



## Oneida Business Committee

Regular Meeting  
8:30 AM Wednesday, June 23, 2021  
BC Conference Room, 2nd floor, Norbert Hill Center

### Agenda

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Meeting agenda is available here: [oneida-nsn.gov/government/business-committee/agendas-packets/](https://oneida-nsn.gov/government/business-committee/agendas-packets/). Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the BC Support Office, 2nd floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.

#### NOTICE

In accordance with the OBC Virtual meeting standard operating procedure, due to the Public Health State of Emergency the OBC meeting will be held virtually through Microsoft Teams and therefore be closed to the public. Any person who has comments or questions regarding open session items may submit them to [TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org) no later than the close of business the day before the OBC meeting. Any comments or questions received shall be noticed to the OBC and entered into the record as a handout by the Business Committee Support Office. A recording of the virtual meeting shall be made available on the Nation's website.

#### **I. CALL TO ORDER**

#### **II. OPENING**

- A. Special recognition for Years of Service**  
Sponsor: Geraldine Danforth, Area Manager/Human Resources

#### **III. ADOPT THE AGENDA**

#### **IV. MINUTES**

- A. Approve the revised March 24, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary
- B. Approve the May 26, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary
- C. Approve the June 9, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

**V. RESOLUTIONS**

- A. Adopt resolution entitled Support Partnership with the Menominee Indian Tribe of Wisconsin and Authorize Participation in the USDA Food Distribution Program on Indian Reservations Demonstration Project for Indian Organizations**  
Sponsor: Daniel Guzman King, Councilman
- B. Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until September 9, 2021**  
Sponsor: Tehassi Hill, Chairman
- C. Adopt resolution entitled Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance**  
Sponsor: Jo Anne House, Chief Counsel
- D. Adopt resolution entitled Oneida Nation Pre-Disaster Mitigation Plan 2020-2025**  
Sponsor: Kaylynn Gresham, Director/Emergency Management

**VI. APPOINTMENTS**

- A. Determine next steps regarding one (1) vacancy - Oneida Trust Enrollment Committee**  
Sponsor: Lisa Liggins, Secretary
- B. Determine next steps regarding ten (10) alternates - Oneida Election Board**  
Sponsor: Lisa Liggins, Secretary

**VII. STANDING COMMITTEES**

- A. COMMUNITY DEVELOPMENT PLANNING COMMITTEE**
  - 1. Accept the May 6, 2021, regular Community Development Planning Committee meeting minutes**  
Sponsor: Brandon Stevens, Vice-Chairman
- B. FINANCE COMMITTEE**
  - 1. Accept the June 1, 2021, regular Finance Committee meeting minutes**  
Sponsor: Tina Danforth, Treasurer
  - 2. Accept the June 14, 2021, regular Finance Committee meeting minutes**  
Sponsor: Tina Danforth, Treasurer



**VIII. TRAVEL REQUESTS**

- A. Approve the travel request in accordance with §219.16-1 - Up to six (6) Oneida individuals - 2021 Special Election - Milwaukee, WI - July 9-11, 2021**  
Sponsor: Candace House, Chair/Oneida Election Board
- B. Approve the travel request - Vice-Chairman Brandon Stevens - National Indian Gaming Tradeshow & Convention - Las Vegas, NV - July 18-23, 2021**  
Sponsor: Brandon Stevens, Vice-Chairman

**IX. NEW BUSINESS**

- A. Accept the Cultural Heritage strategic plan as information**  
Sponsor: Mark W. Powless, General Manager
- B. CDC # 20-101 - Approve two (2) actions**  
Sponsor: Mark W. Powless, General Manager
- C. CIP # 07-009 - Activate funding for Building Demolitions**  
Sponsor: Mark W. Powless, General Manager
- D. Determine next steps in accordance with §105.9-1 regarding oaths of office for Oneida Election Board alternates**  
Sponsor: Lisa Liggins, Secretary
- E. Post one (1) vacancy - Oneida Nation Arts Board**  
Sponsor: Lisa Liggins, Secretary
- F. Accept the Special Committee on State-Tribal Relations update**  
Sponsor: Lisa Liggins, Secretary
- G. Enter the e-poll results into the record regarding the approved Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor**  
Sponsor: Lisa Liggins, Secretary

**X. REPORTS****A. OPERATIONAL**

- 1. Accept the Public Works Division FY-2021 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager

**B. CORPORATE BOARDS**

- 1. Accept the Oneida Golf Enterprise FY-2021 2nd quarter report**  
Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

**XI. GENERAL TRIBAL COUNCIL**

- A. Discuss General Tribal Council meeting safety protocols**  
Sponsor: Lisa Liggins, Secretary
- B. Approve two (2) actions to schedule a special General Council meeting**  
Sponsor: Lisa Liggins, Secretary
- C. Schedule a special General Tribal Council meeting for the FY-2022 Budget**  
Sponsor: Lisa Liggins, Secretary

**XII. EXECUTIVE SESSION****A. REPORTS**

- 1. Accept the Intergovernmental Affairs, Communications, and Self-Governance June 2021 report**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
- 2. Accept the Chief Financial Officer June 2021 report**  
Sponsor: Larry Barton, Chief Financial Officer
- 3. Accept the Chief Counsel report**  
Sponsor: Jo Anne House, Chief Counsel
- 4. Accept the General Manager report**  
Sponsor: Mark W. Powless, General Manager
- 5. Accept the May 2021 Treasurer's report (11:00 a.m.)**  
Sponsor: Tina Danforth, Treasurer
- 6. Accept the Oneida Golf Enterprise FY-2021 2nd quarter executive report**  
Sponsor: James Petitjean, Agent/Oneida Golf Enterprise
- 7. Joint Marketing 2nd quarter report**  
Sponsor: Lisa Liggins, Secretary

**B. AUDIT COMMITTEE**

- 1. Review request regarding NG-020-036 and determine next steps**  
Sponsor: Marie Summers, Councilwoman
- 2. Review request regarding AR-369 and determine next steps**  
Sponsor: Marie Summers, Councilwoman

