines may change depending on the availability and receipt of the vaccines and also further guidance and recommendations from the U.S. Center for Disease Control and/or Oneida health officials.

- o **Phase 1A:** Health Care Workers & Residents of the Anna John Resident Centered Care Facility
- o **Phase 1B:** Designated non-Health care frontline workers and individuals 75 years and older
- o **Phase 1C:** Individuals aged 65-74 years old and individuals aged 16-74 with high risk medical conditions, and health care workers that did not receive the vaccine in Phase 1A or 1B.
- o **Phase 2:** All individuals aged 18 years and older

COVID-19 Update IV for Oneida Tribal Members



The Oneida Nation received the first vaccine supply (400 vaccines) on December 23, 2020 and began immediately distributing the vaccine to Phase 1A recipients, which included health care workers and residents at the Anna John Resident Centered Care facility.

After the completion of Phase 1A, Phase 1B category will receive the vaccine. Phase 1B includes, designated non- health care frontline workers and individuals 75 years and older. Depending upon the availability of vaccines, this phase is currently expected to begin mid-January 2021. By March 2021, depending on vaccine availability, we anticipate vaccination for Phase 1C category which includes individuals aged 65-74 years and persons aged 16-64 years with high-risk medical conditions and other frontline workers that were not included in Phase 1B.

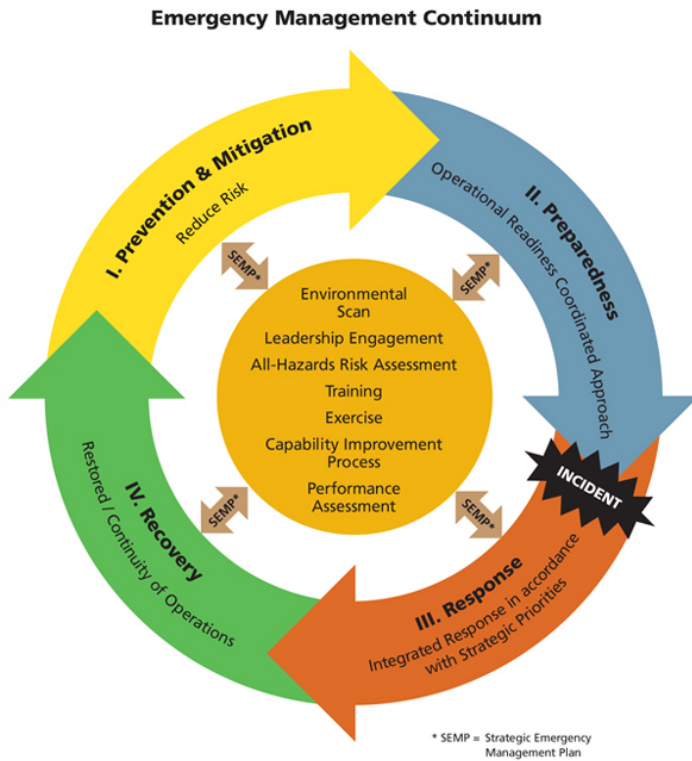
It is too soon to say with certainty when vaccinations for the Phase 2 category will occur; all other persons aged 18 years and older not already recommended for vaccination in Phase 1A, 1B, 1C. What we do know is it will depend on vaccine availability and the time it takes to move through all Phase 1 categories.

Even though it will take several months to roll out COVID-19 vaccine, keep in mind we have practiced effective tools to stop the spread of COVID-19 for the past several months; stay home when you can, social (physical) distancing yourself by at least 6 feet from others outside your household, wear a mask anytime you leave your house, frequent hand hygiene, use plexiglass barriers, etc. Each one of these measures provide a layer of protection. These safety measures practiced together truly do reduce the spread COVID-19.

Part II – “Response” Phase Update

The Nation continues to be in the response phase in addressing the global pandemic. The Nation’s leadership works closely with partners in Oneida’s public health, healthcare and emergency management to ensure that we are monitoring the many impacts of the pandemic and making decisions to be responsive, with the best interest of community health, safety and welfare at the forefront.

COVID-19 Update IV for Oneida Tribal Members



- Mitigation: most cost-efficient method for reducing the impact of hazards as this is where the risks are identified and includes financial risks.
- Preparedness: a continuous cycle of planning, organizing, training, and evaluating.
- Response: includes the mobilization of the identified emergency staff or teams to respond to an event.
- Recovery: the phase is to restore the affected area(s), including plans for restoring facilities and employment.

The Emergency Management continuum represents the cycle that the Nation is using in response to the COVID-19 pandemic. The Oneida Nation continues to be in the “Response” phase of the Emergency Management continuum and has been entering the “Recovery” phase.

Listed herein is a brief synopsis of the Nation’s COVID-19 related activities from November 2020 through early January 2021. Please note, this list is not all inclusive but highlights many of the efforts and decisions made to protect the health, safety and welfare of Oneida Nation citizens and community.

November 10, 2020

- Oneida Business Committee extends the Public Health Emergency Declaration, which also extends the Safer at Home declaration to December 13, 2020. Please note, according to Oneida Nation’s Emergency Management & Homeland Security law, the public health emergency declaration can only be extended in 30-day increments.

November 12, 2020

- Oneida Nation issues first winter food card distribution in the Oneida Community. A distribution was also held in the Milwaukee community.

November 24, 2020

- Oneida Business Committee adopts the Fiscal Year 2021 budget.

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for Oneida Tribal Members



November 24, 2020

- Oneida Business Committee adopts BC Resolution # 11-24-20-C that continues the temporary closure of certain Boards, Committees and Commissions.

December 9, 2020

- Oneida Business Committee extends the Public Health Emergency Declaration, which also extends the Safer at Home declaration to January 12, 2021.

December 9, 2020

- Oneida Business Committee adopts BC Resolution # 12-09-20-C that clarifies the annual, semi-annual and quarterly reporting of the organization.

December 10, 2020

- Oneida Nation issues second winter food card distribution. A distribution was also held in the Milwaukee community.

December 12, 2020

- Oneida Nation hosts Breakfast with Santa "To Go" Event. Drive-thru healthy breakfast pickup at Norbert Hill Center cafeteria.

December 17, 2020

- Oneida Nation issues second COVID-19 Pandemic Assistance Relief funds.

December 19, 2020

- Oneida Police Department participates in the "Stuff the Cruiser" food drive at Festival Foods.

December 23, 2020

- Oneida Nation receives first shipment of the Moderna COVID-19 vaccines. Residents of the Anna John Resident Centered Care Community received the first doses of the COVID-19 vaccine. Health Care workers received the vaccines through the rest of the week.

December 28, 2020

- The President signs in to law the Consolidated Appropriations Act, 2021. This law provides funding for a \$600 stimulus to qualifying individuals/families, extension of unemployment benefits, additional funding for paycheck protection program for small businesses, funding for food programs, continued moratorium on evictions, funding for housing assistance and much more.

January 7, 2021

- Oneida Business Committee extends the Public Health Emergency Declaration, which also extends the Safer at Home declaration to February 11, 2021.



Part III – Support to Community Update

The Nation continues to adjust programming and critical services to provide as much support as possible to tribal members and their families. Listed below is an overview of the support made to the community during the months of November through December 2020. A majority of the funding used for these programs derived from CARES funding.

- **Oneida Food Card Distribution:** The Oneida Business Committee approved and the Treasurer's office coordinated a food card distribution for Oneida Tribal Members in the Oneida and Milwaukee communities.
 - Over 13,600 food cards were distributed.
- **Oneida Nation Schools** closed in mid-March and meals (breakfast and lunch) continue to be provided curbside to all students and families.
 - 102,798 meals have been served since March 2020
 - November = 15,092
 - December = 17,480
- **Oneida Emergency Food Pantry:** served a monthly average of 850 clients in November and December 2020.
- **Oneida Emergency Food Pantry – Food Box program:** 7,487 food boxes (238,760 lbs.) were distributed to the Oneida community in November and December 2020.
- **Food Distribution:** served a monthly average of 258 families (pre-COVID average was 294 families served).
 - The downward trend is a result of families choosing to participate in the FoodShare program.
- **Elderly Meal Site:** served a total of 52,115 meals since March 2020, with 9,842 of the meals being provided in November and December 2020.
 - November = 4,451
 - December = 5,391
- **Comprehensive Housing (CHD):** Administered COVID-19 rental, mortgage and utility assistance programs. A breakdown of the programs is provided below.

Rental Assistance – for those not renting from Comprehensive Housing

- Rental Assistance was first applied for on 7/6/20.
- From July to the end of December the program has assisted a total of 21 applicants.
- The total amount of assistance from this program is \$19,660

Mortgage Assistance – for those not purchasing through Comprehensive Housing

- Mortgage Assistance was first applied for on 6/24/20

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for Oneida Tribal Members



- From July to the end of December the program has assisted a total of 17 applicants.
- The total amount of assistance from this program is \$29,822

Utility Assistance – for both customers and non-customers of CHD

- Utility Assistance was first applied for on 7/2/20
- From July to the end of December the program has assisted a total of 62 applicants.
- The total amount of assistance from this program is \$24,017

CHD Deferral Options for Rental Tenants and Mortgage Customers

- No requests were made in November and December.

In addition, Comprehensive Housing received funding under the Indian Housing Block Grant-CARES program.

The below chart represents how the monies are obligated, how many applicants assisted and how much has been spent to date.

Comprehensive Housing's Indian Housing Block Grant-CARES Programs	Budget	# of Applicants Assisted	Expenditures
HOMELESS HOTEL VOUCHERS	\$ 90,000	83	\$ 89,564
RENTAL ASSISTANCE	\$ 20,000	21	\$ 19,660
MORTGAGE ASSISTANCE	\$ 30,000	17	\$ 29,822
UTILITY ASSISTANCE	\$ 30,000	62	\$ 24,017
PPE	\$ 166,779		\$ 83,390
FOOD PANTRY PRODUCTS	\$ 53,657	6,000	\$ 17,567
HOMELESS SHELTER INITIATIVE	\$ 850,821	8	\$ 5,911
TOTAL	\$ 1,240,821		\$269,931

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for Oneida Tribal Members



- **COVID-19 Pandemic Relief Assistance Program.** This program aided qualifying adults impacted by the COVID-19 pandemic. The program was administered by Oneida Economic Support.
 - **1st Round:**
 - Total number of applications processed: 11,283
 - Total funded amount: \$11,283,000
 - **2nd Round:**
 - Total number of individuals served: 11,231
 - Total funded amount: \$17,024,680

- **COVID-19 Pandemic College Assistance Program:** Program to assist college students financially impacted by the COVID-19 pandemic, administered by Oneida Higher Education Department. Program ended October 16, 2020.
 - Total number of students funded (as of December 22, 2020) = 498
 - **Note:** 2 students were awarded funding but withdrew and funding was canceled.
 - Total funding amount: \$ 3,452,660.15

- **COVID-19 Pandemic Educational Computer Application:** A computer reimbursement program to assist college students impacted by the COVID-19 pandemic, administered by Oneida Higher Education Department. Program ended October 16, 2020.
 - Total number of individuals funded = 331
 - Total funding amount: \$316,420.26

- **Child Care Development Fund (CCDF)**
 - **Internet Assistance Program** – An internet assistance program designed to assist qualifying families for up to \$75 per month that have children ages 5-12 years old and attending school virtually. Oneida Language Immersion program also qualifies for assistance. Program administered by Oneida Economic Support.
 - Total number of applications = 171
 - Total Funded Amount: \$61,085.37
 - **Digital Device Assistance Program** – A reimbursement program to assist qualifying families (up to \$500) who have children between birth and 12 years of age. Program administered by Oneida Economic Support.
 - Total number of applications = 149
 - Total Funded Amount: \$29,292.64



Part IV – CARES Act, Coronavirus Relief Funding and COVID-19 Funding

As reported in previous reports, the Oneida Nation received funding from various federal and state agencies intended to assist the Nation in responding to the COVID-19 pandemic. The most significant was the federal CARES Act, Coronavirus Relief Funding (CRF), in which the Nation received \$61,445,623.79. The CRF funds were intended to be used to respond to the pandemic, and specific guidelines were stated in the CARES Act that dictated how the funding could be used that included;

1. necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19);¹
2. expenditures were not accounted for in the budget most recently approved as of March 27, 2020 (the date of enactment of the CARES Act) for the State or government; and
3. expenditures were incurred during the period that begins on March 1, 2020, and ends on December 30, 2020²

On December 27, 2020, the President signed in to law the Consolidated Appropriations Act of 2021 that included a stimulus bill to address the COVID-19 pandemic. The bill included an extension to the December 30, 2020 deadline for expenditure of the funds, however, because Congressional action was significantly delayed and the deadline for expenditure of CRF funds was nearing, the Nation dedicated all the CRF funds to be expended soon.

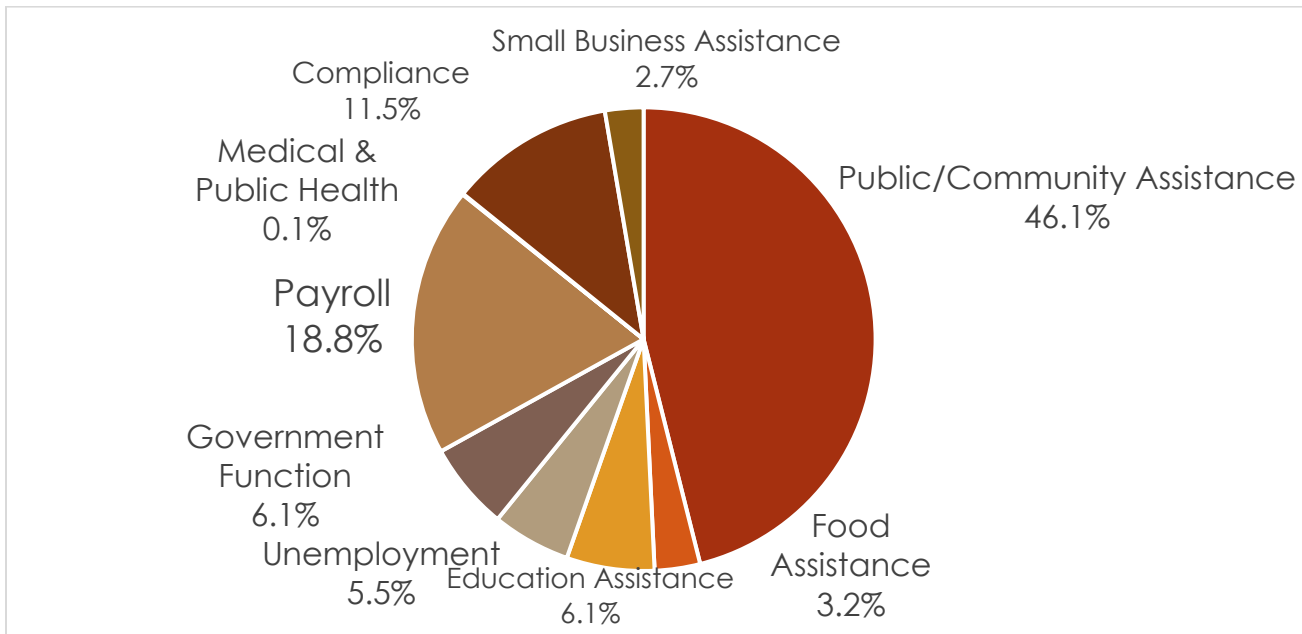
The Oneida Business Committee designated a process for the use of CARES Act CRF via BC Resolution # 06-10-20-B. The Oneida Business Committee has approval authority and a CRF Funding coordinator is responsible for monitoring the requests for the use of the funds and reporting the information to the Business Committee.

The chart below depicts how the Nation's CRF monies were spent. Please note: The Nation received CARES funding specifically for medical and public health, which reflects a small portion of the CRF expenditures.

¹ The U.S. Department of Treasury also issued additional guidance that can be found on the website at <https://home.treasury.gov/policy-issues/cares/state-and-local-governments>

² On December 27, 2020, the United States President signed a stimulus bill that extends the timeline to December 30, 2021.

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Each expenditure is tracked and reported via the Nation's website. You can find the information at <https://oneida-nsn.gov/oneida-nation-cares-funding-expenditures/>

IHS COVID-19 FUNDING

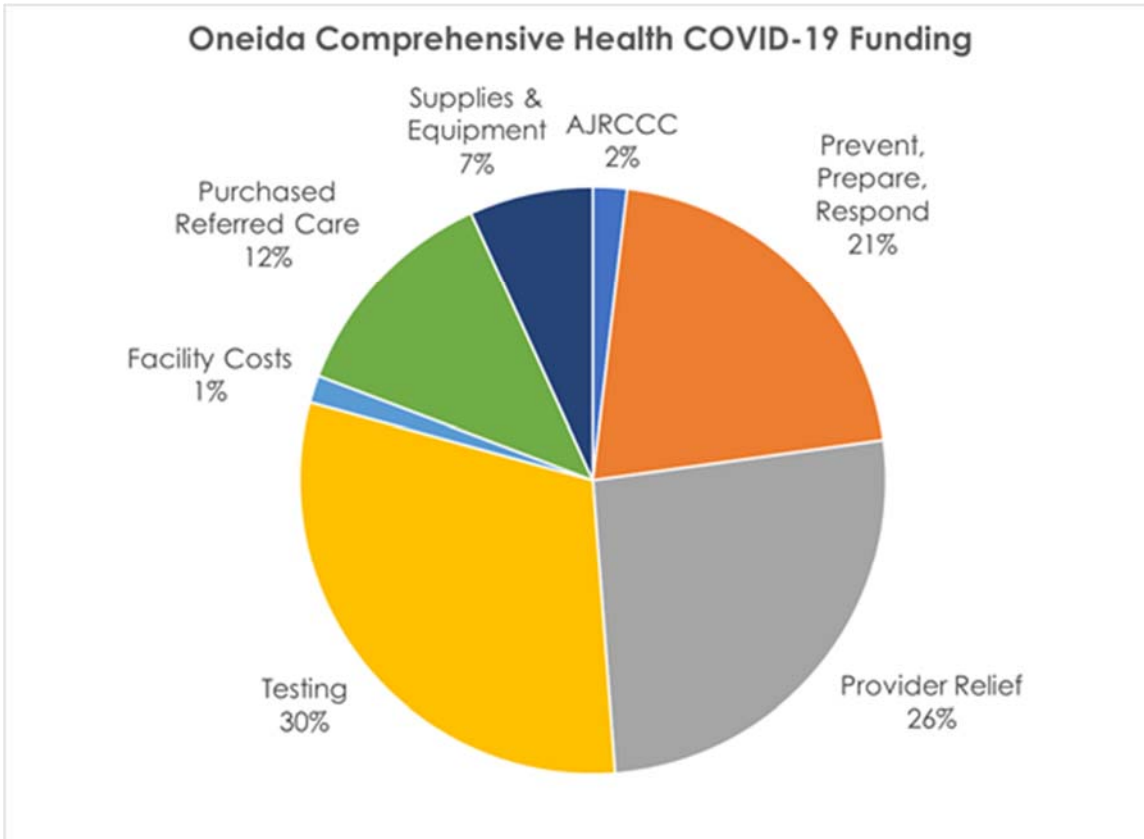
The Oneida Nation also received \$13, 347,371.50 funding from federal and state resources to specifically be used for healthcare to respond to the COVID-19 pandemic. The funding received is as follows;

- \$12,272,080 from Indian Health Service (92%)
- \$502,015 from Center for Disease Control (4%)
- \$394,333 from Health & Human Services (3%)
- \$98,825 from WI Department of Health Services (1%)
- \$80,118 from Other Sources (1%)

COVID-19 Update IV
for Oneida Tribal Members



The below chart depicts how the funding has been spent.



Part V – Fiscal Year 2021 Budget

On March 19, 2020, the COVID-19 Core Decision Making Team declared the fiscal year 2021 budget planning process shall be suspended until June 1, 2020. As late as August, the Nation was operating under a continuing budget resolution for Fiscal Year 2020 and was without any planning activities for the Fiscal Year 2021 Budget.

A budget is used to set expectations for the membership, services & programs to set appropriate service levels, it is a key control and a legal document to provide accountability for all fund units, it is a tool for risk management. An approved budget is essential to setting the Nation's priorities. Without an approved budget, there is significant risk that the Nation could face further financial distress and present an audit finding in regards to a legally approved budget based on Oneida Laws.

If the Nation did not adopt a budget for FY2021 Governmental Auditing Standards could have resulted in a noncompliance audit finding within the Governmental Auditing Standards report. The Treasurer and Finance staff gathered the input from the organization and

COVID-19 Update IV
for Oneida Tribal Members



presented the Business Committee with a balanced budget based on conservative revenue and expense projections of the Nation. The Oneida Business Committee adopted the Fiscal Year 2021 Budget by resolution BC-11-24-20-F.

The Fiscal Year 2021 Budget will be presented at the following in-person meetings. Masking and social distancing will be required for the safety of all participants.

Oneida - Thursday February 18, 2020
Radisson - Tuscarora/Oneida Room

Milwaukee - Monday February 22, 2020
SEOTS

Session times

9:00 AM
11:30 AM
2:00 PM
4:30 PM

Session Times

11:00 AM
1:30 PM

Pre-registrations is required.

To Register:

Oneida call 920-869-4481

SEOTS call 414-329-4101

Part V – Reporting

The Oneida Business Committee realizes that our tribal membership is eager to get back to holding regular General Tribal Council (GTC) meetings and receive important information about the Nation. The Business Committee's first priority is to ensure that our membership is healthy and stays protected from the COVID-19 virus. Therefore, the Business Committee adopted BC Resolution #12-09-20-C that sets forth the reporting requirements for 2020 and 2021.