**C. NEW BUSINESS**

1. **File # 2021-DR09-01 - Review and determine next steps (1:30 p.m.)**  
Sponsor: Jessica Vandekamp, Employee Relations Representative
2. **Review the 2021 Annual Performance Evaluations update and determine next steps**  
Sponsor: Jessica Vandekamp, Employee Relations Representative
3. **Approve the communication plan for the 2020 -2023 OBC Broad Goals**  
Sponsor: Jessica Vandekamp, Employee Relations Representative
4. **Accept the Oneida Golf Enterprise Agent transition plan**  
Sponsor: James Petitjean, Agent/Oneida Golf Enterprise
5. **Review the posting requests and determine next steps - Big Bear Media**  
Sponsor: Mark W. Powless, General Manager
6. **Determine next steps regarding June 22, 2021, Gaming General Manager presentation**  
Sponsor: Louise Cornelius, Gaming General Manager
7. **Approve a limited waiver of sovereign immunity - Baker Tilly US LLP engagement letter - file # 2021-0365**  
Sponsor: Larry Barton, Chief Financial Officer
8. **Consider a request from the Anna John Resident Centered Care Community Board pursuant to §105.7-4**  
Sponsor: Kristin Jorgenson-Dann, Chair/Anna John Resident Centered Care Community Board
9. **Review application(s) for one (1) vacancy - Oneida Trust Enrollment Committee**  
Sponsor: Lisa Liggins, Secretary
10. **Review application(s) for ten (10) alternates - Oneida Election Board**  
Sponsor: Lisa Liggins, Secretary
11. **Accept the June 1, 2021, regular OBC Officer meeting notes**  
Sponsor: Jessica Vandekamp, Employee Relations Representative

**XIII. ADJOURN**

Posted on the Oneida Nation's official website, [www.oneida-nsn.gov](http://www.oneida-nsn.gov) pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: [oneida-nsn.gov/government/business-committee/agendas-packets/](http://oneida-nsn.gov/government/business-committee/agendas-packets/)

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

Special recognition for ~~Years of Service~~ **Years of Service Committee Agenda Request****1. Meeting Date Requested:** 07 / 14 / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter:   
Your Name, Title / Dept. or Tribal MemberAdditional Requestor:   
Name, Title / Dept.Additional Requestor:   
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

HRD coordinates efforts, on a quarterly basis, with the Business Committee to recognize employees who have reached the 25+ years of service milestone. There are 15 recipients for 3rd Quarter, FY'21. Supervisors have been contacted to submit certificates and pick up employee's award.

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

**YEARS OF SERVICE RECIPIENTS  
3RD QUARTER FY'21 APRIL - JUNE**

NAME	EMP #	SUPERVISOR NAME	ADOH	YOS	JULY 14TH OBC MEETING
DANFORTH,KATHLEEN V	988	POELS,JAMES R	May 18, 1981	40	
CORNELIUS,CECILIA M	174	HARVATH,JESSALYN M	Jun 14, 1981	40	
KING,ALBERT R	1045	SKENANDORE,CLYDE H	Apr 1, 1986	35	
BLOEDORN,WENDY T	6110	WOLTER,WENONA M	May 21, 1986	35	
BARTON,KENDALL J	5987	DENNY,MATTHEW J	Jun 30, 1986	35	
NINHAM,ROBERT M	5618	SKENANDORE,CLYDE H	Jun 1, 1991	30	
NIESEN,CYNTHIA M	1224	DOXTATOR,KEITH A	Jun 5, 1991	30	
DANFORTH,SR,DAVID W	970	JOHNSON,SR,DENNIS J	Jun 26, 1991	30	
OTRADOVEC,MICHAEL L	8437	HOUSE,DAKOTA K	Apr 8, 1996	25	
FRIBERG,JILL E	3783	ANDERSON,JENNIFER J	Apr 24, 1996	25	
NINHAM,JEANETTE L	2091	BOYLE,JACQUE L	May 14, 1996	25	
LUCAS,ALLEN S	3802	SEWELL,BRANDY S	May 21, 1996	25	
PELTIER,PAUL T	667	METOXEN,LAMBERT M	Jun 4, 1996	25	
JORDAN,CHRISTIAN D	3194	JOHNSON,SR,DENNIS J	Jun 24, 1996	25	
MENDOLLA,TODD J	3877		Jun 24, 1996	25	

Approve the revised March 24, 2021, regular Business Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws   | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence   | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice   | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet   | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up   | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input checked="" type="checkbox"/> Other: <i>Please see Page 7. A motion was missed when the minutes were originally approved.</i> |  |   |

4. Budget Information:

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1



## Oneida Business Committee

Regular Meeting  
8:30 AM Wednesday, March 24, 2021  
BC Conference Room, 2nd floor, Norbert Hill Center

### Minutes

#### REGULAR MEETING

**Present:** Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Treasurer Tina Danforth, Secretary Lisa Liggins, Council members: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Marie Summers;

**Not Present:** Councilwoman Jennifer Webster;

**Arrived at:** n/a

**Others present:** Jo Anne House, Larry Barton, Danelle Wilson (via Microsoft Teams<sup>1</sup>); Debbie Thundercloud (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Candice Skenandore (via Microsoft Teams), Melissa Nuthals (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Pat Pelkey (via Microsoft Teams), Debbie Danforth (via Microsoft Teams), Dr. Vir (via Microsoft Teams), Mercie Danforth (via Microsoft Teams), Tina Jorgenson (via Microsoft Teams), Renita Hernandez (via Microsoft Teams), Jason Doxtator (via Microsoft Teams), Eric Bristol (via Microsoft Teams), Donald DeChamps (via Microsoft Teams), Don Miller (via Microsoft Teams), Jackie Smith (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Susan House (via Microsoft Teams), Lori Hill (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), Geraldine Danforth (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Louise Cornelius (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Jennifer Berg-Hargrove (via Microsoft Teams), Jessica Vandekamp;

### **I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 8:33 a.m.*

*For the record: Councilwoman Jennifer Webster is excused.*

### **II. OPENING (00:00:12)**

*Opening provided by Councilman Kirby Metoxen.*

### **III. ADOPT THE AGENDA (00:00:35)**

Motion by David P. Jordan to adopt the agenda with three (3) additions [1) add item VII.F. Accept the organizational chart and re-open report; 2) add item VIII.A.3. Accept the Chief Counsel report; and 3) add item VIII.A.4. Accept the General Manager report], seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

<sup>1</sup> Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings



**IV. MINUTES****A. Approve the March 2, 2021, special Business Committee meeting minutes (00:02:11)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the March 2, 2021, special Business Committee meeting minutes, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Abstained: David P. Jordan, Brandon Stevens  
Not Present: Jennifer Webster

**B. Approve the March 10, 2020, regular Business Committee meeting minutes (00:02:47)**

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to approve the March 10, 2021, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers  
Not Present: Jennifer Webster

**V. RESOLUTIONS****A. Approve resolution entitled Amendments to the Oneida Airport Hotel Corporation Bylaws (00:03:06)**

Sponsor: Kirby Metoxen, Councilman

Motion by Daniel Guzman King to adopt resolution 03-24-21-A Amendments to the Oneida Airport Hotel Corporation Bylaws, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers  
Not Present: Jennifer Webster

**VI. STANDING COMMITTEES****A. COMMUNITY DEVELOPMENT PLANNING COMMITTEE****1. Accept the January 7, 2021, regular Community Development Planning Committee meeting minutes (00:07:42)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Lisa Liggins to accept the January 7, 2021, regular Community Development Planning Committee meeting minutes, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**2. Accept the February 4, 2021, regular Community Development Planning Committee meeting minutes (00:08:20)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by David P. Jordan to accept the February 4, 2021, regular Community Development Planning Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**B. FINANCE COMMITTEE****1. Accept the March 1, 2021, regular Finance Committee meeting minutes (00:08:45)**

Sponsor: Tina Danforth, Treasurer

Motion by Kirby Metoxen to accept the March 1, 2021, regular Finance Committee meeting minutes, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**2. Accept the March 15, 2021, regular Finance Committee meeting minutes (00:09:07)**

Sponsor: Tina Danforth, Treasurer

Motion by Brandon Stevens to accept the March 15, 2021, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**VII. NEW BUSINESS****A. Post one (1) vacancy - Oneida Trust Enrollment Committee (00:09:30)**

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to post one (1) vacancy for the Oneida Trust Enrollment Committee, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**B. Post ten (10) vacancies for alternates for 2021 Special Election - Oneida Election Board (00:09:53)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to post ten (10) vacancies Oneida Election Board alternates for the 2021 Special Election, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**C. Determine next steps regarding the request from the Oneida Election Board for emergency amendments to the Election law (00:10:15)**

Sponsor: Candance House, Chairwoman/Election Board

Motion by Lisa Liggins to send the request from the Oneida Election Board for emergency amendments to the Election law to the Legislative Operating Committee for consideration, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**D. Approve the Family Services request to post two (2) grant funded positions for one (1) Community Advocate (Women's Domestic Abuse) and one (1) Community Advocate (Prevention) (00:11:03)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Lisa Liggins to approve the request from Family Services to post two (2) grant funded positions for one (1) Community Advocate (Women's Domestic Abuse) and one (1) Community Advocate (Prevention), seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**E. Review the Cage/Vault/Kiosk Chapter 10 Minimum Internal Controls and determine appropriate next steps (00:14:00)**

Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission

Motion by Lisa Liggins to accept the notice of the OGMICs Chapter 10 Cage/Vault/Kiosk approved by the Oneida Gaming Commission on March 15, 2021, and direct notice to the Gaming Commission there are no requested revisions under section 501.6-14(d), seconded by David P. Jordan. Motion carried:

Ayes:	Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers
Not Present:	Jennifer Webster

**F. Accept the organizational chart and re-opening plans (00:15:52)**

Sponsor: Debbie Thundercloud, General Manager

Motion by Lisa Liggins to accept the organizational chart update and re-opening plans and forward this item to be a standing item on the BC Work Session agenda for any future updates and clarifications, seconded by Brandon Stevens. Motion carried:

Ayes:	Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens
Opposed:	Kirby Metoxen
Abstained:	Marie Summers
Not Present:	Jennifer Webster

*For the record: Councilman Kirby Metoxen stated I'm just opposed because I didn't even get a chance to look at the whole report. It was a handout.*

*For the record: Treasurer Tina Danforth stated I would just like to say I did support this mainly as information because I know I've asked a couple times for an update on the restructuring and this is the first I've seen of it in over six months. I'm appreciative of the fact we have something now. I think it's vitally important as we're going through a transition phase. I appreciate the help that staff have done to put this together and I'm looking forward to more detail especially around staffing. We're in the process also of doing staffing levels, and it would have been helpful to see some staffing levels in this report as well.*

Motion by Lisa Liggins to direct the General Manager, Project Coordinator, and Intergovernmental Affairs Director to work together to get this information posted on the Nation's website, seconded by David P. Jordan. Motion carried:

Ayes:	Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers
Not Present:	Jennifer Webster

**VIII. EXECUTIVE SESSION (00:39:44)**

Motion by David P. Jordan to go into executive session at 9:13 a.m., seconded by Marie Summers.  
Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Marie Summers  
Not Present: Jennifer Webster

*The Oneida Business Committee, by consensus, recessed at 11:55 a.m. to 1:30 p.m.*

*Meeting called to order by Chairman Tehassi Hill at 1:34 p.m.*

*Roll call for the record:*

*Present: Councilman Daniel Guzman King; Chairman Tehassi Hill; Councilman David P. Jordan;  
Secretary Lisa Liggins; Councilman Kirby Metoxen; Vice-Chairman Brandon Stevens; Council  
Member Marie Summers;*

*Not Present: Treasurer Tina Danforth; Councilwoman Jennifer Webster;*

*Treasurer Tina Danforth left at 3:00 p.m.*

Motion by Lisa Liggins to come out of executive session at 5:15 p.m., seconded by Marie Summers.  
Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: Tina Danforth, Jennifer Webster

**A. REPORTS****1. Accept the Intergovernmental Affairs, Communications, and Self-Governance March 2021 report (00:40:18)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Liggins to accept the Intergovernmental Affairs, Communications, and Self-Governance March 2021 report, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by Lisa Liggins to assign Secretary Lisa Liggins, with Councilman Daniel Guzman King as alternate, to attend the State Budget Virtual Hearing on April 28, 2021, at 10:00 a.m., seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by Lisa Liggins to approve the bilateral amendment, authorize the Chairman to sign the bilateral amendment, and direct Self-Governance to submit the signed bilateral amendment to Indian Health Service, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by Kirby Metoxen to authorize the Chairman to sign the Purchase & Referred Care Investigation and corrective action letter, and direct Self-Governance to submit the letter to Indian Health Service, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by David P. Jordan to approve Councilman Daniel Guzman King to serve on the negotiation team for the Food Distribution Program on Indian Reservations (FDPIR) demonstration project, seconded by Kirby Metoxen. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by Lisa Liggins to support Gaming's employee appreciation plan; direct all BC Direct Reports, except for the Gaming General Manager, to implement employee recognition for the week of April 5, 2021, noting that Gaming's employee appreciation plan is already in place and noting that Intergovernmental Affairs and Communications and Secretary will coordinate this directive; and send the discussion regarding organization-wide employee recognition/incentives to the April 20, 2021, BC Work Session for further discussion, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**2. Accept the February 2021 Treasurer's report (00:42:46)**

Sponsor: Tina Danforth, Treasurer

Motion by Kirby Metoxen to accept the February 2021 Treasurer's report, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: Tina Danforth, Jennifer Webster

**3. Accept the Chief Counsel report (00:43:00)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Kirby Metoxen to accept the Chief Counsel report, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: Tina Danforth, Jennifer Webster