The COVID-19 Reports for Oneida Tribal Members were created to inform the tribal membership about the activities of the Nation during the pandemic. Four updates have been provided thus far and will serve as the 2020 Semi-Annual reports. This fourth COVID-19 Update for Tribal Members along with the Fiscal Year 2020 reports accompanying this report, will serve as the 2021 Annual Report. Additionally, 2021 reporting will be forthcoming in the form of COVID-19 Update for Tribal Members between January 2021 and July 2021. The Business Committee has been exploring the use of technology to hold General Tribal Council meetings while ensuring the meetings are interactive, attended by only tribal members, voting feature-enabled, and ensuring that information continues to remain confidential. While this has proven to be a complex and difficult task, our technology team continues to search for solutions.

COVID-19 Update IV
for Oneida Tribal Members



Recently, the Ho Chunk Nation utilized multiple platforms for viewing the meeting, and voting. However, the meeting was concluded due in part by non-tribal members gaining access in to the meeting.³

Organizational reporting will continue to occur in the form of quarterly reporting to the Business Committee. You will find the information on the Nation's website, www.oneida-nsn.gov

The Nation also created and has been utilizing other venues to provide information to the community and membership during the COVID-19 pandemic, including;

- **Facebook Live Updates** - Monday & Friday
 - Elected and organizational leadership give updates on major events and information.
 - Health Care professionals provide community updates on COVID-19 statistics and news.
- **Live Business Committee Meetings** held via YouTube⁴
- **COVID-19 Call Center** is a dedicated call center/email for tribal members to contact a live person to obtain information about the pandemic or organizational information.
 - Call Center Phone Number: (920) 869-4481
 - Call Center Email: COVID-19@oneidanation.org

As we look forward to 2021, we want to say Yaw^ko for all the support our people have offered to the Nation and to one another. Our prayers continue to be with our families.


A good mind. A good Heart. A Strong Fire.

³ Madison 365 Article https://madison365.com/the-ho-chunk-nation-assembles-historic-virtual-annual-meeting-of-the-general-council/?fbclid=IwAR0KAGt6SyJB9wZOfujlmyjhEjyHS9kdTSdCS6xtMYV1Jr5olUy3u_wOdkQ

⁴ Initially Business Committee meetings were held via Facebook live, and were transitioned to YouTube in November, as the end user does not need an account to access YouTube.



Audit Committee Memorandum

TO: General Tribal Council
FROM: Audit Committee 
DATE: January 18, 2021
RE: External Auditors direct report to GTC

The financial statements were reviewed and approved at the Special Business Committee meeting on December 18th, 2020. There were no substantial findings.

The financial statements are required to be made available to Tribal members at the Oneida Community Library, the Office of the Nation's Treasurer, the Finance Department and/or the Oneida Business Committee Records Management Office(s) per BC Resolution 08-09-17-B Internal Audit. However, due to the Extension of Declaration of Public Health State of Emergency Until February 11, 2021, some offices remain closed to the public or have limited services. Additionally, due to additional guidance needed on Corona Relief Funds, financial statements will not be available until mid-February.

Oneida Nation members are encouraged to contact respective offices or visit the Oneida Nation website at: <https://oneida-nsn.gov/blog/2020/03/16/oneida-nation-program-closures-and-event-cancellations/> to get information on services available. Additionally, Records Management's contact is Chad Wilson, Senior Information Management Specialist, available at cwilson1@oneidanation.org or 920-869-4478.

Thank you!

2021 ANNUAL BUSINESS COMMITTEE TRAVEL REPORT

THIS REPORT IS FOR TRAVEL THAT OCCURRED FROM OCTOBER 1, 2019 - SEPTEMBER 30, 2020.
THE REPORT INCLUDES TRANSPORTATION, LODGING, PER DIEM AND REGISTRATION COSTS FOR TRAVEL.

TEHASSI HILL, CHAIRMAN - FY 20 BUDGET \$11,200				
	Westerville, OH	10-15-19	Democratic Presential Primary	\$1,730.19
	Albuquerque, NM	10-20-19	NCAI	\$2,229.40
	New Orleans, LA	1-21-20	ICWA Testimony	\$739.37
	Washington DC	2-12-20	Testimony	\$825.40
Total				\$5,524.36
Balance				\$5,675.64

BRANDON STEVENS, VICE-CHAIRMAN - FY 20 BUDGET \$11,200				
	Westerville, OH	10-15-19	Democratic Presidential Primary	\$1,859.87
	Chandler, AZ	1-30-20	6th Annual Tribal Govt E-Commerce Conference	\$1,079.12
	Madison, WI	2-17-20	Democratic Leadership Reception	\$246.50
Total				\$3,185.49
Balance				\$8,014.51

PATRICIA KING, TREASURER - FY 20 BUDGET \$11,200				
	Prior Lake, MN	10-6-19	NAFOA Fall Conference	\$1,830.97
	Nashville, TN	4-10-20	NAFOA	\$271.00
Total				\$2,101.97
Balance				\$9,098.03

LISA SUMMERS, SECRETARY - FY 20 BUDGET \$11,200				
	Appleton, WI	10-14-19	Training Criminal Justice	\$75.00
	Albuquerque, NM	10-20-19	NCAI	\$2,227.20
	St. Paul, MN	11-3-19	Partners in Action	\$1,243.78
	Carlton, MN	11-6-19	MAST	\$285.65
	Nashville, TN	11-10-19	Tribal Net Conference	\$2,162.89
	Nekoosa, WI	12-11-19	Tribal Caucus	\$290.12
	n/a	n/a	Mileage for December 2019 and January 2020	\$76.30
	Lac Du Flambeau, WI	2-25-20	Tribal Caucus Meeting	\$496.12
	n/a	n/a	Mileage for February 2020	\$308.47
Total				\$7,165.53
Balance				\$4,034.47

DANIEL GUZMAN KING, COUNCILMAN - FY 20 BUDGET \$8,200				
	Milwaukee, WI	10-9-19	2019 AISES National Conference	\$884.57
	Milwaukee, WI	10-18-19	G Ignace Health Center	\$138.43
	Albuquerque, NM	10-20-19	NCAI	\$2,251.46
	Madison, WI	2-18-20	State of the Tribes	\$142.79
Total				\$3,417.25
Balance				\$4,782.75

DAVID P. JORDAN, COUNCILMAN - FY 20 BUDGET \$8,200				
	Milwaukee, WI	10-18-19	Tour Indian Health Services & Community Mtg	\$143.34
	Milwaukee, WI	1-22-20	Census 2020 Tribal Forum	\$0.00
	Albuquerque, NM	2-3-20	Tribal Transportation Conference	\$12.42
Total				\$ 155.76
Balance				\$8,044.24

KIRBY METOXEN, COUNCILMAN - FY 20 BUDGET \$8,200				
	Hudson, WI	10-6-19	Speaker for Repatriation of Oneida Children	\$272.50
	Milwaukee, WI	12-5-19	Milwaukee DNC SEOTS quarterly visit	\$141.70
	Palm Springs, CA	1-6-20	AIANTA Board Retreat	\$980.79
	Hinkley, MN	1-14-20	North American Indigenous Games	\$1,049.88
	Chicago, IL	2-7-20	NATOW	\$0.00
	Madison, WI	2-18-20	State of the Tribes	\$147.15
Total				\$2,592.02
Balance				\$5,607.98

ERNIE STEVENS III, COUNCILMAN - FY 20 BUDGET \$8,200				
	Milwaukee, WI	10-9-19	AISES National Conference	\$667.28
	Las Vegas, NV	12-10-19	Hemp Interim Final Rule Tribal Consultation	\$1,526.56
	Wisconsin Dells, WI	3-9-20	Better Buildings: Better Business Conference	\$91.50
Total				\$2,285.34
Balance				\$5,914.66

JENNIFER WEBSTER, COUNCILWOMAN - FY 20 BUDGET \$8,200				
	Washington DC	9-30-19	Tribal Self Governance	\$36.00
	Carter, WI	10-29-19	October Consultation Meeting	\$219.09
	Washington DC	11-18-19	Tribal Advisory Committee ACF-TAC	\$579.93
	Washington DC	1-22-20	Tribal Self Governance	-\$1.00
	Madison, WI	2-6-20	Mileage for Governors Evers Education, Testimony	\$148.24
Total				\$982.26
Balance				\$7217.74

Note: The incoming Business Committee members for the 2020-2023 term did not expend any travel dollars in this reporting period.

CONFIDENTIAL – ATTORNEY CLIENT PRIVILEGE – ATTORNEY WORK PRODUCT

The Oneida Law Office is providing this litigation update to inform the General Tribal Council of legal cases in which the Nation is involved. Please remember that litigation strategy, communications between tribal officials and the Nation’s attorneys, and the work product of the Nation’s attorneys are confidential. These considerations limit the amount of information we can disclose in public forums. Please treat the information contained in this update as confidential and do not share it with anyone outside the General Tribal Council.

Oneida Nation v. Village of Hobart, Case No. 19-1981, United States Court of Appeals for the Seventh Circuit. In 2016, the village issued a citation and \$5,000 fine against the Nation for holding the Big Apple Fest without a village special event permit. In response, the Nation sued the village in federal district court to stop the village from imposing its ordinance on the Nation on the Oneida Reservation. The village filed counterclaims alleging, among other things, that the Reservation had been disestablished through allotment and the issuance of fee patents. The district court ruled the Reservation was diminished and reduced to those lands held in trust, and the village could enforce its ordinance against tribal officials on fee lands. The Nation appealed, and the Seventh Circuit Court of Appeals reversed the decision of the district court. The Seventh Circuit ruled “the undisputed facts show no congressional intent to diminish the Reservation,” and the United States Supreme Court has “time and time again” rejected the village’s legal theories regarding diminishment. The Seventh Circuit also found the “evidence offered by the village is so inconclusive that it could not justify a finding that the United States unilaterally broke the 1838 Treaty.” The Seventh Circuit remanded the case to the district court for entry of judgment in favor of the Nation, and on October 2, 2020, the district court entered judgment ordering and adjudging that “the Oneida Reservation defined by the 1838 Treaty remains intact. All land within the boundaries of the Reservation is Indian country under 18 U.S.C. § 1151(a).” The village has until February 15, 2021, to seek review by the United States Supreme Court.

Oneida Nation v. Oneida Indian Nation of New York, Cancellation No. 9206411, United States Patent and Trademark Office, Trademark Trial and Appeal Board. In 2015, the Oneida Indian Nation of New York (OIN) sent a letter to the Ladies Professional Golf Association asserting that OIN has the exclusive right to use the terms “Oneida” and “Oneida Nation” in conjunction with golf events based upon OIN’s registration of trademarks for those terms. The Nation proposed a coexistence agreement under which both the Nation and OIN would have the right to use those terms, but OIN refused to consider such an agreement. The Nation then filed a petition with the United States Patent and Trademark Office’s Trademark Trial and Appeal Board (TTAB) seeking cancellation of OIN’s trademarks. TTAB denied a motion to dismiss filed by OIN but granted a motion by OIN to suspend the proceedings pending the outcome of a lawsuit filed by OIN against the United States Department of Interior (DOI) regarding approval of the Nation’s name-change constitutional amendment. OIN lost its lawsuit against DOI, and TTAB has now reinstated the trademark cancellation proceedings. The Nation again proposed a coexistence agreement to OIN, OIN refused to consider such an agreement, and the proceedings are now moving to the discovery and trial phases.

Brackeen v. Bernhardt, et al., Case No. 18-11479, United States Court of Appeals for the Fifth Circuit. The States of Texas, Indiana, and Louisiana and several individual plaintiffs filed a

lawsuit against the Department of Interior (DOI) and various federal officials asserting the Indian Child Welfare Act (ICWA) and the Final Rule promulgated by DOI for implementation of ICWA are unconstitutional and unenforceable because they violate the 10th Amendment, the Equal Protection Clause of the 5th Amendment, and other provisions of the United States Constitution. They claim ICWA and the Final Rule are based upon impermissible racial classifications and violate states' rights. The United States filed a motion to dismiss on the grounds the state and individual plaintiffs lack standing and have otherwise failed to state a claim for relief. The Nation, together with Quinault Indian Nation, the Morongo Band of Mission Indians and the Cherokee Nation, intervened in the case and also filed a motion to dismiss. The plaintiffs moved for summary judgment. The district court denied the motions to dismiss and granted the plaintiffs' motions for summary judgment. The district court ruled ICWA and the Final Rule are unconstitutional because they are based on racial classifications which are not narrowly tailored to achieve a compelling governmental interest, they improperly delegate legislative authority to Indian tribes, and they commandeer state courts to apply federal standards in state cases. The Navajo Nation then intervened in the case, and the United States and the intervening Tribes appealed. A three-judge panel of the United States Court of Appeals for the Fifth Circuit granted a stay of the district court's ruling pending appeal, and then reversed the district court's ruling. The three-judge panel held that ICWA is based upon political, not racial, classifications and does not violate the Equal Protection Clause, and ICWA does not impermissibly delegate legislative authority to Indian tribes or commandeer state governments. The individual plaintiffs and State plaintiffs filed petitions for rehearing en banc by the all of the judges of the Fifth Circuit, and the Fifth Circuit granted the petitions. Briefing is completed, and oral argument was held on January 22, 2020. We are now waiting for the Fifth Circuit to issue a decision.

Oneida Nation v. Amerisourcebergen Drug Corp., et al., Case No. 1:18-op-46034-DAP, United States District Court for the Northern District of Ohio, Eastern Division. The Nation and other Indian tribes, states, and municipal governments sued opioid manufacturers and distributors alleging negligence, gross negligence, public nuisance, civil conspiracy, deceptive practices, fraud, unjust enrichment, and violation of the Racketeer Influenced and Corrupt Organizations Act. The court has divided the cases into separate tracks, including a tribal track, and has selected bellwether cases in each track which will establish liability determinations. The court denied motions to dismiss the claims in the tribal bellwether cases (Muscogee Creek Nation and Blackfeet Tribe), and the cases are being prepared for trial, which has been delayed due to the COVID-19 pandemic. Settlement negotiations are ongoing, and it is possible the cases will be settled prior to trial.

Fee-to-Trust Appeals pending before the Interior Board of Indian Appeals. The Village of Hobart and the City of Green Bay have each filed appeals of notices of decisions issued by the Bureau of Indian Affairs (BIA) to take land into trust for the Nation. The village is arguing that the Nation is not eligible to have land taken into trust under the Indian Reorganization Act because the Oneida Reservation was supposedly disestablished and the Nation was supposedly not under federal jurisdiction in 1934, the BIA failed to follow the regulatory criteria for taking land into trust, and the processing of fee-to-trust applications under the consortium agreement between the BIA and the Nation and other tribes creates impermissible bias in favor of the Nation. The City of Green Bay is arguing that the BIA

failed to follow the regulatory criteria for taking land into trust, and the processing of fee-to-trust applications under the consortium agreement between the BIA and the Nation and other tribes creates impermissible bias in favor of the Nation. Both the United States and the Nation are contesting the village's and the City's claims. The appeals have been fully briefed and are awaiting decision by the Interior Board of Indian Appeals.

Subrogation Cases. There are currently twenty-one (21) pending cases in which the Nation has a subrogated interest/right of recovery for medical or worker's compensation benefits paid, and several potential subrogation claims which we are monitoring.

Oneida Judiciary

Vision

The Vision of the Oneida Judiciary is to administer a fair, objective, independent, timely and lawful judicial branch of the Oneida government. The Oneida Judiciary is guided by the wisdom of our heritage and traditions as well as the requirements of modern circumstances, laws and statutes.

Mission

The Mission of the Oneida Judiciary is to provide a fair, orderly, and neutral forum for the resolution of issues that may arise out of governance of the Oneida Nation and civil actions amongst its members, other people residing on the Oneida Reservation, and those doing business with Oneida Tribal entities. It is our mission to operate as an independent branch of our government entrusted by the General Tribal Council to protect the Sovereignty of the Oneida Nation and the Rights of its citizens.

2020 Court Activity and COVID-19 Impacts

The Oneida Judiciary has remained open to provide services to the Oneida community since the onset of the COVID-19 pandemic. Direct services have been streamlined to keep court personnel and court users safe. Approved safety Reentry Plans have been developed and implemented to minimize the interruption or delays to the delivery of judicial services as experienced in other jurisdictions. Though most services reverted to telephone or electronic contact, the Judiciary still saw over **1,200** court users on-sight in the 2020 calendar year. The following are uninterrupted/modified services provided:

Trial Court	
Chief Judge Layatalati Hill Judge John E. Powless, III Judge Patricia Hoeft	Clerk of Court Stephanie Smith Healing to Wellness Court Coord. Simone Ninham
<p>Since the COVID-19 pandemic was declared, the Trial Court has continued to safely operate in accordance with the Judiciary’s temporary emergency measures and the Reentry Plan. The Trial Court has continued to hold hearings, both virtually and in-person, without any known COVID-19 transmission amongst court users and court staff. Peacemaking also continues to operate under the Judiciary’s temporary emergency measures and the Reentry Plan. Most Peacemaking sessions have been conducted by phone. A few in-person sessions have been held with no known COVID-19 transmissions taking place. The Development of the Wellness Court continues to make progress. A first draft of the Wellness Court law has been completed and a second draft is currently in the works. The Wellness Court policies and procedures continue to be worked on.</p>	
2020 Trial Court Highlights	
Trial Court hearings (civil cases, small claims, employment matters, garnishments, and citations)	124
Certified Court Transcription services	3
Peacemaking Services	65 sessions, 33 agreements reached
Notary Services	Available upon request and by appointment.
Direct Services to Litigants	Guidance on court forms, fee waivers, procedures. Available upon request and by appointment.

Marriages	1. Available upon request and by appointment
Healing to Wellness Court	Not yet operational

Family Court	
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Judge Marcus Zelenski Judge Robert J. Collins, II	Clerk of Court Pixie DeGrand Clerk of Court Kristina Denny
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Since the COVID-19 pandemic was declared, the Family Court has held 488 hearings in accordance with the Judiciary's temporary emergency measures and the Reentry Plan. The Family Court has been holding initial hearings virtually in order to assess cases and determine if they are likely to resolve via stipulation, whether the parties are willing to participate in the peacemaking process, or whether an in-person contested hearing is required. In March 2020, the Oneida Nation's Core Decision Making Team declared the suspension of transfer of cases related to the Children's Code. While the Indian Child Welfare Department continued their work on cases already pending before the Family Court, there were only two transfers after the declaration. Over the past month, original filings related to Children's Code cases have resumed and case transfers are anticipated to resume in February 2021.

2020 Family Court Highlights	
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Family law hearings (divorce, child support, paternity, etc.)	562 hearings
Children's Code Cases	26 hearings
Certified Court Transcription services	3
Notary Services	Available upon request and by appointment
Direct Services to Litigants	Guidance on court forms, fee waivers, procedures. Available upon request and by appointment
Marriages	Available upon request and by appointment

Court of Appeals	
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Chief Judge Patricia Garvey Judge Chad Hendricks Judge Leland Wigg-Ninham	Judge Diane House Judge – Vacant Clerk of Court Tami Hill
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Since taking over as Chief Judge in August 2020 I have had the time to become acquainted with the court processes. The Appellate judges have had 4 appeals filed under my tenure. We have settled the appeals in a timely manner. My goal in taking this position was to answer all appeals as quickly as possible. I believe this adds to the respect of the community and a sense of pride in their judicial system. We will continue to professionally administer the Appellate Court as the community expects and answer all complaints in a timely manner.

2020 Highlights	
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Telephone or virtual deliberations on pending appeals	5 appeal cases filed
Rulings Issued/Docket Caseload	24

Direct Services to Litigants	Guidance on court forms, fee waivers, procedures. Available upon request and by appointment.
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Court Administration	2020 Highlights
Court Administrator Raeann Skenandore	
FY20 Tier V Budget Contingency Plan	Total \$119,814* budgeted reductions in Judiciary & Family Court budgets including personnel, training, supplies & materials, transportation & per diem, special events and outside services. *Doesn't represent lower EOY actuals.
FY20 Staff Reductions	1 full time in Trial Court, 1 half time in Administration
FY20 Reentry Plan	Covid-19 related procedures, temperature taking kiosks installed, enhanced cleaning procedures.
2020 Annual Election	Transition of two outgoing Chief Judges, and two new Chief Judges, 1 new Trial Court Judge, 2 reelected Court of Appeals Judges
Notice of Dissolution of Court Case Management System	New vendor search – project management
2020-2021 Tribal Court Assessment Request	BIA-Office of Justice Support onsite assessment
FY21 Budget Development	Remain under Tier V restrictions. Combined Judiciary & Family Court submission: \$1,443,631. Capital expenditure submission: \$78,900
Risk Closure Preparedness	Acquisition of laptops for court personnel w/ VPN access for continuity of services.
Security Preparedness	Installation of grant funded metal detection device
Complaint Against a Judge, O.C.L. 801.12	1 – Complaint dismissed; probable cause unfounded

For more information, contact the **Court Administrator** at:

(920) 496-7215, or Judicial_system@oneidanation.org.