Motion by David P. Jordan to direct a contract with attorney Locklear be brought to the April 14, 2021, regular Business Committee for legal services related to land claims legislative options, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: Tina Danforth, Jennifer Webster

Motion by Lisa Liggins to waive any conflict that may exist with Attorney Locklear as identified in today's Chief Counsel executive session report, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: Tina Danforth, Jennifer Webster

**4. Accept the General Manager report (00:43:48)**

Sponsor: Debbie Thundercloud, General Manager

Motion by David P. Jordan to accept the General Manager report, seconded by Lisa Liggins. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: Tina Danforth, Jennifer Webster

**B. NEW BUSINESS****1. Accept the March 1, 2021, regular OBC Officer meeting notes (00:44:06)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Kirby Metoxen to accept the March 1, 2021, regular OBC Officer meeting notes, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**2. Approve one (1) relinquishment (00:44:23)**

Sponsor: Debbie Danforth, Chairwoman/Oneida Trust Enrollment Committee

Motion by David P. Jordan to approve one (1) relinquishment, seconded by Kirby Metoxen. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**3. Approve a limited waiver of sovereign immunity - Green Bay Packers Sponsorship Agreement - file # 2021-0030 (00:44:35)**

Sponsor: Louise Cornelius, Gaming General Manager

Motion by David P. Jordan to approve a limited waiver of sovereign immunity - Green Bay Packers Sponsorship Agreement - file # 2021-0030, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**4. Approve two (2) actions regarding the Family Court Judge resignation - file # 2016-1106 (00:45:00)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by David P. Jordan to accept the resignation of Marcus Zelenski with an end date of June 9, 2021- file # 2016-1106, seconded by Kirby Metoxen. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by Lisa Liggins to assign Vice-Chairman Brandon Stevens, Secretary Lisa Liggins, Councilman David P. Jordan, and Councilwoman Marie Summers to a sub-team to hire a new Family Court Judge in accordance with SOP, seconded by Kirby Metoxen. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster



**5. Determine next steps regarding the transition for BC DR08 (00:45:45)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins to forward the transition for BC DR08 to special Business Committee meeting to be scheduled the week of April 5, 2021, seconded by Kirby Metoxen. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**6. Review request and determine next steps - Human Resources Department (00:46:07)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by David P. Jordan to approve the request to recall one (1) Community Support Case Worker as a Limited Term Employee and one (1) Accounts Payable Specialist, noting the positions are 100% grant funded, seconded by Kirby Metoxen. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**7. File # 2021-DR05-01 - Accept the written report and consider the recommended action(s) (00:46:27)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by David P. Jordan to approve recommendations #1 & #2 from the sub-team and to close out file # 2021-DR05-01, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Motion by Lisa Liggins to forward the recommendation regarding directive tracking to the April 5, 2021, BC Officers meeting, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**8. Review the request to create two (2) new position and determine next steps - Family Services (00:47:11)**

Sponsor: Debbie Thundercloud, General Manager

Motion by David P. Jordan to defer the request back to the General Manager for additional follow up, seconded by Lisa Liggins. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**9. Review complaint/concern and determine appropriate next steps (00:47:28)**

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan that the complaint has merit, that the complainant has been interviewed, and that follow-up actions regarding correspondence and/or resolutions to be presented at the April 14, 2021, regular Business Committee meeting, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

**IX. ADJOURN (00:47:53)**

Motion by Lisa Liggins to adjourn at 5:22 p.m., seconded by Daniel Guzman King. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: Tina Danforth, Jennifer Webster

Minutes prepared by Lisa Liggins, Secretary.

Minutes approved as ~~presented-revised~~ on ~~April 28, 2021~~.

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Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Approve the May 26, 2021, regular Business Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

# DRAFT



## Oneida Business Committee

Regular Meeting  
8:30 AM Wednesday, May 26, 2021  
BC Conference Room, 2nd floor, Norbert Hill Center

### Minutes

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#### **REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Treasurer Tina Danforth, Secretary Lisa Liggins, Council members: David P. Jordan, Marie Summers, Jennifer Webster;

**Not Present:** Council members: Daniel Guzman King, Kirby Metoxen;

**Arrived at:** n/a

**Others present:** Jo Anne House, Larry Barton, Mark W. Powless, Chad Wilson, Danelle Wilson (via Microsoft Teams<sup>1</sup>), Renita Hernandez (via Microsoft Teams), Marlene Garvey (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Jeanne Calhoun, (via Microsoft Teams), Vern Doxtator (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Cheryl-Aliskwet Ellis (via Microsoft Teams), Julie King (via Microsoft Teams), Lori Hill (via Microsoft Teams), Pat Pelky (via Microsoft Teams), Jessica Vandekamp (via Microsoft Teams), Cheryl Stevens (via Microsoft Teams), Lynn Schmidt (via Microsoft Teams), Michelle Braaten (via Microsoft Teams), Jonas Hill (via Microsoft Teams), Debra J. Danforth (via Microsoft Teams), Jacqueline Smith (via Microsoft Teams), Jason Doxtator (via Microsoft Teams), Donald Dechamps (via Microsoft Teams), Ravinder Vir (via Microsoft Teams), Tina Jorgensen (via Microsoft Teams), Reynold Danforth (via Microsoft Teams), Jolene Hensberger (via Microsoft Teams), Sharon Mousseau (via Microsoft Teams), Artley Skenandore (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Louise Cornelius (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Candice Skenandore (via Microsoft Teams), Geraldine Danforth (via Microsoft Teams);

#### **I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 8:30 a.m.*

*For the record: Councilman Daniel Guzman-King is out on personal time. Councilman Kirby Metoxen is on vacation.*

#### **II. OPENING (00:00:06)**

*Opening provided by Chairman Tehassi Hill.*

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<sup>1</sup> Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

**DRAFT****III. ADOPT THE AGENDA (00:03:46)**

Motion by David P. Jordan to adopt the agenda with five (5) changes [1) under the Resolutions section, add item entitled "Adopt resolution entitled 2021 InterTribal Buffalo Council, Buffalo Herd Development Grant Application"; 2) under the New Business section, delete item entitled "Review request from the Oneida Nation Arts Program regarding installation of a commemorative plaque at the Duck Creek overpass"; 3) under Executive/New Business section, add item entitled "Approve two (2) actions regarding HR restructure"; 4) under Executive/New Business section, add item entitled "Complaint # 2021-GMDR05-01 - Review and determine next steps"; and 5) under Executive/New Business section, add item entitled "Complaint # 2021-BCDR16-01 - Review and determine next steps"], seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
 Not Present: Daniel Guzman King, Kirby Metoxen

**IV. OATH OF OFFICE**

*Oaths of office administered by Secretary Lisa Liggins. Vern Doxtator, Marlene Garvey, Patricia Lassila, Aliskwet Ellis and Julie King were present via Microsoft Teams.*

- A. Oneida Airport Hotel Corporation - Vern Doxtator, Marlene Garvey, and Patricia Lassila (00:05:22)**  
 Sponsor: Lisa Liggins, Secretary
- B. Oneida Youth Leadership Institute Board - Aliskwet Ellis (00:05:22)**  
 Sponsor: Lisa Liggins, Secretary
- C. Pardon and Forgiveness Screening Committee - Julie King (00:05:22)**  
 Sponsor: Lisa Liggins, Secretary

**V. MINUTES**

- A. Approve the April 28, 2021, regular Business Committee meeting minutes (00:08:57)**  
 Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to approve the April 28, 2021, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
 Not Present: Daniel Guzman King, Kirby Metoxen

- B. Approve the May 12, 2021, regular Business Committee meeting minutes (00:09:26)**  
 Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to approve the May 12, 2021, regular Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
 Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****VI. RESOLUTIONS****A. Approve three (3) actions regarding the Nation's Tribal Transportation Improvement Plan - file # 2021-0081 (00:09:13)**

Sponsor: Jacque Boyle, Division Director/Public Works

Motion by David P. Jordan to approve the 2021-2024 Tribal Transportation Improvement Project (TTIP) list, to approve and execute the U.S. Dept of Interior-BIA Tribal Transportation Program Agreement FY 2021 Retained Services Addendum - file # 2021-0081, and to adopt resolution 05-26-21-A FY2021-2024 Oneida Nation Tribal Transportation Improvement Plan (TTIP), seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**B. Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for Transfer of \$2.4 Million to the Oneida Land Commission (00:10:36)**

Sponsor: Jo Anne House, Chief Counsel

Motion by David P. Jordan to defer resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for Transfer of \$2.4 Million to the Oneida Land Commission back to the Patrick Pelky, Division Director/Environmental, Health, Safety, Land, and Agriculture, and Jacque Boyle, Division Director/Public Works, to bring back a list of the how the \$2.4 Million will be spent, outlining Tribal Housing Reacquisition of Individual Fee and Trust Title (THRIFTT), demolition or Homeownership by Independent Purchase (HIP) Program, either later today or to the June 9, 2021, regular Business Committee meeting agenda, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**C. Adopt resolution entitled Process for Authorization and Use of the American Rescue Plan Act of 2021 Federal Relief Funds (00:38:41)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to defer resolution entitled Process for Authorization and Use of the American Rescue Plan Act of 2021 Federal Relief Funds to the June 9, 2021, regular Business Committee meeting agenda, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****D. Adopt resolution entitled Economic Development, Diversification and Community Development Fund – Updating Review and Recommendation Responsibilities (00:59:52)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to adopt resolution 05-26-21-B Economic Development, Diversification and Community Development Fund – Updating Review and Recommendation Responsibilities, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

Motion by Lisa Liggins to direct the Chief Financial Officer, Budget Analyst, Business Analyst, and Strategic Planner to bring back the updated SOPs [associated with the Economic Development, Diversification and Community Development Fund to the July 14, 2021, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**E. Adopt resolution entitled 2021 InterTribal Buffalo Council, Buffalo Herd Development Grant Application (01:03:53)**

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to adopt resolution 05-26-21-C 2021 InterTribal Buffalo Council, Buffalo Herd Development Grant Application, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****VII. APPOINTMENTS****A. Determine next steps regarding one (1) elder 55+ vacancy - Pardon and Forgiveness Screening Committee (01:04:27); (01:59:14)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer item A. Determine next steps regarding one (1) elder 55+ vacancy - Pardon and Forgiveness Screening Committee until after executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

*Item VIII.A.1. was addressed next.*

Motion by Lisa Liggins to accept the selected applicant and appoint Sandra Skenadore to the Pardon and Forgiveness Screening Committee with a term ending August 31, 2023, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

*Item X.A.1. was addressed next.*

**VIII. STANDING COMMITTEES****A. FINANCE COMMITTEE****1. Accept the May 3, 2021, regular Finance Committee meeting minutes (01:04:52)**

Sponsor: Tina Danforth, Treasurer

Motion by David P. Jordan to accept the May 3, 2021, regular Finance Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**2. Accept the May 17, 2021, regular Finance Committee meeting minutes (01:05:16)**

Sponsor: Tina Danforth, Treasurer

Motion by Jennifer Webster to accept the May 17, 2021 regular Finance Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen



**DRAFT****B. LEGISLATIVE OPERATING COMMITTEE****1. Accept the May 5, 2021, regular Legislative Operating Committee meeting minutes (01:05:36)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the May 5, 2021, regular Legislative Operating Committee meeting minutes, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**IX. NEW BUSINESS****A. Approve the Oneida Nation School System request to post one (1) grant funded Co-Teacher (01:06:01)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Lisa Liggins to approve the Oneida Nation School System request to post one (1) grant funded Co-Teacher, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**B. Approve the Oneida Nation School System request to post two (2) grant funded Elementary Teachers (01:06:30)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Lisa Liggins to approve the Oneida Nation School System request to post two (2) grant funded Elementary Teachers, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**C. Approve 2020 -2023 OBC Group Agreements and OBC Broad Goals (01:06:48)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by David P. Jordan to approve the 2020 -2023 OBC Group Agreements and OBC Broad Goals, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

*Vice-Chairman Brandon Stevens left at 9:39 a.m.*

**DRAFT****X. REPORTS****A. OPERATIONAL****1. Accept the Comprehensive Health Division FY-2021 2nd quarter report (01:08:40)**

Sponsor: Debra Danforth & Dr. Ravinder Vir, Division Directors/Comprehensive Health-Operations & Medical

Motion by Lisa Liggins to accept the Comprehensive Health Division FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen, Brandon Stevens

**2. Accept the Environmental, Health, Safety, Land and Agriculture Division FY-2021 2nd quarter report (01:09:12)**

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

Motion by Jennifer Webster to accept the Environmental, Health, Safety, Land and Agriculture Division FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen, Brandon Stevens

**3. Accept the Governmental Services Division FY-2021 2nd quarter report (01:09:46)**

Sponsor: Tina Jorgenson, Division Director/Governmental Services

Motion by Lisa Liggins to accept the Governmental Services Division FY-2021 2nd quarter report and direct the Governmental Services Division Director to follow-up with Chief Counsel regarding the format of future Town Hall meetings, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen, Brandon Stevens