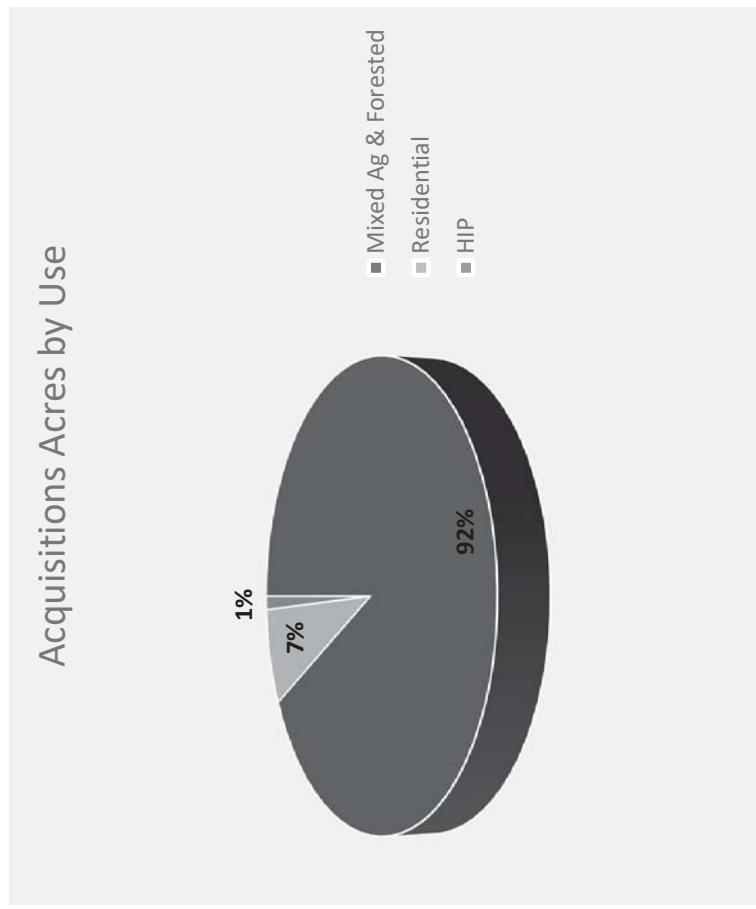
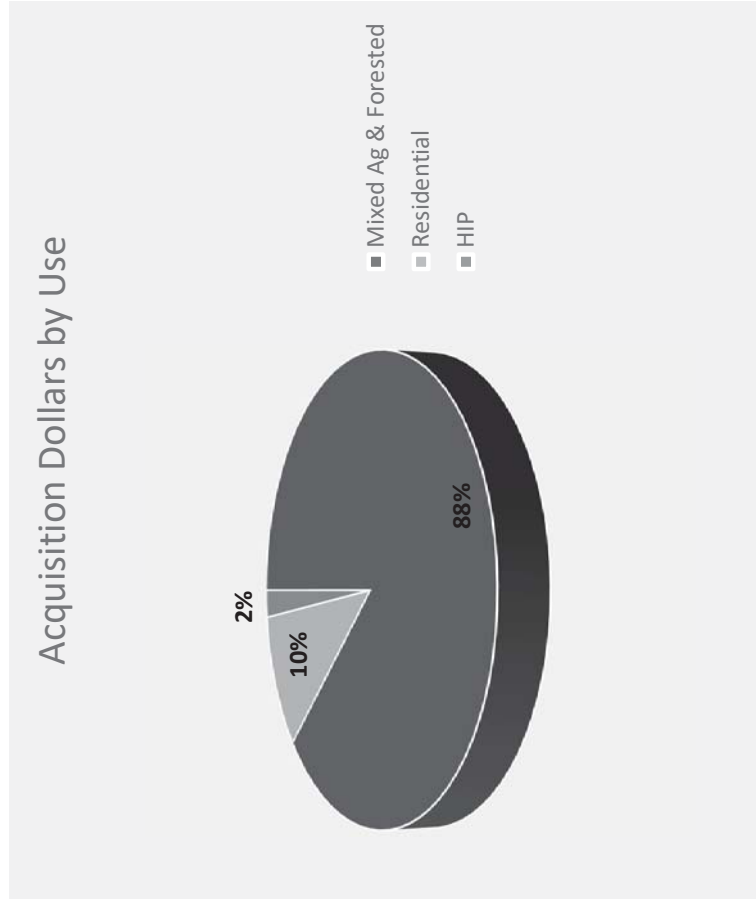
Visit our webpage at: <https://oneida-nsn.gov/government/judiciary>



Summary of Acquisitions by Use 2019-2020

Total budget: \$8,448,600.30

Total acres acquired: 266



2020 Trust Update						
Portfolio	Market Value 12/31/2020	Net Contributions & (Withdrawals)	Expenses	Market Value 12/31/2019	1 Year Return	
Elder PC, Higher Ed + Gen'l Wel	136,153,565	(4,307,504)	(471,836)	128,264,225	7.96	
Minors 0-14	29,958,777	(5,916,072)	(144,324)	32,157,753	13.73	
Minors 15+	32,562,140	(235,661)	(120,542)	30,660,272	7.17	
Language Revitalization	3,668,044	(60,643)	(4,955)	3,374,303	10.76	
General Per Capita	9,368,839	-	(3,828)	8,158,583	14.89	
Disability Fund in Trust Dept.	-	-	-	30,415	-	
Acheson Education Endowment	1,889,147	-	(9,544)	1,713,680	10.88	
School System Endowment	1,886,721	-	(3,875)	1,733,382	9.08	
BIA 0702 TREATY OF CANADAIGUA 1794	327,427	1,800		304,887	1.37	
BIA 1701 TIMBER STUMPAGE	41,164	-		40,966	0.04	
BIA 1109 DOCKET 84 AND 300 LANDCLAIM	-	-		8,909		
BIA 1695 DOCKET 84 AND 300 LANDCLAIM	-	-		1,505		

Disability Fund: The CD has been transferred back to Finance for current disability needs.

Land Claim: The two BIA accounts must be used for land acquisition; both have been liquidated and transferred for land purchase.

Savings into Trust: Many contributions into our Trust accounts stopped due to Covid cost containments. Only \$250k was added to Elder PC, Higher Ed + Gen'l Welfare (prior to Covid)

Expenses: Listed expenses may include money manager fees, custodian fees, consultant fees, accountant fees.

Elder PC, Higher Ed + Gen'l Welfare Withdrawals: ~\$1.5M for Elder 65 PC, ~\$2.8M for OLIPP premiums, ~\$200k for Dept. budget

Minor Trust Withdrawals: ~\$6.1M was paid to member claiming Minor Trust accounts

For additional information: TrustEnrollments@oneidanation.org

FY-2020 Report

ONEIDA RETAIL ENTERPRISE

Outcome/Goal # 1

Goal: Increase gross profit in the cigarette category.

Outcome: Increased net profit to the general fund

MEASUREMENT:

Monthly cigarette promotions – Overall cigarette carton promotion redemption is up 21.3% with a 31.6% decrease in promotion dollars used per transaction.

Cigarette carton sales – Overall cigarette unit sales are down 5.06% year over year in line with the industry averages.

Gross Profit in the Cigarette Category – Overall cigarette category gross profit percentage increased 4.4%.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Net Profit Dollars saw an 18.08% increase year over year

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The continued strategy for the Oneida Retail Enterprise is to focus on the products that will generate an increase in gross profit dollars, product unit volume and overall revenue. The focus will include offering attractive promotions, a winning merchandise mix and utilizing customer insights to make informed decisions to obtain desired results.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The convenience store industry has seen a dramatic decrease in foot traffic and change in customer buying behaviors. Oneida Retail Enterprise has been impacted at an accelerated rate which can be seen in the promotion redemption rate and customer trip rate. Customers have increased their trip dollar spend because of the decrease in the number of trips they are making for various reasons, such as a decrease in disposable income, telecommuting, or traveling less for leisure. This strategy will encompass a more over-arching promotions strategy to include all categories with an aggressive approach to being “first on the street” for new product launches.

Outcome/Goal # 2

Goal: Improve employee engagement

Outcome: Improved customer service, reduce turnover and increase net profit

MEASUREMENT:

Number of employees:

134.75 Full time equivalent (FTE) employees budgeted for FY 2020

98 FTE employees staffed at the end of Fiscal Year (Sept. 2020):

Employees registering and attending training - The following training and/or education occurred in FY 2020:

Mandatory Fuel Training for Class A/B and Class C: 201 Employees

Responsible Beverage Server: 180 Employees

WI Tobacco Law: 98 Employees

Loyalty Program: 61 Employees

Cleaning/Disinfecting for Mgrs.: 11 Employees

Re-entry Orientation: 37 employees

Orientation: 5 employees

Convenience Store Category Manager Training – 1 employee. Online training through NACS (National Association of Convenience Stores)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Training Specialist was targeted to be hired in the second quarter (Jan. Feb. March); however actually hired in June 2020. As a part of the COVID-19 plan a mandatory cleaning and disinfecting schedule was implemented. Not only to prevent the spread of COVID-19 but also to increase customer confidence. Developed re-entry orientation for employees returned from furlough and lay-off status. Custodial dept. conducted a training and disinfecting training for Mgrs. Developed and held Mobil loyalty program training. Mobil introduced a new loyalty program called Rewards+ that Oneida rolled out to customers in August 2020.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Training assessment to identify and prioritize training needs for Retail employees. Training programs to support the documentation of standard operating procedures; operational manual; updated/revised job descriptions for store personnel identifying any gaps in knowledge, skills and abilities; on board training for new hires and customer service.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

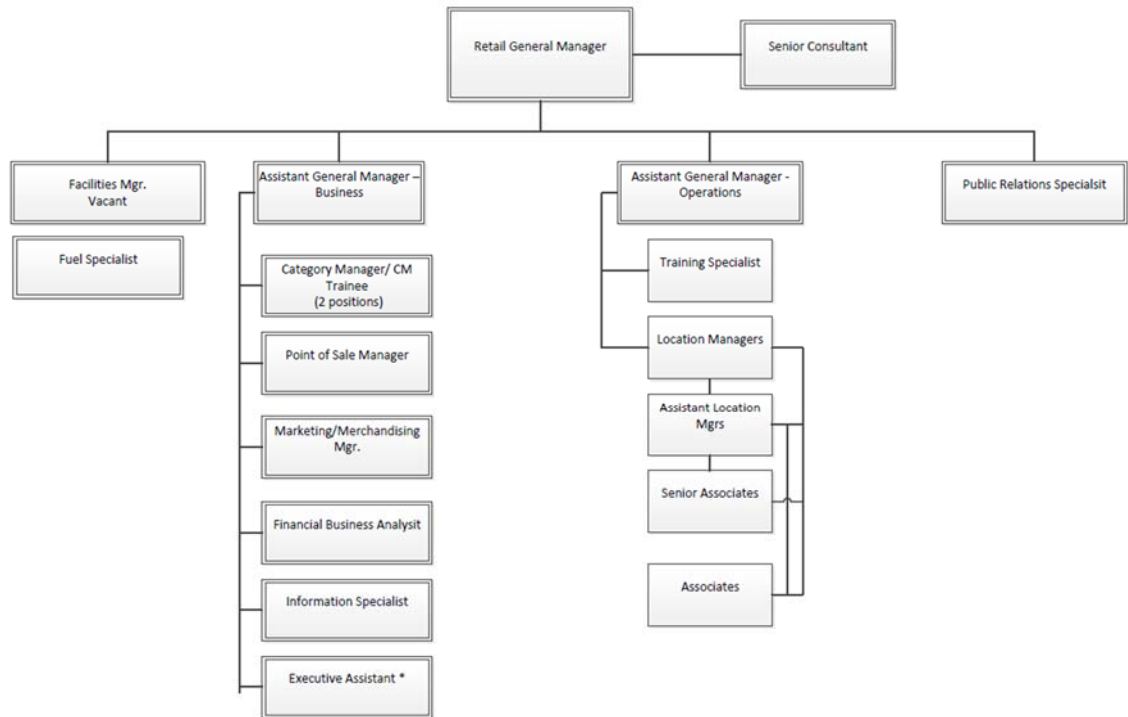
The primary impact was the delay in hiring the Training Specialist and the completion of a training assessment. Training focused on health and safety regarding COVID-19 and maintaining required licenses.

The furloughs and lay-offs contributed to the increase in year over year net profit.

Organization Changes

Retail Oneida Retail Enterprise (ORE) was designated as an essential business during COVID-19 pandemic. Most of the convenience stores remained opened, however operational hours and staffing levels were adjusted. Operational hours and closings occurred due to staffing availability and the stay at home orders. The Bingo, Casino and Isbell Smokeshops were closed on March 18, 2020. The Oneida Casino Travel Center was closed on March 24, 2020 and the Oneida Market closed on April 12, 202. The Smokeshops re-opened in June and July and the Travel Center re-opened at the end of September 2020. The Smokeshops and travel center re-opened with limited/reduced hours. At times stores needed to close stores early and/or hours reduced due to spikes in COVID-19 related absences. Employees were out due to testing, quarantine or isolation. In FY' 2021 an operational and business analysis for the Oneida Market is being planned. The purpose of the analysis will be to better meet the customer buying habits, optimize profitability and align with the Tribe's food security initiative. Due to the stay at home orders and Public Health mandates ORE is not able to offer self-serve food and beverage offerings. ORE was in the final phase of seeking approval for a reorganization from the Oneida Business Committee when the COVID-19 Pandemic occurred. On April 8, 2020 the Business Committee approved a re-organization plan. The plan was based on planning that started at the end of FY'19 which included a gap and SWOT analysis. The re-organization structure was presented to the Business Committee as three year a phased in approach to aligning the structure to best meet the overall needs of Retail. The organizational chart represents the changes that were approved for FY 2020 and 2021.

ONEIDA RETAIL ENTERPRISE



*Executive Assistant is shared position with all areas.
FY'21 Org. Chart

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FY-2020 Report

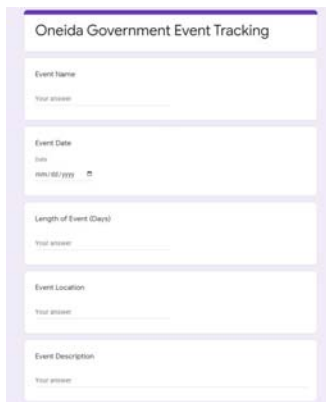
INTERGOVERNMENTAL AFFAIRS & COMMUNICATION

Outcome/Goal # 1

Enhance Government to Government Relations and relationships with political leaders by increasing the number of networking sessions.

MEASUREMENT:

An event tracking system was created to benchmark the networking opportunities for the Business Committee during FY20. The tracking system included information about the event, who attended and for what intended purpose.



The image shows a screenshot of a web form titled "Oneida Government Event Tracking". The form contains several input fields: "Event Name" with a text input and "Your address" below it; "Event Date" with a date picker set to "mm/dd/yyyy"; "Length of Event (Days)" with a text input and "Your address" below it; "Event Location" with a text input and "Your address" below it; and "Event Description" with a text input and "Your address" below it.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

IGAC leads the Nation's advocacy and outreach to the governmental entities, business partners, and other external entities. Direct line of communication established with the Governor, Lt. Governor, and local leaders during the COVID-19 pandemic. Cooperative Governance agreements are being developed with local governments. Tribes were included in the CARES Act funding and supported by WI Congressional delegation and the Governor. State of WI included the Tribes in their CARES Act funding distribution. Tribes were represented and recognized during the Democratic National Convention. Land purchases successful with local governments. Arranged for several appointments for members of the Business Committee and employees to serve on task forces, committees, councils, and boards at various governmental levels. Oneida plays an integral role in the WI Special Committee on State/Tribal Relations to influence state legislation. Partnership with UWGB on National Estuarine Research Reserve System and state budget proposals. Participate in monthly meetings with local municipal leaders.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Relationships are key to advancing the Nation’s legal, political and legislative agenda. Networking with community and political leaders will result in enhanced relationships which results in intergovernmental cooperation and the ability of the Nation to influence policy, legislation, and decisions that impact the Nation. Continuing to expand networking opportunities for the Business Committee and organizational leadership, and continued advocacy, education and relationship development with political and community leaders.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

From March until October 2020, Legislative Affairs staff was assisting the COVID-19 pandemic response teams and were assigned to the Emergency Operations Center, COVID-19 teams and the COVID-19 Call Center. Networking opportunities became limited during the pandemic as in person meetings and events were transitioned to holding meetings and events virtually.

Outcome/Goal # 2

Oneida Nation Government Engagement – Support the Oneida Nation government with the 2020 Election (Oneida General Election, Presidential and local elections) through outreach and communication.

MEASUREMENT:

PRELIMINARY ANALYSIS OF WI NATIVE VOTE 2020 & IMPACT

WARDS ANALYZED	VOTED FOR BIDEN	VOTED FOR TRUMP	BIDEN MARGIN	INCREASE IN VOTERS OVER 2016
*Wards with 70% Tribal voting age population & available ward level results	82%	18%	+64	+20%

--Biden’s margin over Trump in Wisconsin is currently at +0.7% or 20,427 votes.
---Wisconsin’s estimate Native voting age population is 71,463.

If the statewide Native Vote was consistent with the wards analyzed
the Native Vote was sufficient to swing the 2020 Wisconsin election to Biden.

Wisconsin has an evenly split voting public and the Native Vote can decide elections. The estimated Native voting age population far exceeds the margin of victory in WI’s 2016, 2018 and 2020 elections.

Election	2016 POTUS	2018 GOVERNOR	2020 POTUS
Margin of Victory	+22,748	+29,277	+20,427

*Menominee: 62% (Biden), 38% (Trump); +65% (Margin), +24% (Increase); Red Cliff (Russell 1 & 2) 88%, 12%, +73%; Bad River (Sandborn 1 & 2) 84%, 16%, +67%; +61%; Stockbridge/Munsee (Barabene) 74%, 25%, +49%; +11%; Mole Lake (Tashville 2) 70%, 29%, +41%; +18% Lac du Flambeau (Ward 2 & 3) & Lac Courte Oreilles (Hayward 6 & Bass Lake 3) ward level results not yet available
** 11.5.20 Wisconsin Elections Commission unofficial results
*** Estimates based on US Census American Indian / Alaskan Native (AIAN) alone and AIAN + more than one race (18+)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Nation’s Get Out the Vote Strategy focuses on mobilizing our community to vote. Starting with voter registration as Native people are unregistered at a higher rate than other communities. Elected leadership participated in several videos encouraging the Oneida and Native communities to vote.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Legislative Affairs will have an established benchmark for the Nation’s voting bloc which will

allow for the development of a strategy on how to increase voter engagement and continue to influence election outcomes.

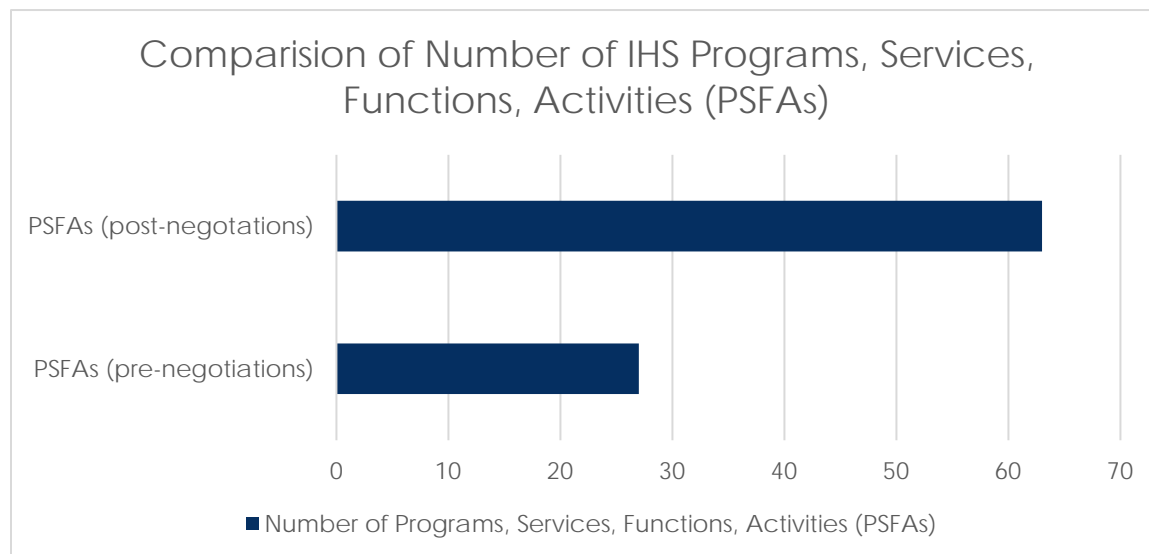
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The COVID-19 pandemic caused for all governments to focus on holding elections safely. The Nation and election officials heavily advocated for early and absentee voting in the Presidential and local elections. In person outreach posed a problem that limited voter registration drives and awareness. In person voting was still held, but long waiting lines were an issue. The Nation's General Elections were held in person and drive through voting, and the Business Committee Transition team worked to provide campaign opportunities to candidates through social media, the Nation's website and the Kalihwisaks.

Outcome/Goal # 3

Strengthening Sovereignty and Expanding Self-Governance

MEASUREMENT: As a result of negotiating a new Funding Agreement with the US Department of Health & Human Services, the Nation has strengthened its sovereignty by expanding the scope of work within the funding agreement from 27 IHS programs & services to 63 IHS programs & services.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In 2004, the Oneida Nation entered into a Title V Compact with the Indian Health Service (IHS) to operate the Nation's health care facilities under the Indian-Self Determination and Education Assistance Act, P.L. 93-638, 25 U.S.C. §5381 et seq. The amount of funds the IHS is required to pay the Nation under the Compact is set out in a Funding Agreement. For about two years a team comprised of Comprehensive Health, Environmental Health & Safety, Self-Governance, Law Office, Councilwoman Webster, and outside legal counsel

have been working to renegotiate and update the Nation's Funding Agreement with the IHS. The team has successfully completed those negotiations and is happy to report that the Nation has increased its federal funding by \$1,070,306 every year. In addition to the added funding, the negotiations resulted in the Nation adding a number of programs and services covered by the scope of work for the Agreement. This provides the Nation more flexibility and ensures that the work done under the Agreement is eligible for coverage under the Federal Tort Claims Act.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Community can expect better health care programs and services that are more efficient and effective. These services will be tailored in such a way that is unique to the health challenges to this Community. The funding agreement affords us the ability to re-design, re-program, re-allocate these health care programs, services, functions, and activities in a way that reduces administrative burdens and provides the flexibility needed to protect the health, safety, and welfare of the Oneida Community.

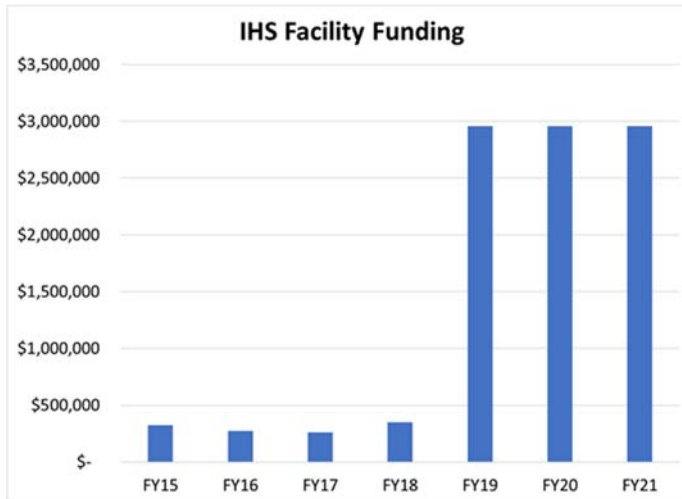
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The pandemic resulted in a reduced workforce, which included the Comprehensive Health Division. One aspect of our IHS funding comes from contract support costs - administrative and overhead costs. When we negotiated our contract support cost rate, we based it on FY 2019 salaries. Due to the pandemic, the Nation will likely have to pay-back a portion of our FY 2020 contract support costs due to layoffs of health care employees. On the other hand, our funding agreement allowed the Nation to receive its designated IHS COVID funds faster than those tribes that do not have an agreement with the IHS. Receiving the funds faster allowed us to better prepare, prevent, educate, and respond to the pandemic.

Outcome/Goal # 4

Maximizing Funding Opportunities [Click here to enter an outcome/goal.](#)

MEASUREMENT: The chart below illustrates the increase in funding the Nation received for the maintenance of its four health care facilities. This increase in funding stems from annual negotiations of Section 105 (I) lease agreements with the IHS. Section 105 (I) of the Indian Self-Determination and Education Assistance Act (ISDEAA) (P.L. 93-638, 25 U.S.C. § 5324(I)) states that upon request of a Tribe/Tribal Organization (T/TO), the Indian Health Service (IHS) must enter into a lease with a T/TO that holds title to, a leasehold interest in, or a trust interest in a facility that is used for the administration and delivery of health care services. These leases are facility cost agreements that compensate the T/TO for the facility operational expenses. In 2020, the Nation and IHS completed its negotiations for FY 2019 and FY 2020 lease agreements and have received funding for both fiscal years. The Nation will continue to negotiate these lease agreements every year and actively collaborates with federal partners, Congress, and other tribes to ensure that Section 105 lease funding is protected.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Nation successfully negotiated lease agreements with the IHS to better maintain, repair, and improve our four health care facilities which include the Oneida Community Health Center, Anna John Resident Centered Care Community, Oneida Behavioral Health, and Little Bear Development Center (Environmental Health & Safety). The Nation has increased its facility funding about 10 times the amount of received prior to the lease agreements.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

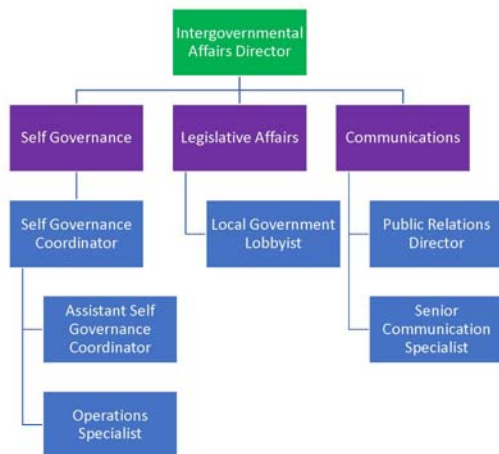
A team has been developed to identify immediate and long-term needs of the four facilities and are developing plans to spend these funds in a way that meets the Community's needs, tribal priorities, and comply with applicable laws. Ideas currently being considered include, but are not limited to, roof replacements, parking lot replacement, HVAC upgrades and more. The Community can expect to receive health care services in facilities that are safe, well-maintained, and comfortable.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The Nation was able to use a portion of these funds to pay for employee positions who work to clean, fix, and maintain these facilities. During the pandemic, these funds helped protected not only scarce tribal resources but also those employee positions who are responsible for maintaining the facilities. In addition, during the pandemic, the Health Center experienced an issue with a portion of their roof/ventilation system. The Nation was able to resolve the matter quickly by using these funds.

Organization Changes, if any

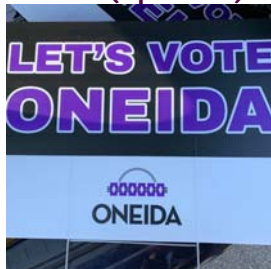
The Senior Public Relations Specialist position was eliminated due to the COVID-19 pandemic. The Statistician position (100% Tribal Contribution) in Legislative Affairs was reorganized to an Operations Specialist (100% federal compact funded) in Self Governance.



Contact Info

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Photos (optional):



Oneida Nation "Lets Vote Oneida" signs



Chairman Hill and Vice Chairman Stevens with Governor Tony Evers

FY-2020 Report

HUMAN RESOURCES DEPARTMENT

GERALDINE R. DANFORTH, HR AREA MANAGER

Outcome/Goal # 1

HRD WILL DEVELOP AND IMPLEMENT A PLAN TO RESHAPE HR TO BECOME A STRATEGIC BUSINESS PARTNER WITH FUND UNITS BY SEPTEMBER 30, 2021. THE HUMAN RESOURCES DEPARTMENT WILL UNDERSTAND WHAT THE FUND UNITS HUMAN RESOURCES NEEDS ARE AND WORK TO PUT THE RIGHT PERSON IN THE RIGHT POSITION FOR STRATEGIC ALIGNMENT.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Melanie Burkhardt (GM' office) and Barb Truttman (HRD), facilitators of the HR Realignment, have completed interviewing various Business Leaders from across the Nation to gather input on the most important priorities to support with the structure of the HR function. A final report on findings is being compiled for consideration for possible changes within HR to help become more of a partner to customers. Organizational charts have been developed to show proposed changes to HRD to include moves of Time and Attendance and a Risk Management role into Benefits & Compensation, and the creation of an Occupational Health Department that would house Employee Health Nursing, Safety Specialist, and Employee Assistance. Internal HR changes to the Employment & Recruitment areas to include specialized Generalist roles for the General Manager's area and Retail, will assist in becoming more of a strategic partner in these areas and help them with their hiring goals (similar to Gaming's Personnel Services model).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Next step is to bring back a finalized realignment plan to the Business Committee for consideration to include recommendations for a new job title for the HR Manager, internal changes to be made within HR, and a plan for movement of departments identified to relocate under the HR umbrella to streamline services.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The pandemic has brought to light the need for change and support to make the changes now.

Outcome/Goal # 2

COMPLETION OF PHASES ONE AND TWO OF TALENT ALIGNMENT PROJECT (SWP) BY SEPTEMBER 31, 2021. PHASE ONE IS FACILITATION OF OPERATIONAL

WORKFORCE PLANS. PHASE TWO CONSISTS OF FACILITATING PILOT AREAS THROUGH THE CREATION OF THEIR FIRST STRATEGIC WORKFORCE PLANS.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Phase I of the Talent Alignment Project is underway. The addition of the pandemic workforce analysis was added to the project components. Introduction and facilitation of operational workforce planning has been rolled out to the Program areas under the General Manager, Finance, Retail, Law Office, DPW, and HR Training & Development. Plans have begun to be created in Training & Development and in the Governmental Services area.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Workforce plans will continue to be worked on and as they are completed, the plans will be available through the department's chain of command, the Business Committed for information, and to HRD to help departments bring their plans to fruition when possible. The future of the plans will be for areas to continue to assess their operational plans and start work on their strategic plans where appropriate.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Due to layoffs, there is only one person, Barb Truttman, Organizational Development Specialist, working on the project where pre-COVID, the two Training & Development Trainees were assisting. This limits the timeframe for working with all the departments in completion of the plans. In some areas, the pandemic has caused major reorganization of departments which makes workforce planning more of a recovery plan of current operations and less of planning for the future. Budgets have also affected workforce plans by limiting what areas can or cannot do for their workforce such as with hiring. The Nation's Declaration of Public Health State of Emergency affects areas by not being able to open which in turn affects the workforce and planning for the future.

Outcome/Goal # 3

Completion of Phase 1 and Phase 2 of the new Human Capital Management Upgrade Project by September 30, 2021. PHASE ONE: Global HR, Benefits, Employee Space, Manager Space, Absence Management, and Transition Management. PHASE TWO: Talent Acquisition, Position Budgeting, and Succession Management.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Phase 1 of the Human Capital Management project is about 60% complete with a Go Live date anticipated in May 2021. All Phase 1 software has been installed and previewed for proof of concept. Next steps will include system testing and user acceptance testing. Phase 2 funding has been authorized. Phase 2 has been modified to add User Adoption Platform and Learning Development while shifting Succession Management to Phase

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

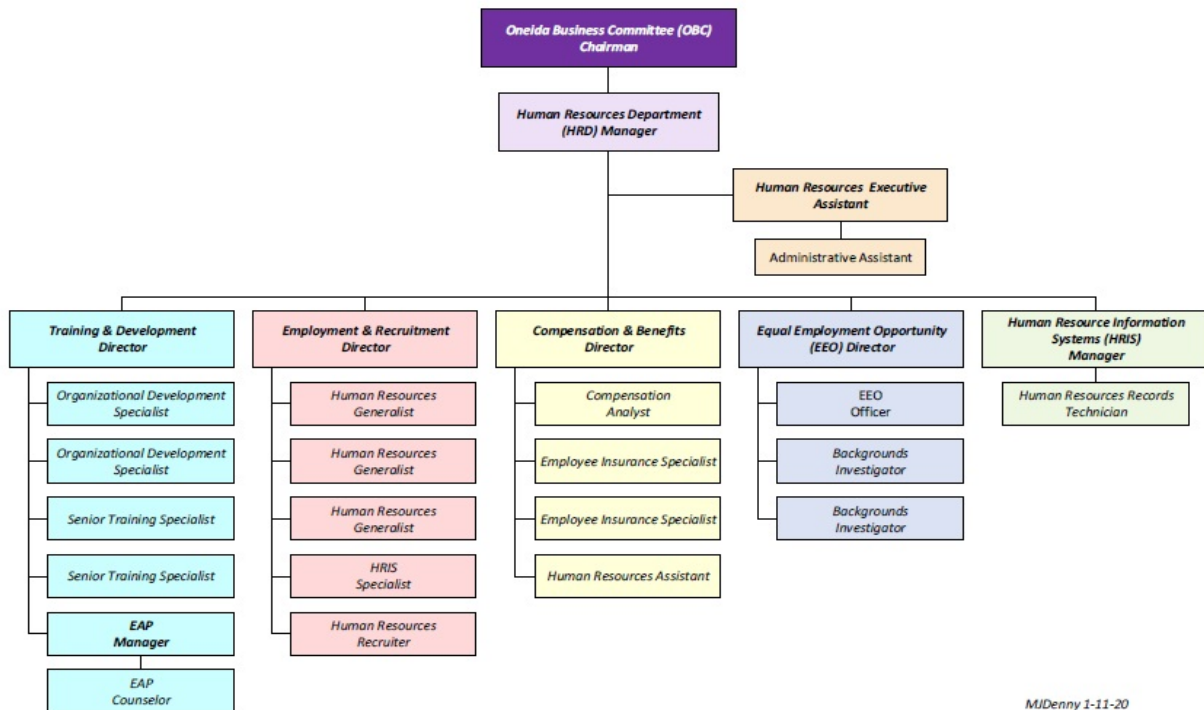
Completing Phases 1 & 2 will allow processes to be automated and streamlined. Hiring, recruiting, and onboarding processes will be most noticeably faster, easier and aligned to best practices in the industry. Employees and job candidates will also be able to perform many activities on their mobile phones such as job applications and requesting time off.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The project was delayed, and funding became contingent on available resources. Phase 3 cannot start until the next fiscal year. Travel restrictions and social distancing have restricted travel and resulted in remote meetings and training only. While the project has slowed due to COVID-19 the September goal date remains attainable.

Organization Changes, if any

Due to COVID-19, the majority of the HRD staff were placed on layoff/furlough status. Eleven staff have been recalled and seven have been separated from employment.



MJDenny 1-11-20

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FY-2020 Report

GAMING DIVISION



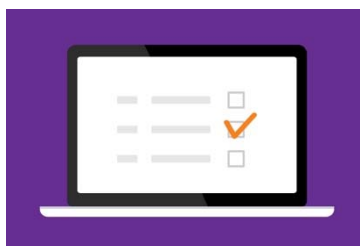
Vision: Gaming professionals working together to provide a friendly, safe, and fun gaming experience

Mission: Wisconsin's first choice for casino entertainment

Employee Survey

Improve Employee Engagement

MEASUREMENT: Employee Engagement Score



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The casino improved the employee engagement composite score by 26% in August 2018 from the baseline survey completed in August 2016. A Pulse Survey was completed in December 2019 as follow-up to the 2018 survey to measure improvement or decline in specific categories.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We will continue to measure employee engagement and initiate action items based on survey results.

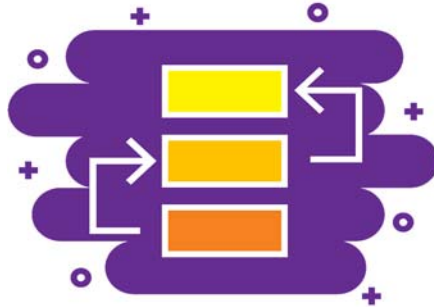
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

COVID-19 delayed implementation of the FY20 survey and will likely decrease the next composite engagement score due to furloughs, decreased staffing, and working in a more stressful pandemic-related environment. The next survey is estimated to be implemented in August 2021.

Action Teams

Complete Departmental Action Plans Based on Employee Engagement Survey Results

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Each Gaming Department has completed action plans. Workshops occurred in December 2018 for supervisors to gain further knowledge about employee engagement and learn how to develop action plans.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We will continue to complete Employee Engagement Survey Action Plans to assist in improving business operations and employee engagement scores.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Improvement in the Action Plan development process is delayed due to employee furloughs.

Benefits/Wage Analysis

Complete wage study for all Gaming positions

Complete analysis on Compensation and Benefits

MEASUREMENT: Complete objective wage study results for all active Gaming positions from contracted vendor. Obtain analysis on Oneida's Compensation and Benefits policies and practices.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

1. All Gaming positions were analyzed by Willis Towers Watson. 2. Gaming front-line wages were adjusted to a minimum of \$12 per hour with exception of Table Games Dealers. 3. Willis Towers Watson completed a benefits analysis against similar organizations, presented to Gaming Senior Management and Human Resource Manager. 3. Willis Towers Watson completed analysis of Oneida's compensation related policies and practices.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Willis Towers Watson to present findings of wage study and recommendations and compensation analysis results. Adjust grades of positions as indicated by the study. Recommendations of benefits and compensation analysis will be prioritized by Gaming Senior Managers after the presentation.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Final presentation of results delayed. Only front-line starting wage implemented, still need to adjust grades and wages identified from the study.

Organization Changes, if any

Safety protocols implemented include training all employees, posters, and other communication to remind employees to mask, social distance, and wash/sanitize hands. Interdepartmental meetings held virtually through Teams when possible. Gaming new employee orientation is now through E-learning, no current face-to face training for Gaming orientation, Gaming safety, or Title 31. Personal protective equipment supplies disbursed throughout the Gaming buildings including gloves, extra masks, hand sanitizers, sanitizing spray, etc. Training/meeting rooms and break rooms have been reconfigured for safety. Additional break rooms opened. Employee entrances and exits redesigned for one-way traffic. Smoking in the casino was banned for employees and customers.

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FY-2020 Report

EMERGENCY MANAGEMENT

Outcome/Goal # 1

Hire Assistant Deputy Director

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Emergency Management Director received support and approval from the Oneida Business Committee to post the position and hire an Assistant Deputy Director for the Emergency Management Department. To provide additional assistance to the Nation with the COVID 19 Response the position has been filled on an Interim Basis.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Assistant Deputy Director position will continue to be filled on an interim basis through May 2021. The Emergency Management Director will either request an extension of the Interim assignment or request to post the position.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Due to the COVID 19 pandemic the posting of the position has been postponed. The EM Director will continue to work with the OBC to fill the position as a regular employee.

Outcome/Goal # 2

Provide Training

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Emergency Management Department brought Just in Time Training to the Oneida Business Committee, Division Directors, Area Managers and Direct Reports in response to the COVID 19 Pandemic. The training provided information about how Incident Command works, the functions of the Emergency Operations Center and how tracking of the incident occurs.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The EM Department will continue to offer training for employees involved in Emergency Response. The EM Department has training scheduled for Damage Assessment Training and how-to set-up a Shelter with the American Red Cross.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

EM had Damage Assessment Training scheduled for April 2020, however due to the Pandemic the training was rescheduled to accommodate social distancing requirements.

Outcome/Goal # 3

Equipping Warming/Cooling Centers

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Emergency Management continues to work with the different areas of the Nation that assist with the establishment of Warming and Cooling centers when the need arises. Several buildings have been identified for potential uses, process have been developed for providing warming and cooling centers for public use, and/or processes to address community for temporary sheltering due to an Emergency or Disaster.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

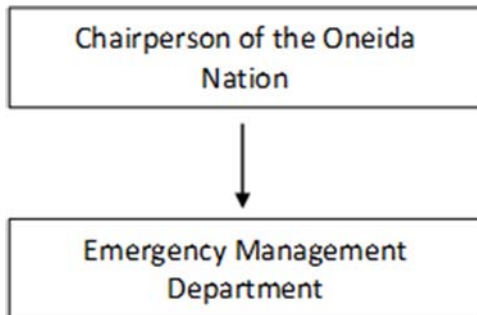
The Nation is prepared to provide warming or cooling centers for public use. The Nation has plans developed to provide access to temporary sheltering should the need arise due to an Emergency or Disaster.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Due to Social Distancing requirements the Nation's previous plans were reviewed and updated to include recommendations from the CDC for Social Distancing.

Organization Changes, if any

Enter explanation of organizational changes. Use placeholder below to include an image of your organizational chart.



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FY-2020 Report

FINANCE ADMINISTRATION

Outcome/Goal # 1

Through our work and advice not go into cost containment

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Unfortunately, COVID and the historic 68-day closure of Gaming had a negative impact on our ability to meet this goal.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We will continue to strive to meet this goal.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The historic 68-day closure of Gaming made this goal unattainable.

Outcome/Goal # 2

Consistently meet financial obligations. Optimize expense management.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Nation was able to maintain core services and programs during the COVID shut down of Gaming.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued monitoring.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

COVID made this meeting this goal extra challenging due to a lack of cash deposits for 68 day closure.

Outcome/Goal # 3

Responsible and effective asset management.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Oneida Nation's net position increased \$81 million from FY2019 to FY2020.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued monitoring.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

COVID made this meeting this goal extra challenging due to a lack of cash deposits for 68 day closure

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FY-2020 Report

GENERAL MANAGER/BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

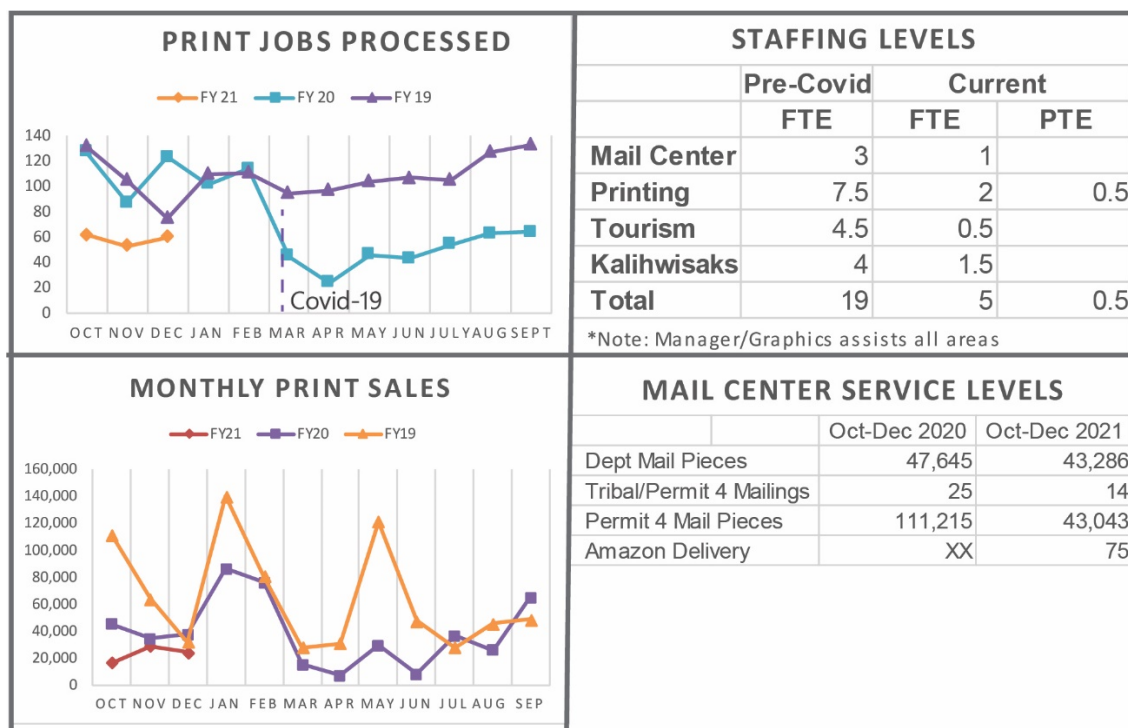
Status report of Outcomes/Goals

1. This report will focus on the operational sustainability for Big Bear Media through the Covid-19 pandemic
2. The metrics will look at staffing levels, service levels and elimination of programs/services
3. Top accomplishment: staff worked at a high level to cover all the positions that were eliminated. Staff have cross trained to increase the overall capacity of Big Bear Media.
4. In 6 months, goals include adding 2 part-time staff to help sustain the current workflow levels in Mail/Print. 6 months-1 Year, BBM will seek new customers, assisting departments with marketing campaigns, redesign of the Kalihwisaks, 3D design of corn for long house and other creative media projects the help solidify Oneida's historical on-line legacy.