**4. Accept the Public Works Division FY-2021 2nd quarter report (01:12:18)**

Sponsor: Jacque Boyle, Division Director/Public Works

*Vice-Chairman Brandon Stevens returned at 9:44 a.m.*

Motion by Tina Danforth to defer the Public Works Division FY-2021 2nd quarter report to the June 9, 2021, regular Business Committee meeting agenda, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Abstained: Brandon Stevens

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****5. Accept the Management Information Systems FY-2021 2nd quarter report (01:13:09)**

Sponsor: Eric Bristol, Manager/Application Services; Don Dechamps, Manager/MIS Gaming; and Jason Doxtator, Manager/Network Services

Motion by David P. Jordan to accept the Management Information Systems FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**6. Accept the Tribal Action Plan FY-2021 2nd quarter report (01:14:31)**

Sponsor: Renita Hernandez, Manager/Tribal Action Plan

Motion by Tina Danforth to accept the Tribal Action Plan FY-2021 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**7. Accept the Big Bear Media FY-2021 2nd quarter report (01:14:55)**

Sponsor: Michelle Danforth-Anderson, Director/Marketing and Tourism

Motion by David P. Jordan to accept the Big Bear Media FY-2021 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**8. Accept the Education and Training FY-2021 2nd quarter report (01:15:52)**

Sponsor: Jacqueline Smith, Area Manager/Education and Training

Motion by Jennifer Webster to accept the Education and Training FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**9. Accept the Grants Office FY-2021 2nd quarter report (01:16:16)**

Sponsor: Mark Powless, General Manager

Motion by Lisa Liggins to accept the Grants Office FY-2021 2nd quarter report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****B. APPOINTED BOARDS, COMMITTEES, COMMISSIONS****1. Accept the Anna John Resident Centered Care Community Board FY-2021 2nd quarter report (01:16:40)**

Sponsor: Joshua Hicks, Chair/Anna John Resident Centered Care Community Board

Motion by Marie Summers to accept the Anna John Resident Centered Care Community Board FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**2. Accept the Oneida Police Commission FY-2021 2nd quarter report (01:17:28)**

Sponsor: Richard Van Boxel, Chair/Oneida Police Commission

Motion by Marie Summers to accept the Oneida Police Commission FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**C. ELECTED BOARDS, COMMITTEES, COMMISSIONS****1. Accept the Oneida Election Board FY-2021 2nd quarter report (01:17:52)**

Sponsor: Candace House, Chair/Oneida Election Board

Motion by David P. Jordan to accept the Oneida Election Board FY-2021 2nd quarter report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**2. Accept the Oneida Gaming Commission FY-2021 2nd quarter report (01:18:22)**

Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission

Motion by Lisa Liggins to accept the Oneida Gaming Commission FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****3. Accept the Oneida Land Commission FY-2021 2nd quarter report (01:18:43)**

Sponsor: Becky Webster, Chair/Oneida Land Commission

Motion by David P. Jordan to accept the Oneida Land Commission FY-2021 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

*Item X.C.5. was addressed next.*

**4. Accept the Oneida Nation School Board FY-2021 2nd quarter report (01:34:47)**

Sponsor: Aaron Manders, Chair/Oneida Nation School Board

*Vice-Chairman Brandon Stevens left at 10:35 a.m.*

*Vice-Chairman Brandon Stevens returned at 10:41 a.m.*

Motion by Lisa Liggins to accept the Oneida Nation School Board FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

*Item XII. was addressed next.*

**5. Accept the Oneida Trust Enrollment Committee FY-2021 2nd quarter report (01:19:09)**

Sponsor: Debra Danforth, Chair/Oneida Trust Enrollment Committee

Motion by David P. Jordan to accept the Oneida Trust Enrollment Committee FY-2021 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**D. STANDING COMMITTEES****1. Accept the Legislative Operating Committee FY-2021 2nd quarter report (01:19:32)**

Sponsor: David P. Jordan, Councilman

Motion by Marie Summers to accept the Legislative Operating Committee FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****2. Accept the Finance Committee FY-2021 2nd quarter report (01:19:57)**

Sponsor: Tina Danforth, Treasurer

Motion by David P. Jordan to accept the Finance Committee FY-2021 2nd quarter report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**3. Accept the Quality of Life Committee FY-2021 2nd quarter report (01:20:16)**

Sponsor: Marie Summers, Councilwoman

Motion by Jennifer Webster to accept the Quality of Life Committee FY-2021 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**4. Accept the Community Development Planning Committee FY-2021 2nd quarter report (01:20:37)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by David P. Jordan to accept the Community Development Planning Committee FY-2021 2nd quarter report, seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**E. OTHER****1. Accept the Oneida Youth Leadership Institute Board FY-2021 2nd quarter report (01:21:00)**

Sponsor: Cheryl Stevens, Executive Manager

Motion by David P. Jordan to accept the Oneida Youth Leadership Institute Board FY-2021 2nd quarter report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

**DRAFT****XI. GENERAL TRIBAL COUNCIL****A. Review COVID-19 Update V for Oneida Tribal Members outline and determine next steps (01:22:34)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the COVID-19 Update V for Oneida Tribal Members outline and approve the assignments included in the outline, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Kirby Metoxen

*Chairman Tehassi Hill recessed the meeting at 10:05 p.m. for 10 minutes.*

*Meeting called to order by Chairman Tehassi Hill at 10:17 a.m.*

*Roll call for the record:*

*Present: Treasurer Tina Danforth; Chairman Tehassi Hill; Councilman David P. Jordan; Secretary Lisa Liggins; Vice-Chairman Brandon Stevens; Council Member Marie Summers; Councilwoman Jennifer Webster;*

*Not Present: Councilman Daniel Guzman King; Councilman Kirby Metoxen;*

*Item X.C.4. was addressed next.*

**DRAFT****XII. EXECUTIVE SESSION (01:58:29)**

Motion by David P. Jordan to go into executive session at 10:41 a.m., seconded by Marie Summers.  
Motion carried:

Ayes:	Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster
Not Present:	Daniel Guzman King, Kirby Metoxen

*The Oneida Business Committee, by consensus, recessed at 12:10 p.m. to 1:40 p.m.*

*Meeting called to order by Chairman Tehassi Hill at 1:40 p.m.*

*Roll call for the record:*

*Present: Treasurer Tina Danforth; Chairman Tehassi Hill; Councilman David P. Jordan; Council Member Marie Summers; Councilwoman Jennifer Webster;*

*Not Present: Councilman Daniel Guzman King; Secretary Lisa Liggins; Councilman Kirby Metoxen; Vice-Chairman Brandon Stevens;*

*Secretary Lisa Liggins returned at 1:41 p.m.*

*Vice-Chairman Brandon Stevens returned at 1:46 p.m.*

*Chairman Tehassi Hill left at 3:24 p.m.; Vice-Chairman Brandon Stevens assumed the responsibilities of the Chair.*