Outcome/Goal # 1

Operational Sustainability BBM: Print Operation, Mail Center, Tourism & Kalihwisaks

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Creating a new normal with far less staff. Remaining Big Bear Media staff have stepped up to assist all areas. Print operations have not stopped since March 2020. It took 5 months to hire back 1 part time employee to retain print work that was being outsourced to another company.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

6 Months – 1. Request additional PTE for Mail Center. Mail has increased volume due to employees returning and the added duties of receiving & delivering Amazon.com orders. 2. Print request 1PTE Graphics/customer service position. Print has an increase in print orders, phone inquiries, billings etc. which does not allow time to focus on moving the business forward.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The greatest impact Covid has had on Big Bear Media is the mental stress of employees being laid off, cleaning up offices and knowing the effect on their families. The second impact is staff coverage in the event of illness. The current tribal process does not allow a quick response to production needs. Limited staff equates to a reactive workforce. This is not a sustainable formula for growth.

Outcome/Goal # 2

Advancing On^yote?a.ka Principles

Prior efforts towards this goal have been put on hold except for small internal media projects and social media. Advertising is limited with the strategy that Oneida must keep some Native presence in tourism magazines. All events; Pow wow, Big Apple Fest have been put on hold.

MEASUREMENT:

Video Transfer Oneida Elder Interviews	Total Tapes	Completed Transfer/Youtube	% Completed
Mini DV Tapes Phase I	294	95	32.3%
Beta Tapes Phase II	387	0	0
REEL to REEL Phase III	TBD @ cottage		0
Gordy McLester Collection	Current Box	Total pieces scanned	Total pieces Uploaded to web
01/01/21	17	1,244	1,149 (some items not for public)
Social Media FB (limited)	Total Posts	Reached	Engaged Users
Oct'18 – Sep'19 Lambeau went viral 1Million views	251	1,788,074	337,265
Oct'19 – Sep'20	186	264,873	45,096
YouTube Channel	# of Uploads	Total Views	Top Video
FY20 Videos Added	132	39,576	Snow Snake'09 61K
Oneida Tours (On Hold)	# of Tours	Total Persons	
Oct'19 – Mar'20	2	75	
Oneida Events (On Hold)	0		

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In rolling back all efforts to maintain a Tier 5 level, there was limited work done with social media.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

6 Months – continue with an external tribal contractor to transfer Gordon McLester Elder interview project. Possibly host a virtual pow wow. 1Year – begin Phase II of elder interview transfers and validate all records on ExploreOneida.com timeline. The Oneida timeline is the largest on-line collection of historical documents about Oneida.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Greatest impact is not having enough time to focus on creating digital humanities. Digitizing historical records and video tapes for preservation is always a concern. We need to continue to push our on-line story from our perspective.

Outcome/Goal # 3

Advance Forward using Technology

MEASUREMENT:

This goal has no measurement due to Covid. All pre-Covid efforts were put on hold and energy was focused to keep the departments functioning while taking on all duties of employees laidoff.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Staff learning new technology that was not part of their pre-Covid job duties.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

6 Months – Apply for funding. Project 1: Begin learning 3D printing. Project 2: Utilization of CARES funding to create Oneida Talking painting panels after the Harry Potter franchise. Funding was utilized to hire a laid off tribal employee and outsource the rest of the work. This will allow less face to face contact when log homes open in the future. 5 panels were created. Log Home 1; Daniel Bread, John Archiquette and family at table. Log Home 2; Boarding school and Log Home 4; Rosa Minoka Hill. 1 Year – Begin 3D printing 1,460 pieces of corn for the long house. Review purchasing and billing process to ensure an efficient work flow within the AS400 system.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

As noted above, the last year has been about survival. Not only have we survived but we kept our heads up as a staff and kept thinking about how to move the Oneida Nation forward.

Organization Changes, if any

Enter explanation of organizational changes. Use placeholder below to include an image of your organizational chart.

Pre-Covid Positions Eliminated -13	Positions Remaining	Covering other Areas
Office Manager (1) Customer Service (1) Sp Event Mgr (1) Special Event (1) (transferred) Tours/ Soc Media (1) Multi-Media (1)	Manager Pd 30 hrs /work40+	Accountant, Creative, Graphics, Office Manager duties, Salesperson, Customer Service/Paper product inventory, Tech support for machines, Machine operation, Mail center assistance, Kalihwisaks assistance, marketing and design assistance and Tourism
Graphics (2)	Graphics 40 hrs	Customer Service / Run machines/ Assists with mail *Heavy load
Finish/Bindery (1)	Production/ Finishing 40 hrs	Run machines/finishing, no time to help in other areas
	Press/Finish 25 hrs	PTE – 25 hrs weekly , mail prep
Editor (1) Ad/Reporter (1)	Sr. Reporter 40 hrs	Cover machine basics, some mail prep
Mail Clerk (2)	Mail Clerk 40 hrs	Assists where needed

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FY-2020 Report

ONEIDA COMPREHENSIVE HEALTH DIVISION

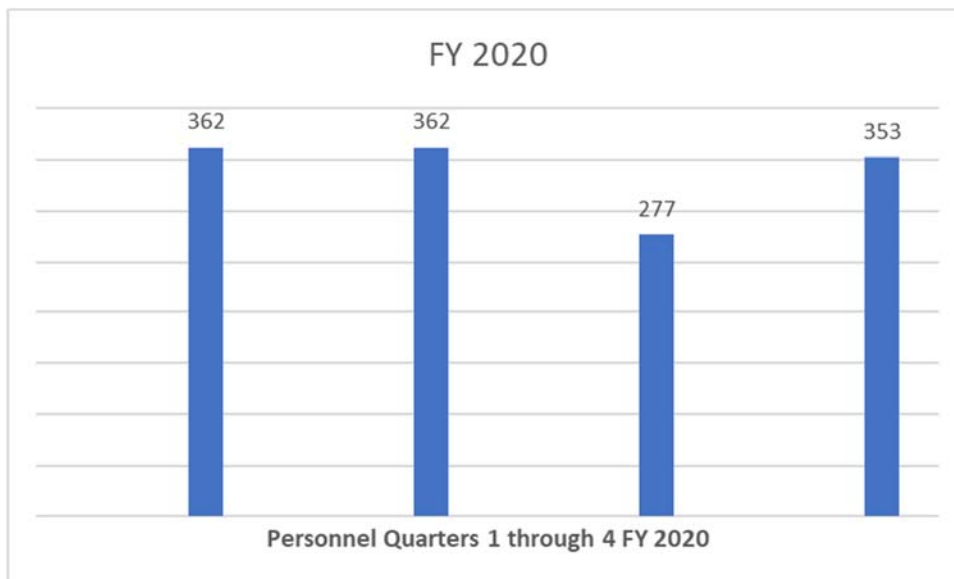
A health system positioned to respond to current and future health challenges while protecting and promoting the holistic health and well-being of our Oneida Community. Services are provided to all members of Federally recognized Tribes in accordance with our Multi-Year Funding Agreement with the Department of Health and Human Services-Indian Health Service.

Status report of Outcomes/Goals

Outcome/Goal # 1

Engaging & Developing a Successful Workforce: Improve Human Resource Service to Meet the OCHD Needs of the Division; Promotion of Health Careers; Enhance Employee Engagement

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The chart demonstrates our employee count prior to COVID at 362, the decrease due to COVID to 277 and now after the recall in Quarter 4, we are at 353 total employees. However, at 353, we are still well below our recommended workforce levels through the

Indian Health Service which should be at 589 based upon our active users, number of visits per primary care provider and our population. Enhancing engaging and developing our workforce has been faced with numerous challenges throughout FY20. Staff shortages in many areas of the division have resulted in restriction of some services such as admissions to the AJRCCC due to our inability to meet patient care needs with the specific staff needed to provide the patient care in addition to COVID. In some departments, we have lost employees due to the uncertainty of the Nation's stability and employees have not returned and/or resigned from their positions. We are in the process of beginning to fill those critical positions which have been lost and/or employees have chosen to retire from their positions. Access is slowly beginning to improve in some areas throughout the Division but still remains difficult due to shortages of providers and loss of staff and fear of the potential exposure to COVID. However, we were successful in recalling the majority of our staff by the end of September 2020. We continue to work on improving communication within the Division through enhancing employee engagement. A "burn-out" survey was conducted during the FY 20 year which was prior to COVID. The results of this survey were very favorable in that the majority of our employee base were not experiencing any "burn-out" within their specific areas. However, this will need to be revisited following COVID as we suspect the results may be much different. The team continues to work on addressing these concerns as we move forward into FY 2021. This will occur by hosting our second series of "Teams Division Town Hall meetings" in February 2021. The first was held in November 2020 with very favorable responses from the staff within the Division. Our second goal is to host these meetings at least quarterly for FY 2021. We send out a format and ask all employees to submit any questions they may have regarding the Division and/or the Oneida Nation and we provide responses to these questions during the Town Hall as well as provide any updates to the staff on the Health Division and the Oneida Nation as a whole. There is also time to ask any questions at the end of our presentation of the responses. In addition, increased opportunities for student internships and clinical rotations for all health careers has been on hold due to the onset of COVID during the majority of FY 20.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Enhancement of our workforce allows the Health care to be provided to the Oneida Nation and to meet our requirements to the Indian Health Services by providing our required programs, services, functions and areas in accordance with our Multi-year Funding Agreement with the Department of Health Human Services/Indian Health Services.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

COVID has resulted in the loss of some critical positions which are currently in the process of being posted and filled. A total of 3 positions were not recalled and there is no intent to refill them. The 3 positions were administrative assistants within the Health Division. The remainder of the positions that were recalled and/or employees chose not to return have either been posted, filled or are in the process of being filled. COVID has also impacted how patient care is delivered throughout the Health Division. There are numerous visits that are now offered via Tele-health, limitations on how the services are provided, limitations on the number of patients that can be seen at one time and/or how they check in for

appointments. All of these things are directly related to COVID and its impact on the Health Division. Positions that did not exist prior to COVID i.e. Screeners at the entrances are now a daily requirement. Implementation of a full testing site for COVID tests did not exist but since COVID, we have had to rearrange our staffing to accommodate the additional demand for these services.

Outcome/Goal # 2

Revitalizing Values-Driven Leadership: Enhance the Quality & Communication of our Leadership Team; Promote & Prioritize Decision Making of OCHD; Create a Communication Philosophy for OCHD

OCHD VISION STATEMENT

We provide the highest quality, holistic health care to ensure the future wellness of OUR Oneida Community.

OCHD COMMUNICATION PHILOSOPHY

The Comprehensive Health Division's Communication Philosophy is the belief that all forms of communication are timely, complete, concise, considerate, clear, and honest.

OCHD VALUES



Responsive Leadership	Communication
Continuous Improvement	Respect
Culturally Sensitive	Safety
Trust	

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

All areas of OCHD to complete Strategic Plans to align with OCHD. To date 3 of the 6 areas of the Division have completed their individual Strategic Plans to align with the OCHD Strategic Plan. This includes Community Health, Behavioral Health, AJRCCC. The areas continue to work on the development of their Strategic plans. The OCHD Strategic Plan was presented to the Division staff at our last Town Hall meeting in November and will continue to be revisited with each Town Hall meeting. A Communications Philosophy was created with the sub-committee of the Management Team and presented to the Division staff. The Comprehensive Health Division's Communication Philosophy is the belief that all forms of communication are timely, complete, concise, considerate, clear, and honest. The OCHD Business Plan was finalized and the OCHD team continues their work on the development of an integrated comprehensive Health campus concept to expand services and the footprint of the existing OCHC.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The OCHD Team will continue to utilize the OCHD Strategic Plan to prioritize their decision making and to align with the General Manager’s Strategic Plan and with the Oneida Business Committee’s Strategic Plans once completed. The OCHD team continues their work on the development of an integrated comprehensive Health campus concept to expand services and the footprint of the existing OCHC. OCHD plans to host quarterly Town Hall virtual meetings with OCHD staff to help to increase communication throughout the Division.

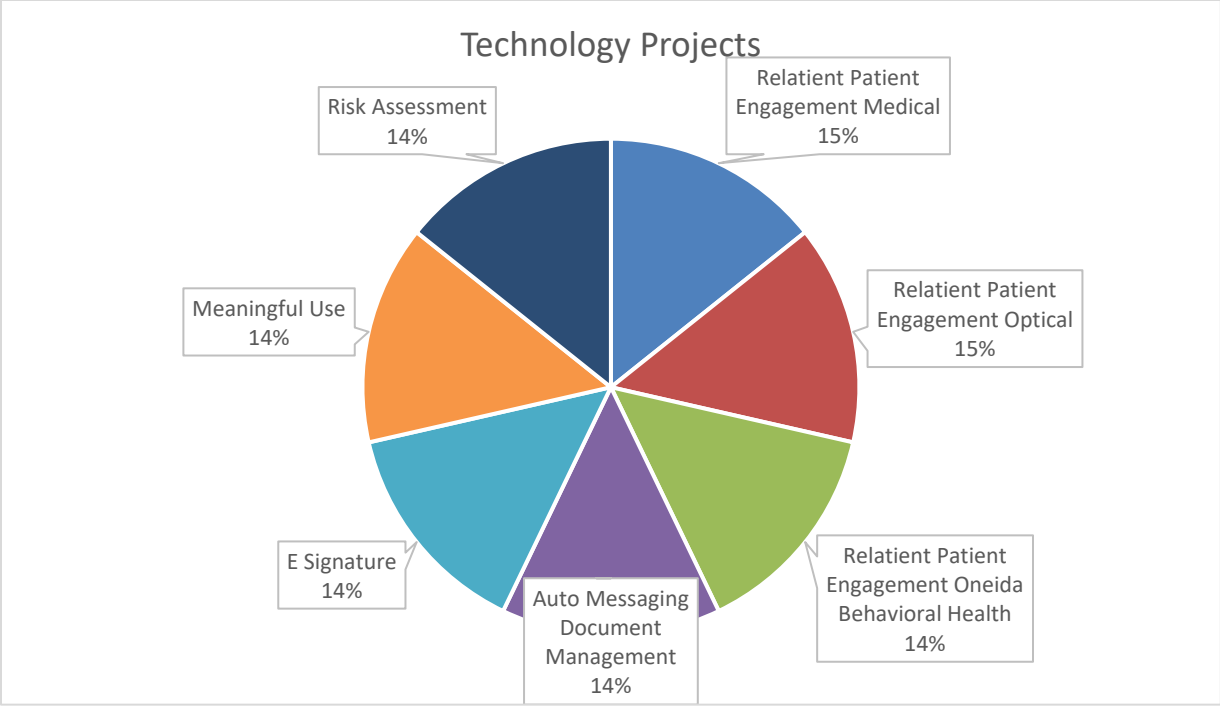
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The COVID-19 Pandemic resulted in many areas of the Health Division on “hold” as our focus was placed on the Public Health Pandemic. As the Health Division, our focus had to be on the safety and welfare of our community and our staff. Never, in all our years of experience and history, have any of us as health professionals had to deal with the impact of the COVID-19 Pandemic which reached worldwide. At the onset, changes occurred by the hour which required the Health Division to stay on top of the changes and to be able to make recommendations to our leadership. The COVID-19 Pandemic has impacted the continuation of this goal and has forced the OCHD Team to look at various opportunities to provide services and move forward with the renewal of the OCHD Strategic Plan utilizing a virtual format. We have been forced to adapt how we meet and how we will continue to move the Division forward utilizing virtual formats vs. face to face meetings to continue to observe all safety measures implemented as a result of the Pandemic. We have had to develop new standards for sanitization throughout the Health Division to assure that equipment is safe for patient use, to assure the safety of our employees and that we are implementing the proper Infection Control procedures between patients as well as assuring that we can safely implement social distancing as we have begun to increase our patient services for face-to-face care. This includes installation of plexi-glass for all direct patient care areas, increased use of personal protective equipment which has been difficult to obtain in some instances. In addition, in all areas of the Division, we have had to work short staffed whenever there is an employee out due to quarantine and/or isolation due to COVID-19 and/or exposure. Within departments, we have had to purchase special equipment for air filtration as well as special hepa filters for air filtration when areas have been identified that have inadequate air exchange.

Outcome/Goal # 3

Analyzing & Improving Health Technology: Improve Information Technology Services to meet OCHD Needs.

MEASUREMENT: The following figure demonstrates the actual percentages of time spent on each technology project for the Health Division.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The implementation of the Electronic Health Record has accomplished the following major areas of optimization over the past 4 quarters. All HIPAA Security policies have been reviewed and updated. On-site Risk Assessment was completed with an action plan implemented which continues to be reviewed on a monthly basis. The next Risk Assessment is tentatively scheduled for December, 2021. The Patient Portal has been improved by the implementation of the Clinic visit summaries. E-signature has been expanded from the Behavioral Health to the Medical Clinic and registration in all clinical areas through the use of Ipads for registration of patients. Majority of the 4th quarter has been focused on improving the ability to work virtually to include conversion of most clinical desktop computers within the division to laptops with docking stations and acquiring the necessary web cams and headsets to allow staff to perform their job duties via virtual team meetings. This includes the virtual provider visits both through the Oneida Community Health Center and through Oneida Behavioral Health. In addition, implementation of billing for virtual visits and documentation within the medical records has been an initiative since the onset of the COVID Pandemic. The MIS Team is to be commended for their significant work and contributions to converting the OCHD into a virtual format for the provision of patient care services within a period of 3-4 weeks with the onset of the COVID-19 Pandemic.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Optimizing Technology allows the Health Division and the provision of Health Care to continue to track customer feedback on an ongoing basis to allow the Division to continually monitor where there may be trends that need to be addressed and/or improved upon based upon the customer feedback. Implementation of the registration

process utilizing lpads and electronic signatures enables our ability to better expedite the registration process for the patients and allows us to improve our tracking of documents and signatures directly imported into the patient record. We will continue to monitor and track where improvements need to be made to continue to improve the quality of patient care

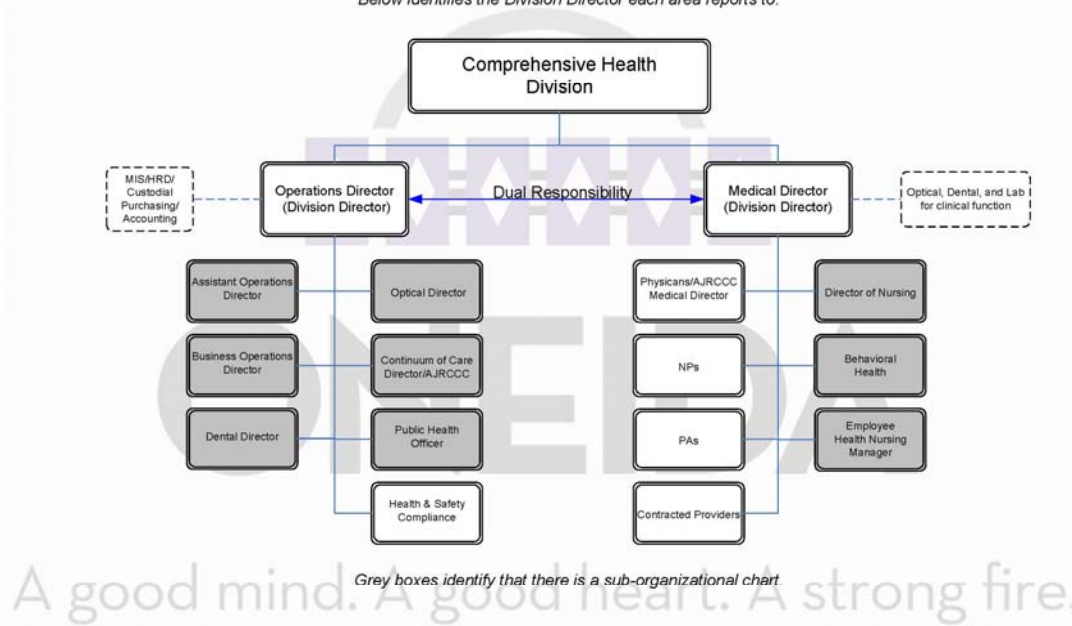
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

As a result of the COVID-19 Pandemic we have had to change how we deliver all health care services within the Division. The majority of the 4th quarter has been focused on improving the ability to work virtually to include conversion of most clinical desktop computers within the division to laptops with docking stations and acquiring the necessary web cams and headsets to allow staff to perform their job duties via virtual team meetings. This includes the virtual provider visits both through the Oneida Community Health Center and through Oneida Behavioral Health. In addition, implementation of billing for virtual visits and documentation within the medical records has been an initiative since the onset of the COVID Pandemic. The MIS Team is to be commended for their significant work and contributions to converting the OCHD into a virtual format for the provision of patient care services within a period of 3-4 weeks with the onset of the COVID-19 Pandemic. We have had to develop new standards for sanitization to assure that equipment is safe for patient use and that we are implementing the proper Infection Control procedures between patients as well as assuring that we can safely implement social distancing as we have begun to increase our patient services for face-to-face care.

Organization Changes, if any

COVID has resulted in the loss of some critical positions which are currently in the process of being posted and filled. A total of 3 positions were not recalled and there is no intent to refill them. The 3 positions were administrative assistants within the Health Division. The remainder of the positions that were recalled and/or employees chose not to return have either been posted, filled or are in the process of being filled.

NOTE: The Comprehensive Health Division has 2 Division Directors responsible for this division. Below identifies the Division Director each area reports to.



3 ——— Direct Report
 - - - - - Indirect Report

Comprehensive Health Division
 Organizational Chart
 OCHD-MT Updated 11/18/19
 Page 3
 GMACM approved 9/14/10
 Updated 11/18/19

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Oneida Comprehensive Health Division

FY-2020 Report

PUBLIC WORKS DIVISION/JACQUE BOYLE

Public Works currently includes the following areas/departments:

Automotive and Fleet Management	Indian Preference
Comprehensive Housing	Planning
Custodial	Plumbing and Wells & Septic
Engineering	Tribal Transportation Program
Facilities Management	Utilities
Geographical Information Systems (GIS)	Zoning
Groundskeeping and Parks	

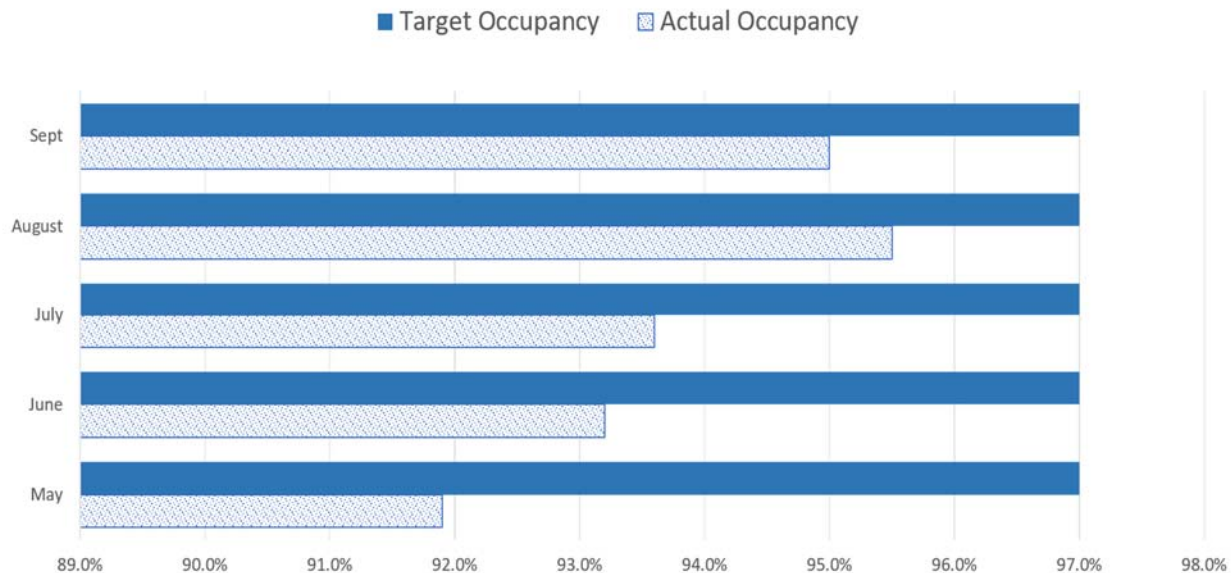
Outcome/Goal # 1

Improve Monthly Occupancy Rate of Oneida Housing Rental Units, which includes 341 income based units and 102 general rentals for a total of 443 rental units.

MEASUREMENT: Occupancy Rate = Number of Occupied Units/Number of Total Units.

The goal is to have a 97% monthly occupancy rate which is 13 vacant units at any given time. The graph below indicates the occupancy rate over the last 5 months of 2020. Many variables impact the occupancy rate including the size of the unit, condition of the unit, reason it was vacated, staffing levels, material availability, and the number of units vacated in a given month.

HOUSING INCOME BASED AND GENERAL RENTAL OCCUPANCY RATES



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Additional staff have been assigned to work on vacant rental units, inspection process of vacant units is improving, occupancy rates and vacant unit information is tracked and reviewed on a monthly basis.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Increase monthly occupancy rate of rental units
- Implement a turnaround grading system (duration of time unit is vacant)
- Establish standardized report on vacant homes including plans and status
- Identify funding for loan programs to be re-established for home/land purchases and home improvement

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Covid had caused staff shortages due to isolation and quarantine, required changes in work processes for safe distancing and sanitation of units, delayed accessibility of materials and supplies, and increased costs of materials.

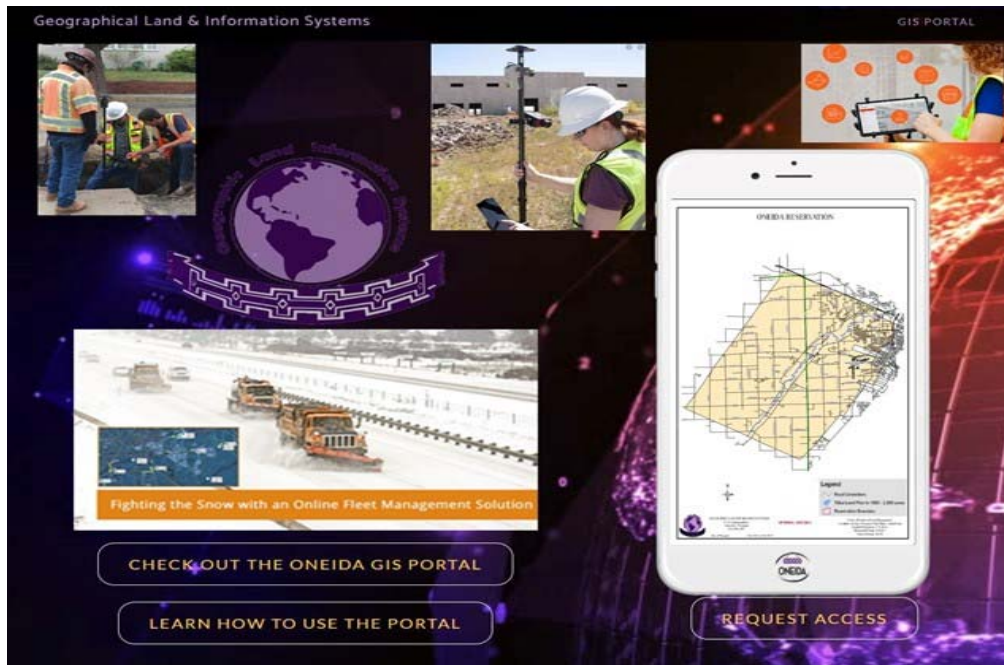
Outcome/Goal # 2

Expand the use of technology to expand our existing capabilities throughout the Division along with optimizing the use of limited resources.

For example, utilize our current GIS System to be more connected, expand access to data and mapping for informed Planning and Zoning decisions, utilize for departmental metrics, and improve collaboration with fewer available staff throughout the Divisions.

MEASUREMENT:

1. The number of new GIS related capabilities accessed by Oneida Nation Personnel
2. The number of personnel who have training and access to the GIS data
3. The number of GPS systems installed in Oneida Nation vehicles
4. Use of power apps to automate record keeping and reporting
5. Track utilization of automated equipment such as mower and custodial equipment



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Utilities Department has installed and is being trained on the use of an on-line billing/invoice system to streamline bill paying for the customers. Changes have been made to GIS to allow departments more readily available access. Custodial has implemented the use of automated floor cleaning equipment and the latest technology for sanitation of surfaces. Plans are being developed to Connect DPW equipment and assets to produce real-time tracking and provide data available for analysis and reporting.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Employee Development in the use of technology and software applications
- Increased efficiency in the performance of job functions
- Advanced tracking, data analysis, and reporting capabilities
- Improved Customer Service

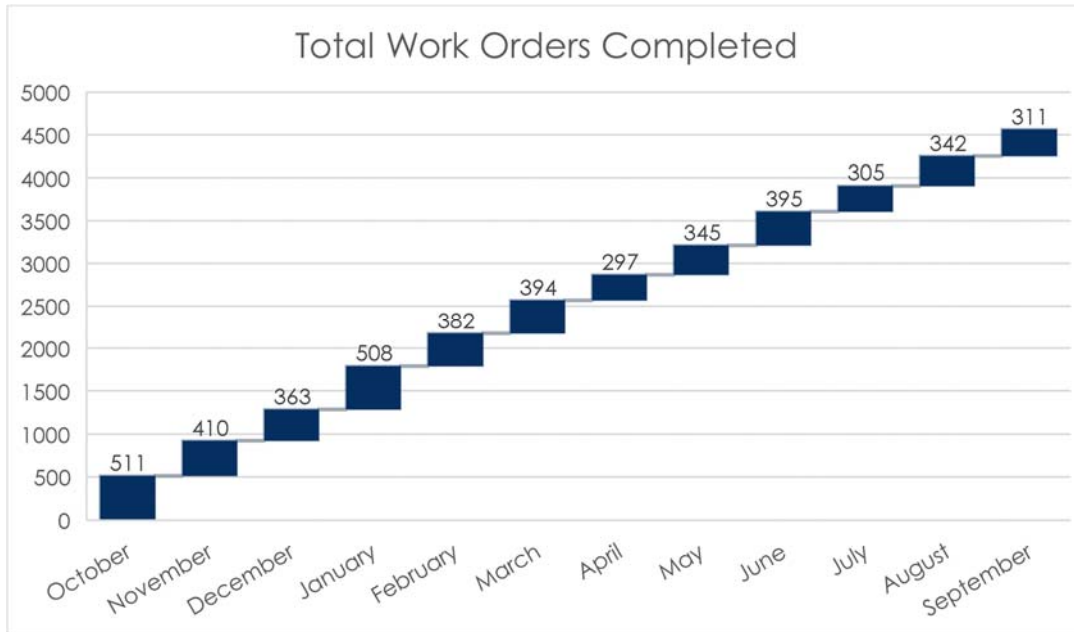
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Covid-19 quickly advanced the research and use of technology to do more with less. Current jobs require new skill sets in the use of technology and automated systems to achieve higher performance levels.

Outcome/Goal # 3

Maintain and increase the overall value of the Oneida Nation infrastructure

MEASUREMENT: The number of Building and Maintenance Projects completed compared to the budgeted projects and the number of on-demand and preventive maintenance work orders completed as compared to all workorder requests.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Several budgeted maintenance and improvement projects were completed prior to Covid. Preventive maintenance workorders are being created in the system to identify and schedule reoccurring maintenance tasks. The Custodial Department supply inventory is now included on the computerized Maintenance Management System to replace an outdated software that was being used.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The continued replacement of lighting throughout the buildings to reduce maintenance and increase energy efficiency. An emphasis on cleaning and sanitation of work areas throughout the daytime operations. Focus on maintaining and upgrading water and wastewater equipment for reliability and energy efficiency. Replacement of failing wells and septic systems as funded through Indian Health Service.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Many of the budgeted maintenance and improvement projects were not completed due to the lack of funding. These projects were budgeted in FY21. The maintenance crews

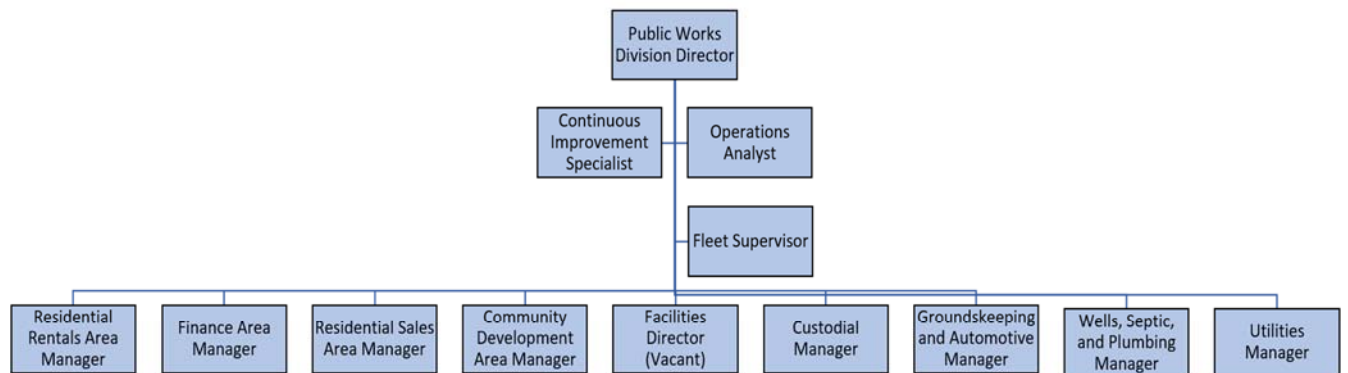
priorities were changed to performing work that improved engineering controls to address Covid such as switching the type of HVAC filters, adjusting building air exchanges, installing ionization units, making plexiglass barriers, running electrical for temperature kiosks, minimizing the purchase of new materials and supplies, and assisting other areas that were short staffed. The custodial crew completely changed their scheduling of work tasks to include cleaning and sanitizing more often during the day, responding to requests for sanitizing due to positive Covid cases, and purchasing/managing the limited availability of disinfectants, personal protective equipment, and sanitizers. Assisted with implementing the re-opening plans for various operations by addressing the required facility changes.

Organization Changes, if any

The organizational changes that occurred within the Public Works Division during Covid, included the following departments and/or functions being added to the Division: Comprehensive Housing, Engineering, Zoning, Planning, GIS, Tribal Transportation Program, Indian Preference, and Parks.

There were 70 employees that were initially placed on furlough or layoff within the Division. There were also transfers, retirements, and recently vacated positions before and during Covid that were not filled. As of the end of September, all HUD funded positions have returned to work and custodial positions have returned as needed to meet the operational requirements and Covid related duties.

1 Public Works Division Organizational Chart



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Oneida HUD - VASH Grant Renewal Press Conference



Cora House Park Box Lacrosse with Fence Completed

FY-2020 Report

EDUCATION & TRAINING AREA

Outcome/Goal # 1

Customer Centric—Understanding Service Utilization Rates

MEASUREMENT:

Oneida Child Care uses number of children enrolled in the program and operates year round

October 2019: 48 children with 39 Oneida and 9 Non-Oneida

September 2020: 26 children with 19 Oneida and 7 Non-Oneida

Head Start/Early Head Start (HS/EHS) uses the number of eligible children enrolled in the program with HS operating during the academic school year and EHS operating year round

September 2019: 108 children reported for HS and 56 reported for EHS

October 2020: 40* children reported for HS and 50** reported for EHS

*program delayed opening until October 2020 and is delivered virtual learning modules to children/families. **program closed in October 2020 to November 2020 and has been providing virtual services during the pandemic.

Oneida Early Intervention provides services to children/families during the school year and year-round depending on need. Metric used is monthly referrals received by the program.

October 2019: 12 referrals received

September 2020: 5* referrals received

Program currently provides virtual therapy sessions

Youth Enrichment Services (YES) provides services during the academic year to eligible students in five local school districts attending elementary and high schools. Metric used is the number of students enrolled in the program.

October 2019: 439 students (Enrolled Oneida or ¼ Oneida)

September 2020: 421 Students (Enrolled Oneida or ¼ Oneida)

Higher Education provides counseling and assists students in applying for the Oneida Scholarships. Due to Tier V budgeting constraints caused by the COVID-19 Pandemic, tiered Oneida Scholarship funds were reduced to \$5000 per student per academic year. Metric

used to track customers is number of scholarships awarded. An additional outcome added this year was number of students achieving degree.

October 2019: Total Number of students disbursed funds 84 during the month and academic year 08.01.19 to 07.3120 total number of students = 721.

September 2020: Total Number of students disbursed funds 115 during the month and academic year 08.01.20 to 07.3121 total number of students= 228*

**note academic year isn't completed year at the time of this report*

Number of Students Graduating with Degree: 44 (during academic year of August 2019-July 2020)

Vocational Rehabilitation is a program that assist high school students and adults with disabilities in securing and maintaining gainful employment. This program was not refunded in FY20 and has been operating on a no cost extension and on other external grant awards. Metric used is active case load.

October 2019: active case load 21 consumers

September 2020: active case load 20 consumers

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The accomplishments achieved by tracking service utilization rates provided the programs with critical information on the community and educational needs. During the pandemic, many services were delivered online or remotely by phone or mail. Focusing on connecting with our clients, students, and families is important to the overall success of the community.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Each program in Education & Training has identified outcomes they want to achieve in the future. Many of the outcomes are focused on ensuring students are ready for the next level of educational success and attainment. For example, children are prepared for kindergarten in both the Child Care and Head Start programs.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Funding reductions impacted many of the programs in the area. Several programs reduced staffing levels and some by up to 50%. The Oneida Higher Education Scholarship award was reduced from \$20K for an undergraduate degree to \$5K per academic year. The pandemic has changed the way that services are provided. All services were delivered in person, now that has changed to online or remote service delivery. The areas affected the most include the Oneida Early Intervention and the Head Start/Early Head Start programs. It is especially challenging to provide necessary services to pre-school aged children remotely or not in person. Several programs experienced reductions in the number of clients served due to the pandemic.

Outcome/Goal # 2

Students on Track

MEASUREMENT:

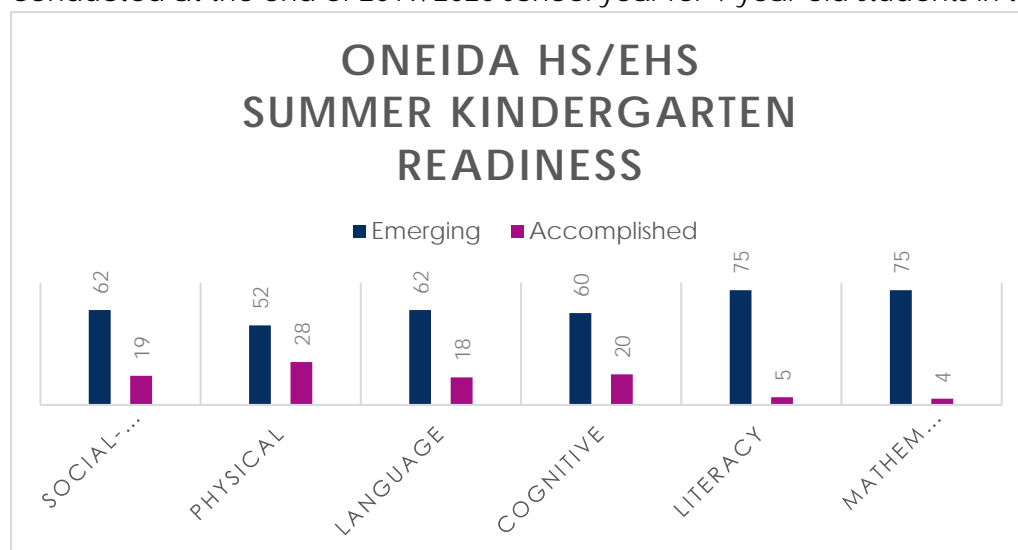
Youth Enrichment Services (YES) provides services during the academic year to eligible students in five local school districts attending elementary and high schools. Metric used is the number of students on track to graduate High School from Seymour, Green Bay Southwest and West De Pere school districts.

Metrics used to monitor graduation include student attendance records, grade point average, grade changes, and freshman on track to graduate

Y.E.S. Program Seniors as of Sept. 9, 2020

High Schools	Number of Seniors	Graduated	Percentage of YES Eligible Students Graduating
Seymour	20	19	95%
Green Bay Southwest	14	13	93%
West De Pere	10	10	100%
Totals	44	42	95%

Head Start (HS) prepares income eligible students for kindergarten. The program's primary outcome is to ensure preschool aged children are ready for kindergarten. This report was conducted at the end of 2019/2020 school year for 4-year-old students in the program.



Oneida Early Intervention provides services for children, and their families, when the child may have a disability(ies) such as cognitive, physical, or behavioral. The program uses the number of children/families that meet their plan goals to track progress.

The program made forward progress toward realizing the following outcomes of 90% of children meet their goals or outcomes listed on their Individual Education Plans (IEP) or the families Individual Family Services Plan (IFSP) and family satisfaction surveys are at 93%. These outcomes were realized during the COVID-19 pandemic which added extra challenges to service delivery for children and families.