Motion by David P. Jordan to come out of executive session at 5:53 p.m., seconded by Marie Summers. Motion carried:

Ayes:	Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster
Not Present:	Daniel Guzman King, Tehassi Hill, Kirby Metoxen

*Item VII.A. was re-addressed next.*



**DRAFT****A. REPORTS****1. Accept the Chief Counsel report (02:00:30)**

Sponsor: Jo Anne House, Chief Counsel

Motion by David P. Jordan to accept the Chief Counsel report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster  
Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

Motion by Jennifer Webster to approve engaging Jenner & Block regarding the appeal of the Brackeen v. Haaland case, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster  
Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

Motion by Jennifer Webster to authorize Attorney Krystal John, under section 4.2 of the employment contract, to provide legal services independent of her employment with the Oneida Nation regarding housing codes and related housing issues, provided that the authorization does not include litigation or litigation related services, seconded by Lisa Liggins. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Jennifer Webster  
Opposed: Tina Danforth  
Abstained: Marie Summers  
Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

*For the record: Treasurer Tina Danforth stated I oppose because it sets a precedent for contracted employees. I oppose because the individual is telecommuting.*

**2. Accept the General Manager report (02:02:08)**

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the General Manager report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster  
Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

Motion by Lisa Liggins to direct the General Manager to bring back a "General Welfare Assistance/Direct Membership Assistance Payments Office" identifying the staffing needs for these payments and to direct the General Manager develop a work group to streamline and automate the GWE and Direct Membership Assistance Payments programs to integrate existing systems and reduce manual input, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster  
Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**DRAFT****3. Accept the Gaming General Manager FY-2021 2nd quarter report (02:02:54)**

Sponsor: Louise Cornelius, Gaming General Manager

Motion by David P. Jordan to accept the Gaming General Manager FY-2021 2nd quarter report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**4. Accept the Intergovernmental Affairs, Communications, and Self-Governance May 2021 report (02:03:06)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Liggins to accept the Intergovernmental Affairs, Communications, and Self-Governance May 2021 report, to accept IGAC's recommendation regarding the Outagamie County Drainage Board Agreement, to approve the letter of congratulations to Secretary Becerra and Deputy Secretary Palm (HHS leadership), to authorize the Chairman to sign the letter and to direct Self Governance to submit the letter, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**B. AUDIT COMMITTEE****1. Review recommendations regarding NG-020-036 and determine next steps (02:03:46)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to direct the General Manager, Gaming General Manager, Retail General Manager, and Chief Financial Officer to develop a standard SOP which includes processes for purchase, inventory, disbursement and reconciliation and that gift cards shall be used as the last choice, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

Motion by Jennifer Webster to direct the Law Office and the General Manager to reconcile the gift cards at BayBank and make recommendations to account for and either return the card to cash, return to the grant, or disburse in some other approved manner, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

Motion by Jennifer Webster to direct the Audit Committee to add gift cards to the annual audit schedule, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**DRAFT****2. Accept the Audit Committee FY-2021 2nd quarter report (02:04:57)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the Audit Committee FY-2021 2nd quarter report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**C. NEW BUSINESS****1. Accept the May 11, 2021, regular OBC Officer meeting notes (02:05:12)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by David P. Jordan to accept the May 11, 2021, regular OBC Officer meeting notes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**2. Review BC Officer recommendations regarding NG-021-079 and determine next steps (02:05:27)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to direct the HR Area Manager to send out a reminder to all employees about the applicable law (Code of Ethics) and that attending events which are hosted by outside vendors is a possible ethics violation in the next 30 days, to direct the Chief Financial Officer to send out a reminder to all outside vendors about the applicable law (Code of Ethics) and that hosting events for our employees is a possible ethics violation in the next 30 days, and to direct the Chief Financial Officer to update the licensing procedures to include notice to outside vendors advising against hosting events for employees in the next 30 days, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**3. Approve a limited waiver of sovereign immunity - DocuSign Inc. Master Services agreement - file # 2021-0105 (02:06:23)**

Sponsor: Debra Danforth &amp; Dr. Ravinder Vir, Division Directors/Comprehensive Health-Operations &amp; Medical

Motion by Jennifer Webster to approve a limited waiver of sovereign immunity - DocuSign Inc. Master Services agreement - file # 2021-0105, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**DRAFT****4. Discuss impact of BC resolution # 05-12-21-B on area under BCDR 07 and determine next steps (02:06:43)**

Sponsor: Marie Summers, Councilwoman

Motion by Marie Summers to defer the discussion regarding the impact of BC resolution # 05-12-21-B on area under BCDR 07 to the June 9, 2021, regular Business Committee meeting agenda, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**5. Review applications for one (1) elder 55+ vacancy - Pardon and Forgiveness Screening Committee (02:07:07)**

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to accept the discussion regarding the application for one (1) Elder 55+ member vacancy on the Pardon and Forgiveness Screening Committee as information, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**6. Enter the e-poll results into the record regarding the amicus curia brief referenced in the memorandum dated May 5, 2021 (02:07:22)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the amicus curia brief referenced in the memorandum dated May 5, 2021, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**7. Enter the e-poll results into the record regarding complaint # 2021-GMRDR-01 (02:07:41)**

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to enter the e-poll results into the record regarding complaint # 2021-GMRDR-01, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**8. Approve two (2) actions regarding HR restructure (02:07:57)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins to approve the Executive HR Director job description with the noted changes and approve the request to post nationwide, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**DRAFT****9. Complaint # 2021-GMDR05-01 - Review and determine next steps (02:08:17)**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins to accept complaint #2021-GMDR05-01 as having merit and assign Vice-Chairman Brandon Stevens, Secretary Lisa Liggins, and Councilwoman Marie Summers to the investigation sub-team, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**10. Complaint # 2021-BCDR16-01 - Review and determine next steps (02:08:45)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept complaint #2021-BCDR16-01 as having merit and assign Chairman Tehassi Hill, Treasurer Tina Danforth, Councilwoman Marie Summers and Councilman Kirby Metoxen to the investigation sub-team, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

**XIII. ADJOURN (02:09:08)**

Motion by David P. Jordan to adjourn at 5:43 p.m., seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Marie Summers,  
Jennifer Webster

Not Present: Daniel Guzman King, Tehassi Hill, Kirby Metoxen

Minutes prepared by Lisa Liggins, Secretary.  
Minutes approved as presented on \_\_\_\_\_.