104 children out of 115 children with IEP or IFSP met their goals listed in their plans or 90% of children/families completed their plan (IEP or IFSP) goals. Children who don't meet all their goals typically have exceptional medical needs or infants/toddlers and their families are not able to keep all their appointments for services.



Oneida Early Intervention conduct Family Satisfaction Surveys during FY 2020. Out of the 60 completed surveys, the average score was 93% satisfaction rate out of a possible 100%.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the pandemic and the switch to virtual school environments, students were able to graduate from high school. Head Start students made progress during the 2019/2020 school year towards Kindergarten readiness.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued monitoring of YES eligible students and progress toward graduation. Key learning events take place in elementary grades beginning with reading readiness. The program plans to launch an evaluation to assess students' feeling of value and connectedness. Head Start families can expect continued monitoring of their children on their progress toward Kindergarten readiness.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

During the Pandemic the following events occurred--In person services were discontinued for YES staff in March 2019 and for some schools continues thru January 2021; staffing hours were reduced; YES Funds were reduced due to Tier 5 budgeting, and YES staffing numbers declined. Head Start program reduced the amount of Tribal/Nation funding received and is utilizing primarily federal grant funds for the operating budget. Staff reductions occurred in HS due to no in person school sessions being delivered.

Organization Changes, if any

This area includes the following programs: Child Care, Head Start/Early Head Start, Early Intervention, Youth Enrichment Services, Higher Education, and Vocation Rehabilitation. E&T Area Manager supervises program managers and is the direct program manager for Vocational Rehabilitation program. During the COVID-19 pandemic, the Education & Training Area was moved from Governmental Services Division to the General Manager's office as a direct report. In addition, the Oneida Head Start/Early Head Start program was assigned to E&T in May 2020 from the Governmental Services Division.

Contact Info

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MAIN WEBSITE: <https://oneida-nsn.gov/education/>

FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division

Patrick Pelky – Division Director

Goal #1 Food Sovereignty - Objectives and Metrics

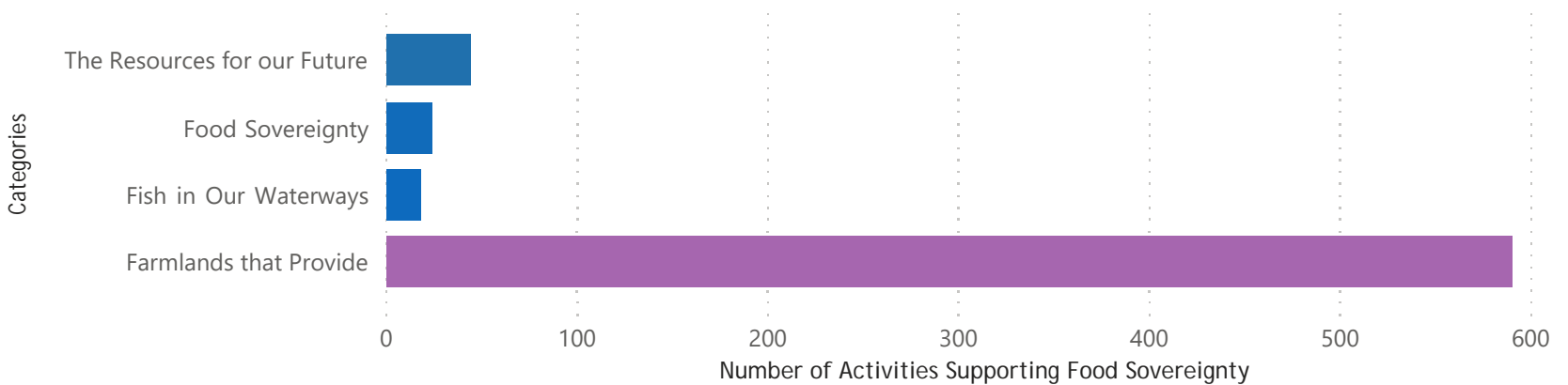
Outcome/Goal

Food sovereignty with traditional and locally grown foods, benefits Oneida members through healthier food choices, stronger local economy and diversification of Oneida Nation enterprises. Tsyunhehkwa maintains Oneida’s agricultural heritage of white corn planting, harvesting and processing. Eco-Services, Environmental Health and Environmental Quality provide technical assistance, food safety and training, and ensure regulatory compliance. The Oneida Nation Farm and Orchard provide products for revenue generation. The Oneida Community Integrated Food System provides outreach and education and aids in locally grown food distribution opportunities. The Oneida Nation Cannery provides food processing services and training that supports Oneida grown food distribution in the community.

Measurement:

Category	Measure of Success
Wetlands, Streams and Surface Waters	IBI Index, increased fish populations, improved water quality, improved wetland functions result in reductions of nitrogen and phosphorus
Sustaining Habitat for Wildlife	Increased harvest numbers and increased variety of animal and plant species, IBI Index
Farmlands that Provide	Number of implemented conservation, grazing and nutrient management plans. Amount of food raised or grown and processed for distribution within the Oneida Community. Improved soil and surface water quality measures.

Categories Supporting Food Sovereignty



Resources for our Future



Food Sovereignty



Fish in Our Waterways



Farmlands that Provide



Activities that Sustain Us



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 Patrick Pelky – Division Director

Goal #1 Food Sovereignty Accomplishments

Food Sovereignty Activities			Grants Applications Supporting Food Sovereignty	
Activity Type	Activity Count	Acres Impacted	Grant Name	
Agriculture Technical Assistance	405	687.45	Grant collaboration with Oneida school	
Beef Production & Sales	1	0.00	NEARS Subaward Kick-off Webinar	
Community Garden & Plots	1		NRCS Youth Education Grant application	
Equipment, repair and maintenance	10		Ross grant for Youth outreach workshops	
External Agricultural Collaborations	26	82.20	USDA Outreach grant application	
Fisheries Management	18	80.00	White Corn Coop Project	
Food Sovereignty and Security Projects	10		Youth Education Grant	
Hemp Program	88	30.00	FY20 Food Sovereignty Related Grants <i>Applied For</i>	Agricultural Acreage Purchased
Oneida Farmers Market	16		\$136,545	202.71
Technical or Professional Workgroup	1		Oneida Nation Farms Agricultural Acres	Oneida Member Agricultural Acres
Tsyunhehkwa Community Outreach	4		5,288.50	1,186.89
White Corn Activities	1		Oneida Nation Beef Sales	FY20 Hunting Licenses
Youth Agricultural Workshops	11	0.00	\$217,869	749
Total	592	879.65		FY20 Deer Harvest
				267
			Oneida Nation Buffalo Sales	FY20 Turkey Harvest
			\$21,219	151
				FY20 Goose Harvest
			FY20 Fish Stocking	37
			2053	
			Black Crappie	FY20 Pheasants Released
			5,653	1,140
			Extended Growth Walleye	FY20 Acres of Wildlife Food Plot Planted
			1,000	
			Rainbow Trout	50

Activities Supporting Food Sovereignty

Activity Type	Activity Count	Acres Impacted
Environmental Impact Review (NEPA)	2	32.40
Environmental Impact Review (NEPA) Trust	1	598.60
Field Work	2	
Registration and Harvest Data Collection	9	
Total	14	631.00

FY-2020 Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division

Patrick Pelky – Division Director

Goal #1 Food Sovereignty Accomplishments

Oneida Households
Receiving Seeds and Plants

123

Pounds of White
Corn Processed

11,858



Pounds of Oneida White Corn Processed FY20

AP flour	CM flour	Corn Bread flour	Corn Bread Flour #1	Corn Bread Produced (loaves)	Dehydrated Corn	MF #1
30	790	3,414	284	5,366	6,298	500

Jams Processed (Quarts) FY20

B&B	Blackberry	Blueberry	Cherry	Raspberry	Straw/Rhubarb	Strawberry	Triple Berry
260	390	56	58	486	58	424	384

Fresh Food Processing FY20

Beef Chili qts	Berry Mush qts	Buffalo Chili qts	Corn Bread units	Corn Soup qts	Strawberry Drink qts
140	56	238	90	1748	76

Pickled or High Acid Processed Foods (Quarts) FY20

Pickles	Green Salsa	Red Salsa
816	182	78

Garden Tilling Services

Customers Served Square Feet of Garden Tilled

71

71,920



Tsyunhèhkw^ Spring Tilling Services 2020

Sign-up call us: (920)869-2718

*Space is limited so please call soon to set up an appointment for us to till your garden. Sign up date by **May 15th**.*

This will be free of charge this year due to the virus outbreak

We encourage all community members to start a garden this spring but unfortunately, we will not be able to reach all of you. We are free for questions if you are looking to build your own garden, just contact the number above.

Yaw^ko



FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division
Patrick Pelky – Division Director

Goal #1 Food Sovereignty - FY21 Expectations

FY21 Expectations - Food Action Plan

FY21 Planned Activities

8,000 Extended Growth Walleye for Osnuhsa and Quarry Park
Allow Access to 6 Acres of Tillable Land for Gardens
Allow Access to Equipment Needed to Garden
Allow Designated Community Members to Harvest any of the 32 Berry Plants
Amend Pheasant Stocking Plan Acquire Straight Run Purchase
Chaos garden planting
CSA Agreements for Product Boxes
Distribution of seeds and plants
Distribution of Value-Added Products
Egg collection and distribution
Ensure Healthy Apple Trees
Ensure Healthy Pear Trees
Food Plot and Habitat Enhancement
Garden Tilling service
Grass fed beef meat delivery to pantry
Green Corn Harvest
Husking Bee
Increase Harvesting Bag and Possession Limits
Number 6 Harvest
Plant 3 acres of Sweetcorn
Plant 8 to 10 Acres of Squash & Pumpkins
Plant Community White Corn Plot
Plant cool season crops
Plant regular season crops
Planting 3,000 Brook Trout Fingerlings in Trout Creek
Processing for Individual Community Members
Processing of Value-Added Products for Organizational Needs
Provide an Outlet for Fresh Local Foods
Provide Community Workshops
Stock Osnuhsa 1,000 Rainbow trout
Sweetgrass Harvest
White Corn Processing
Wild Rice harvesting

Fish Stocking



Oneida Nation Beef



White Corn Braids



Oneida Nation Apples



FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division
 Patrick Pelky – Division Director

Goal #1 Food Sovereignty - COVID-19 Pandemic Impacts

Tsyunhehkwa COVID Response

Food Donated to Food Pantry:

15 cattle
 35 dozen eggs
 7,700 pounds of produce and dry goods

Education and Outreach:

806 Community Contacts

Oneida Food Security/Sovereignty Activities

127 trades with tobacco for food donations
 150 lbs of white corn to cannery

Supporting Food Security - Cannery Processing Costs Waived during COVID 19

COVID Use	Value
Corn Processing	\$3,736.5
Equipment Usage	\$320
Meat Grinding	\$96
Total	\$4,152.5

Oneida Nation Farm Meat Donations

Customer	Head	Animal	Product	Pounds	Value
Oneida Pantry	5.0	Beef	Hamburger	6,430	\$4,700
Cultural Events/Funeral	1.5	Buffalo	Various	460	\$1,752
HRD - Employee Gift	6.0	Buffalo	Sausage	2,151	\$14,340
Oneida Pantry	1.5	Buffalo	Hamburger	434	\$1,736
Total	14.0			9,475	\$22,528

Oneida Nation Farm
 Apple Donations

570

Oneida Nation Farm
 Sweet Corn
 Donations

475

Tsyunhehkwa Vegetable Distribution



Drive Through Farmers Market



Oneida Drive Through Farmers Market

10 Vendors

Approximately 276 Visitors Per Market



FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division

Patrick Pelky – Division Director

Goal #2 Safe Communities - Objectives and Metrics

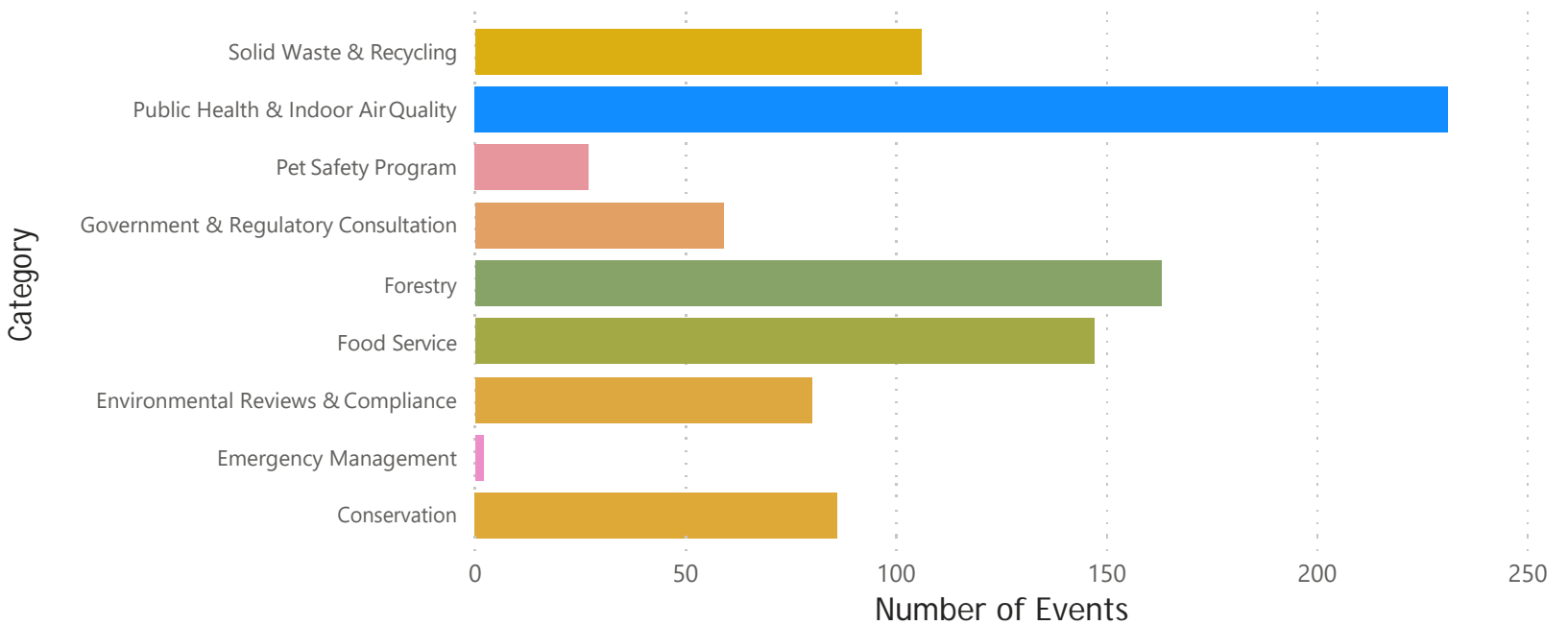
Outcome/Goal

Protection of human health and the environment through regulatory oversight and best management practices using Oneida Nation Laws, and federal standards and authorities supports safe communities. Protection of public safety through food handler certifications, hazard tree assessments and removal, permit compliance and operational standards ensure that Oneida members benefit from a safe and healthy environment for food production, recreation and the ability to conduct business.

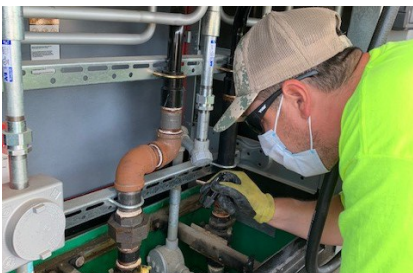
Measurement:

Category	Measure of Success
Managing our Waste Products	Increased rates of recycling and waste diversion. Adoption of integrated solid waste management plan and solid waste and recycling law. Decrease in illegal dumping.
Activities that Sustain Us	Miles of trails maintained or new trails developed. Playground safety is assessed. Community use of recreational areas.

Safe Communities Activities



Compliance & Inspections



Solid Waste & Recycling



Indoor Air Quality



FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division
Patrick Pelky – Division Director

Goal #2 Safe Communities - Accomplishments

Conservation Public Safety (not hazard trees)

Activity Type	Activity Count
Conservation Patrolling	6
Domestic Animal Control Complaint	2
License and Permit Sales and Issuance	16
Oneida Regulatory	1
Outreach and Communication	5
Warden Contact	6
Wild Animal Control Complaint	5
Total	41

Hazard Tree Response

Activity Type	Activity Count
Hazard Tree Assessment	131
Hazard Tree Removal	22
Total	153

Pet Licenses Issued

63

Inspection & Compliance



Public Health and Indoor Air Quality

Activity Type	Activity Count
Beach Monitoring	1
Drinking Water Quality Interpretation	12
Indoor Air Quality Asbestos Assessment	40
Indoor Air Quality Assessment - Other	110
Indoor Air Quality Mold Assessment	7
Public Health Concern or Complaint	7
Public Health Outreach & Education	46
Public Health Site Visit	3
Total	226

Food Safety

Activity Type	Activity Count
Food Handler Certification	64
Food Handler Class Delivered	9
Food Safety Outreach & Education (NOT Food Safety Classes)	23
Food Service Complaint	11
Food Service Inspection	29
Food Service License	7
Food Service Preinspection	5
Total	148

UST Inspections & Compliance

Activity Type	Activity Count
Underground Storage Tanks Inspection	2
UST Compliance Assist	34
Total	36

FY-2020 Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division
Patrick Pelky – Division Director

Goal #2 Safe Communities - Expectations

Expectations for FY21:

- On-line request for eVouchers for electronic and hazardous waste
- Tire drive and large waste item pick up
- On-line Food Handler Certification (continued)
- On-line gas station operator training
- On-line hunting and sportsman licenses
- Resumption of indoor air quality services
- Continued food inspections
- Contactless gas station compliance and inspection visits
- Continued technical assistance for drinking water quality result analysis
- Work with other department to encourage social distancing
- Develop protocols for alternate activities (Christmas, Trick or Treat)
- Review reopening procedures and policies
- Playground Safety Assessments
- Low-cost pet vaccinations



FY-2020 Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division
 Patrick Pelky – Division Director

Goal #2 Safe Communities - COVID-19 Pandemic Response

Supported COVID-19 Community Safety by:

- Developed no contact procedures for inspecting underground storage tank compliance
- On-line food handler certification classes
- Communicated social distancing policy for trails and natural areas
- Drive-through Farmer’s Market
- Social distanced seed and plant distribution procedure
- Utilized Microsoft Teams to conduct staff meetings
- Waived hunting license fees
- Waived pet license fees
- Contactless Sportsman's licensing
- Contactless pet licenses
- COVID-19 activity data tracking and analysis

Public Health Guidance



COVID-19 Response Safe Communities Activities

Activity Type	Activity Count
Public Outreach and Education	53
Interdepartmental Collaboration	52
Development of new policies and procedures	22
Intergovernmental collaboration and coordination	9
Research	5
Impact tracking	4
COVID Internal Outreach and Education	3
Internal Outreach and Education	3
Internal Reporting	2
Communication and public outreach	1
Health updates	1
State or Local government communication events	1
Total	156

Social Distancing Reminders



FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division

Patrick Pelky – Division Director

Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - Overview

Protecting, restoring, managing and enhancing Oneida land and natural resources, enhances sovereignty through the application of the Oneida laws and processes. These improve land resource management, soil health and water quality. This supports self-determination, food sovereignty, restoration and harvest of traditional foods, medicines, wildlife and fish, and provides safe outdoor recreation opportunities.

Measurement:

Category	Measure of Success
Invasive Plants and Animals that Displace Our Native Habitats	Decrease in acreage and occurrence of invasive species.
Maintaining Diverse and Healthy Forests	Diversity of species
Fish in Our Waterways	Fish are reproducing, sustainable fishery.
Wetlands, Streams and Surface Waters	IBI Index, increased fish populations, improved water quality, improved wetland functions result in reductions of nitrogen and phosphorus
Sustaining Habitat for Wildlife	Increased harvest numbers and increased variety of animal and plant species, IBI Index

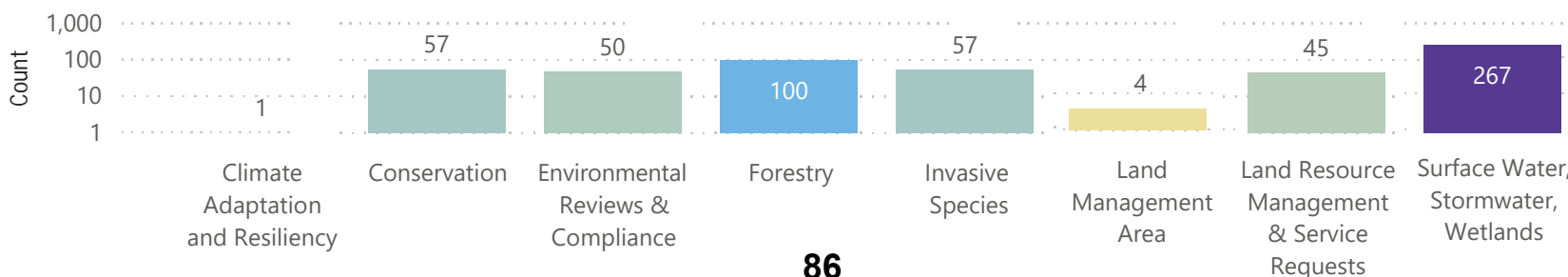
Resource Management

Main Category	Count Activities	Acres Impacted
Climate Adaptation and Resiliency	2	
Conservation	57	41.00
Environmental Reviews & Compliance	50	2,972.09
Forestry	100	434.00
Invasive Species	57	63.77
Land Management Area	11	863.97
Land Resource Management & Service Requests	45	294.00
Surface Water, Stormwater, Wetlands	267	153.10
Total	589	4,821.93

Reforestation Projects



Resource Management



FY-2020 Annual Report (Oct 2019 – Sept 2020)

Environmental, Health, Safety, Land and Agriculture Division
Patrick Pelky – Division Director

Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - Accomplishments and Expectations

FY20 Highlights

300 acres of native grassland prairie mowed for maintenance

57 acres planted with 39,000 trees and shrubs

55 acres of wetland habitat restored

2 nesting islands for the State Endangered Common Tern created

62.10 acres of land treated for invasive species

Phase 2 of Oneida Lake Expansion

Provided technical assistance for 294 acres

Silver Creek restoration

FY21 Expectations and Planned Projects

Soil Health project with Outagamie County

30 acres of tree planting for reforestation

Nutrient management plans

Ashwaubenon/Dutchman Creek Watershed Partnership Project

Fisheries habitat improvement projects

Bird surveys

Endangered Species monitoring

Rotational grazing and pasture projects

Native pollinator plantings

Treat 100 acres of land for invasive species

Water quality monitoring projects

Plant cover crops on vacant land



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Environmental, Health, Safety, Land and Agriculture Division
 Patrick Pelky – Division Director

Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - COVID-19 Pandemic Response

COVID-19 Response Impacting Healthy Eco-systems

Activity Type	Project Name
Development of new policies and procedures	Collaboration with Wello on COVID grant
Development of new policies and procedures	PPE needs for dept and begin reopen planning
Development of new policies and procedures	Reopen planning
Development of new policies and procedures	Review new HRD Telecommute SOPs
Increased demand/need for program/service	Tree planting at reforestation project former state farm
Increased demand/need for program/service	USDA webinar
Interaction with external entities	Catch up COVID-19 call with WDNR
Interaction with external entities	RTOC and liaison communication
Interaction with external entities	UW -Superior. Resume contract?
Interaction with external entities	Wello Grant and COVID Farmers Market
Intergovernmental collaboration and coordination	Annual BIA GLRI Program Meeting Teleconference
Intergovernmental collaboration and coordination	Call with WTCAC
Intergovernmental collaboration and coordination	Oneida GLRI Plan (WTCAC)
Intergovernmental collaboration and coordination	Teleconference call with Lacey (WTCAC)
Intergovernmental collaboration and coordination	WTCAC Teleconference call
Public Outreach and Education	Contract justification
Public Outreach and Education	Notifying vendors of contract status



FY-2020 Report

ISD/GRANTS OFFICE

Outcome/Goal # 1

Enhance tribal services with external grant funding of \$5 million dollars per year.

MEASUREMENT: We use an excel spreadsheet to track our denied, approved, and pending grants. An example follows:

GRANT TITLE	FUNDED BY	DATE(S)	AMOUNT	IN-KIND	CASH	POSITIONS	COVID
Tribal Law Enforcement Assistance	Wisconsin Department of Justice	1/1/20-12/31/20	\$89,916.00	0	0	NONE	
NADGI - OPD	Wisconsin Department of Justice	1/1/20-12/31/20	\$64,012.00	0	0	NONE	
County-Tribal Law Enforcement Assist - Out	Wisconsin Department of Justice	1/1/20-12/31/20	\$15,656.00	0	0	NONE	
Mobilization Equipment Grant	Bureau of Transportation & Safety	10/1/19-9/30/20	\$1,000.00			NONE	
County-Tribal Law Enforcement Assist - Brown Police Department	Wisconsin Department of Justice	1/1/20-12/31/20	\$17,343.00	0	0	NONE	
	U.S. DOJ/BJA- Coronavirus Emergency	1/20/20-1/20/22	\$9,733.00	0	0	none	YES
		SUBTOTAL:	\$197,660.00				
Oneida Judicial System							
				MATCH			COVID
GRANT TITLE	FUNDED BY	DATE(S)	AMOUNT	IN-KIND	CASH	POSITIONS	COVID
		SUBTOTAL:	\$0.00	0			
Oneida Nation School System							
				MATCH			
GRANT TITLE	FUNDED BY	DATE(S)	AMOUNT	IN-KIND	CASH	POSITIONS	COVID
Children in Nature	Papoose Conservation Wildlife Foundation	12/31/19-11/1/20	\$1,194.00				
School system	The Wisc Dept. of Public Instruction	12 months	\$10,000.00	0	0	none	
Geer Fund Allocations	BIE	1 year	\$66,812.00	0	0	None	COVID
		SUBTOTAL:	\$78,006.00				
Emergency Management							
				MATCH			
GRANT TITLE	FUNDED BY	DATE(S)	AMOUNT	IN-KIND	CASH	POSITIONS	COVID
Pre-Disaster Mitigation Plan	Wisconsin Disaster Fund	11/19/19-8-9/22	\$46,630.00				
Emergency Management Performance Plan	Wisconsin Dept. of Justice	10/1/19-9/30/20	\$20,286.00				
		SUBTOTAL:	\$66,916.00				
Updated: 12/29/20		TOTAL:	\$9,246,907.48				

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

For the end of FY 2020, we had met and exceeded our goal by assisting with a total of \$9,246,907 in grant dollars. We had another \$10,712,288 that was denied.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Increased or enhanced services to community members, as well as additional grand-funded job opportunities.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Due to Covid-19, we have lost a staff person and others have had hours cut. With the sudden influx and amount of Covid-related funding in addition to our regular grants, we had been pushed over our stress limits in workloads. Covid funding is diminishing, however, with one less staff person and cut hours, we are still stretched in our workloads.

Outcome/Goal # 2

To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.

MEASUREMENT: Training session would have sign-up sheets for each session attended. They would be submitted to HRD for training hours on the Kronos system as needed.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Due to the pandemic and loss of many employees throughout the organization, we have partially met this by training new or transferred staff in the grants process as we worked on grants with them. This was time consuming as well with the reduced hours and staff.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We can develop a short training tool such as a video or power point on the grants process that will be virtual/on-line that can be utilized by program staff. Once we can fully provide grant writing training again, we can set up in-house training sessions.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Due to the shortage of staff, we did not have the time to provide any type of training. With the inability to provide hands-on training, as mentioned we have had to eliminate any possible on-hands training to program staff at this time.

Outcome/Goal # 3

Provide administrative and fundraising support to the Oneida Youth Leadership Institute (OYLI).



MEASUREMENT: : The Oneida Youth Leadership Institute is a 7871 charitable organization of the Oneida Nation located in Oneida, Wisconsin. Amount of funds received, and number of administrative hours used towards OYLI activities has always been a measurement. We keep a log of all transactions, meetings minutes, disbursements, and communication.

Picture: Rights of Passage ceremony. OYLI assisted in helping raise funds to assist the program.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

All activities for the OYLI have been canceled, postponed at this time, due to the limited time of the volunteer board members and their regular workloads.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The OYLI has been assisting community youth groups raise money as a tax-exempt fundraising entity and hopes to continue this effort.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The Covid-19 pandemic has drastically affected our activities. Since we work with youth and youth programming, all activity has been halted, including any fundraising.

Organization Changes, if any

There have been no changes to the Board since our last report. Volunteer Board Members: Elijah Metoxen, Jeff House, Marlon Skenandore, Melissa Metoxen, Margaret Ellis, Paul Ninham, and one Vacancy.

Contact Info

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TITLE: Manager
PHONE NUMBER: 920-496-7331
E-MAIL: cstevens@oneidanation.org
MAIN WEBSITE: oneidanation.org

FY-2020 Report

GOVERNMENTAL SERVICES DIVISION

Outcome/Goal # 1

A unified process for positive change will be created, shared with all employees, and implemented within GSD by end of FY 2021.

MEASUREMENT: Lead - Improved customer service and satisfaction. Lag – Conduct surveys on customer and employee satisfaction.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

An employee morale survey was created in draft form but never implemented.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

GSD Directors and Managers created and implemented a Strategic Plan with new Directions. One of the new accomplishments is to implement a 5-Star Customer Service model throughout GSD. In addition, the GSD Director will be implementing 360° evaluations at the start of the evaluation period in 2021.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The pandemic put a halt to all GSD TSP goals. With the closure and limitation of services and face-to-face interaction, some services/operation received negative responses from the community. Unfortunately, we cannot change this until the Public Health Emergency is lifted. With the implementation of the 5-Star Customer Service model, GSD programs and services will see improvement.

Outcome/Goal # 2

Yukwatsistay^ index will be created and used for service improvements in GSD by FY2021 (assessment tool). NOTE: This was set to identify increased quality of life and decreases in drug and alcohol abuse.

MEASUREMENT: Lead – Identifying and prioritize the increase or decrease in all areas of index. Lag – Measure awareness of index to customers and employees.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

This was not accomplished.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

This goal seems to be a duplicate to TAP as well as the Quality of Life Survey which includes a Wellbeing Index. GSD Directors and Managers created and implemented a Strategic Plan with new Directions. One of the new accomplishments is to implement a Program Performance Management System. Each department will have meaningful Performance Standards that will be measured for improvements in categories: Quality Control, Internal Process, Customer Satisfaction, and Employee Morale. Standards that are not met or fall short will require a Quality Improvement Study to be implemented and results will determine future action for the program, service, etc. In addition, another accomplishment is to create or identify a Trauma Informed Care training for all GSD employees. This training will help the employees working with the community in compassionate and understanding way.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The pandemic put a halt to all GSD TSP goals. The focus for GSD shifted with the development of the GSD Strategic Planning sessions that included all Directors and Managers of GSD. This outcome/goal will not be pursued by GSD in the future.

Organization Changes, if any

Governmental Services Division went through some major reorganization partly due to a new Division Director coming in and partly due to Covid-19 pandemic. Below are the changes that were made:

- Elimination of the Area Manager level within the Division – all departments under the Areas are now reporting directly to the Division Director. These departments are shown in the organization chart below.
 - Social Service Area Manager – eliminated
 - Education and Training Area Manager – moved under the General Manager
 - Parks and Recreation Area Manager – moved under the General Manager in a different role
 - Cultural Heritage Area Manager – this position was terminated prior to the new GSD Director onboarding and is currently in a termination appeal at the Judiciary
- Move departments that seem more fitting to the program and services:
 - Headstart – moved under Education and Training
 - Parks – moved under Groundskeeping in Public Works Division
 - Veterans Services – moved from Internal Services to GSD
 - Food Pantry – moved from Internal Services to GSD
 - WIOA – moved from Education and Training to Economic Support
 - CEC – will be moved under Education and Training date TBD
 - Arts – will be moved under Cultural Heritage
 - Experiential Education – will be moved under Fitness
 - Library – possibly move under Education and Training

Oneida Nation
GOVERNMENTAL SERVICES DIVISION (GSD)

10/27/20

Total number of employees:
 - 3
 Business Unit:
 - 4210022
 Total Direct Reports:
 -15

Business Committee
 Resolution(s): BC-9-28-11-E,
 BC-10-04-11-A BC-10-04-
 11-B,
 10-22-14A (4 Officers), 7-8-
 2019 Report to GM

GSD Director
 Tina Jorgensen
 Job #9009
 Emp. #2223

Executive Assistant
 Racquel Hill
 Job #851
 Emp. #306

Administrative Assistant
 Stephanie Funmaker
 Job #2339
 Emp. #2654

Recreation Director
 Job #405
 Vacant

Cultural Heritage
 VACANT
 Needs to be updated

Assistant Fitness Director
 Ryan Waterstreet
 Job #1586
 Emp. #13936

Experiential Education Manager
 Job #1039
 Vacant

Aging & Disability Manager
 Elijah Metoxen
 Job #67
 Emp. #3921

SEOTS Director
 Mark Powless
 Job #345
 Emp. #12616

Child Support Director
 Trina Schuyler
 Job #2451
 Emp. #12616

Veterans Manager
 Kerry Metoxen
 Job #707
 Emp. #12927

Economic Support Director
 Delia Smith
 Job #2266
 Emp. #14158

Food Distribution Manager
 Marilyn King
 Job #2304
 Emp. #411

Family Services Director
 Jennifer Berg-Hargrove
 Job #2157
 Emp. 3978

Public Transit Manager
 Carol Moore
 Job #829
 Emp. #13623

Food Pantry Manager
 Marlon Skenandore
 Job #2716
 Emp. #10887

CEC Teacher
 Kim Wurst
 Job #231
 Emp. #15779

Contact Info

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FY-2020 Report

MANAGEMENT INFORMATION SYSTEMS (MIS)

Outcome/Goal # 1

Expand and improve technology systems, infrastructure, and support

MEASUREMENT: Increase Access to Oneida Nation Network (Enable Mobile Workforce)

+148%

Pre-COVID-19 Remote Users

Cisco AnyConnect VPN - 238 Users

Post-COVID-19 Remote Users

Palo Alto Global Protect VPN users w/ DUO MFA - 500 users

Estimated Remote Increase: 295 Users March - July or 148% increase

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Remote Access Technology Expansion and Improvement

Converted from Cisco AnyConnect VPN access to Palo Alto Global Protect VPN

Incorporated DUO Multi-Factor Authentication for Information Security best practices

Developed Virtual Application Portal for Power 8 (AS/400) and G/H Drive Access

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue to enable a mobile workforce through remote capable technologies such as Unified Endpoint Management, Virtual Desktops and Applications.

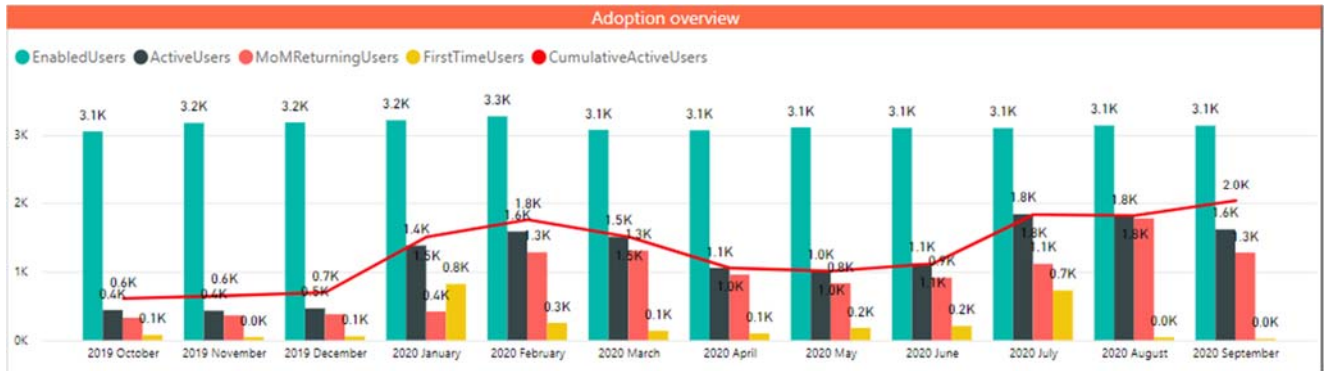
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

Rapid increase in a remote workforce forced MIS to migrate end-users from the end-of-life Cisco VPN solution to the Palo Alto Global Protect VPN and incorporate additional security features such as Multi-Factor Authentication. MIS also worked to develop virtual applications to reduce VPN users/licensing.

Outcome/Goal # 2

Provide Technologies and Processes that Promote Information Sharing and Collaboration

MEASUREMENT: Promote Adoption of Microsoft Teams



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Increased Cumulative Active Users from 600 in 2019 to 2,000 by September 2020.
Increased Collaboration by providing document coloration (co-authoring).
Provided a means of Video Conferencing.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued Promotion of MS Teams. Research and Development of technologies to conduct virtual GTC and other community related meetings.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

The Goal has provided a critical platform for the Organization to Share Information and Collaborate during the COVID-19 Pandemic. The effort to promote MS Teams adoption Pre-Covid contributed to overall organization adoption during the COVID-19 Pandemic.

Outcome/Goal # 3

Optimize Use of Resources

MEASUREMENT: Maximize Spending of Cares Funds

\$33.7M

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The measure above is the accumulated total of all Cares Funds spending where MIS played a critical role. Creating a Power App, automating a Process, updating the Financial System

- PRAP 1 - \$11,284,000.00
- PRAP 2 - \$17,028,491
- College Assistance Funds – 3,452,361
- Laptop/Computer Assistance - \$316,420
- Gift Card Distribution - \$1,634,150

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

MIS plans on being closely involved with the funds from the next round of COVID Relief funds.

HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

High priority was placed on this Goal in response to COVID-19. MIS reevaluated the current project list to support the needs of the pandemic.

Organization Changes, if any

January

- *Jim Wildenberg - Manager of Application Services - Retired*

February

- *Don DeChamps - Gaming MIS Manager - Moved to Enterprise side*
 - Special Assignment - Assist Joanie Buckley/Dave Cluckey with Project Onward
- *Jason Doxtator - Manager of Network Services – Re-Assigned as Casino IT Manager*
- *Tony Doxtator - Systems Administrator - Additional Duties Responsibilities*
 - Backfill for Jason Doxtator move to the Casino
- *MIS Resources moved from Skenandoah Complex to the Casino for better support*
 - Vicki Krueger - Systems Administrator
 - Cody Sulewski - Systems Administrator
 - Maurie Reed - Sr. Network Analyst
 - Jeff Bublitz - Sr. Network Analyst

March

- *Dave Cluckey - Director of MIS - Resignation*
- *Eric Bristol - Sr. Systems Analyst - Interim Assignment - Manager of Application Services*
- *Jeff Bublitz - Sr. Network Analyst - Resignation*
- *James Sommerfeldt - CSC Supervisor - Hired as Business Systems Analyst for Oneida MIS*

April

- Joanie Buckley Laid Off
 - Jason Doxtator, Eric Bristol, Don DeChamps overseeing MIS Department
- *Supervisor of Operations - Vinnie Cornelius - Retirement*
- *Furlough/Layoffs*
 1. Administrative Assistant - Tori Sloan
 2. Administrative Assistant - Robin Rice (GAMING)
 3. Client Server Programmer Analyst - Darlene Jandrin
 4. Senior Programmer Analyst - Roxanne Roy
 5. Business Systems Analyst - Christel Bougie (GAMING)

6. Senior Telecommunications Analyst - Ryan Korth
 7. Systems Engineer - Sarah Underdahl
 8. Audio/Video Technician - Lance Hill (GAMING)
 9. Desktop Support Analyst - Sherry Sommerfeldt
 10. Desktop Support Specialist II - Julie Eckberg
 11. Desktop Support Specialist II - Christian Clayton
 12. Desktop Support Specialist II - Jeff Lehrer (GAMING)
 13. Desktop Support Specialist I - Yue Lovaj (GAMING)
 14. Desktop Support Trainee - Falcia Kirby
 15. Desktop Support Trainee - Michael Northway (GAMING)
 16. CSC Specialist II - Laurie Melchert
 17. CSC Specialist I - Adam Pabian
 18. CSC Trainee - Zach Schrapp
- *Reduced Hours*
 1. Senior Programmer Analyst - Doreen Thorpe
 2. Client Server Programmer Analyst - Forrest Pelky
 3. Senior Programmer Analyst - Mike Sampo
 4. Systems Administrator - Nate Villarreal
 5. Computer Operator - Patty Pelishek
 6. Computer Operator - Vicky Blaker
 7. Desktop Support Supervisor - Michelle Poole (GAMING)
 8. Desktop Support Analyst - Chris Sanford (GAMING)
 9. Business Systems Analyst - Josie Skenandore (GAMING)
 10. Systems Administrator - Cody Sulewski (GAMING)

May

- *Returned to Work*
 - Desktop Support Specialist I - Yue Lovaj
- *Reduced Hours Returned*
 - Desktop Support Supervisor - Michelle Poole (GAMING)
 - Desktop Support Analyst - Chris Sanford (GAMING)
 - Business Systems Analyst - Josie Skenandore (GAMING)
 - Systems Administrator - Cody Sulewski (GAMING)

June

- *Returned to Work*
 - Audio/Video Technician - Lance Hill
 - Desktop Support Specialist II - Jeff Lehrer
 - Business Systems Analyst - Christel Bougie
- *Reduced Hours Returned*
 - Senior Telecommunications Analyst - Jeff Krueger
 - CSC Support Specialist I - Nate Plitzuweit
 - Client Server Programmer Analyst - Josh Swanson
 - Business Systems Analyst - James Sommerfeldt

July

Christel Bougie - Business Systems Analyst - Retirement

August

- *MIS Organization Re-Structure* - Reporting structure modified for functional areas excluding Health Information Systems.
 - *Jason Doxtator* – MIS, Network Services, Information Security, HIS
 - *Eric Bristol* – MIS, Applications Services
 - *Don DeChamps* – MIS, Desktop Support, CSC, Gaming MIS

September

- *Don DeChamps and Jason Doxtator swapped back*

October

- *Return to Work*
 - Senior Telecommunications Analyst - Ryan Korth (DECLINED - New Job)
 - CSC Specialist I - Adam Pabian
 - CSC Trainee - Zach Schrapp
- *Reduced Hours Returned*
 - Senior Programmer Analyst - Doreen Thorpe
 - Client Server Programmer Analyst - Forrest Pelky
 - Senior Programmer Analyst - Mike Sampo
 - Systems Administrator - Nate Villarreal
 - Computer Operator - Patty Pelishek
 - Operator - Vicky Blaker
- Remaining Furloughs/Layoffs Separated from Employment

November

- *Jeff Bublitz - Senior Network Analyst* - Re-Hired into his old position

Contact Info

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