---

Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Approve the June 9, 2021, regular Business Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

**Oneida Business Committee Agenda Request**

Adopt resolution entitled Support Partnership with the Menominee Indian Tribe of Wisconsin and Authoriz

**1. Meeting Date Requested:** 6 / 23 / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:

Approve Resolution titled SUPPORT PARTNERSHIP WITH THE MENOMINEE INDIAN TRIBE OF WISCONSIN AND  
AUTHORIZE PARTICIPATION IN THE USDA FOOD DISTRIBUTION PROGRAM ON INDIAN RESERVATIONS  
DEMONSTRATION PROJECT FOR INDIAN ORGANIZATIONS

**3. Supporting Materials**☐ Report ☒ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☒ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution☐ Budgeted - Grant Funded☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter: Your Name, Title / Dept. or Tribal MemberAdditional Requestor: Name, Title / Dept.Additional Requestor: Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

The FDPIR is administered by the Food and Nutrition Service (FNS) of the USDA and provides a food package of 100 percent domestically grown foods to income eligible households living on Indian reservations and to American Indian households residing in approved areas near reservations. Based on FNS guidance, participants may select from over 100 domestically grown and produced foods, including fresh fruits and vegetables, a variety of frozen and nonperishable items, and a selection of traditional foods. The USDA is implementing a demonstration project in which tribes can enter into Title I Self-Determination projects to replace USDA food with locally grown, traditional foods. This demonstration project is a first step to expand Self Governance into the USDA.

A team between Menominee Indian Tribe of Wisconsin (Menominee) and the Nation was formed to develop a proposal for this Demonstration Project. On February 19, 2021, Self Governance was invited participate on the team. The joint proposal was submitted on March 15, 2021. On June 10, 2021, we received notice that our joint proposal was tentatively selected as one of the demonstration projects. The USDA requires a resolution be submitted within 30 days of receiving the letter notifying us of the tentative selection. Menominee is considering their resolution on June 17th. Attached is the resolution that supports the partnership with Menominee and authorizes the Nation to participate in the demonstration project.

On March 24, 2021, the Business Committee selected Councilman Guzman King to serve as the elected official for this endeavor. A team from Menominee and the Nation has been formed to develop a memorandum of understanding (MOU) on how the two Nations will work together. In addition, a negotiating team has also been created to negotiate with the USDA on the Title I Self-Determination contract. A meeting between the two Nations will be scheduled if the Business Committee approves this resolution.

In speaking with the Legislative Reference Office on June 16, 2021, they stated that a statement of effect is not needed for this resolution.

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

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

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



# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution # \_\_\_\_\_

### Support Partnership with the Menominee Indian Tribe of Wisconsin and Authorize Participation in the USDA Food Distribution Program on Indian Reservations Demonstration Project for Indian Organizations

- 1 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 2 recognized by the laws of the United States of America; and
- 3
- 4 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 5
- 6 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 7 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 8
- 9 **WHEREAS,** the Oneida Nation is committed to supporting the health of the Oneida community through
- 10 increased access to nutritious foods; and
- 11
- 12 **WHEREAS,** the Oneida Nation is committed to increasing the Nation's sovereignty through increased
- 13 control of the Nation's food supply; and
- 14
- 15 **WHEREAS,** the Oneida Nation is committed to the economic development of the Oneida community;
- 16 and
- 17
- 18 **WHEREAS,** the Food Distribution Program on Indian Reservations (FDPIR) is administered by the Food
- 19 and Nutrition Service (FNS) of the US Department of Agriculture (USDA); and
- 20
- 21 **WHEREAS,** the FDPIR provides a food package of 100 percent domestically grown foods to income-
- 22 eligible households living on Indian reservations and to American Indian households
- 23 residing in approved areas near reservations; and
- 24
- 25 **WHEREAS,** each month, participating FDPIR households receive a defined food package that is filled
- 26 with foods ordered from the USDA; and
- 27
- 28 **WHEREAS,** the Agriculture Improvement Act of 2018 authorized a demonstration project that allows
- 29 one or more Tribal Organization(s) within FDPIR to enter into self-determination contracts
- 30 for them to purchase foods for their Indian Tribe, instead of USDA, for inclusion in the
- 31 FDPIR food package; and
- 32
- 33 **WHEREAS,** the self-determination contract will provide Tribal Organizations more control over the
- 34 governmental affairs of their Organizations, fostering further self-governance; and
- 35
- 36 **WHEREAS,** the 2018 Farm Bill provision under Section 4003(b) supports Tribal Organization self-
- 37 governance by specifically allowing Tribal Organizations to procure FDPIR food instead of
- 38 USDA and allows FNS to familiarize itself with these types of contracts and to assess how
- 39 FDPIR could operate under such a food distribution program model; and

BC Resolution # \_\_\_\_\_

**Support Partnership with the Menominee Indian Tribe of Wisconsin and Authorize Participation in  
the USDA Food Distribution Program on Indian Reservations Demonstration Project for Indian  
Organizations**  
Page 2 of 2

40 **WHEREAS,** the Oneida Nation and Menominee Indian Tribe of Wisconsin each administers their own  
41 FDPIR and are eligible to participate in the demonstration project; and  
42

43 **WHEREAS,** the Oneida Nation and Menominee Indian Tribe of Wisconsin have formed a partnership  
44 and submitted a joint application to the USDA to participate in the demonstration project  
45 on March 15, 2021; and  
46

47 **WHEREAS,** on June 10, 2021, the Oneida Nation and Menominee Indian Tribe of Wisconsin received  
48 a letter from the USDA stating that our joint proposal has been tentatively selected and that  
49 in accordance with Section III. A. 2. of the Federal Notice, a signed Tribal Resolution  
50 authorizing Menominee Indian Tribe of Wisconsin and Oneida Nation to participate in this  
51 demonstration project is required within 30 days after receiving notification of potential  
52 selection; and  
53

54 **WHEREAS,** the Menominee Indian Tribe of Wisconsin has adopted a resolution that supports the  
55 partnership with the Oneida Nation and to participate in the demonstration project; and  
56

57 **WHEREAS,** the grant requires that the Oneida Nation also pass a resolution in support of the project to  
58 participate in the demonstration project; and  
59

60 **WHEREAS,** this demonstration project strengthens the Nation's sovereignty by granting the Nation the  
61 authority to procure FDPIR food, instead of the USDA; and  
62

63 **WHEREAS,** this demonstration project will better protect the health of those that participate in the  
64 Menominee and Oneida FDPIR as the food will be supplied with nutritional tribally sourced  
65 foods including fish, rice, beef, buffalo, and apples; and  
66

67 **WHEREAS,** this demonstration project will provide economic benefits to the Oneida Nation as the  
68 Nation will be providing apples, beef, and buffalo to the FDPIR.  
69

70 **NOW THEREFORE BE IT RESOLVED,** that the Oneida Nation supports the partnership with the  
71 Menominee Indian Tribe of Wisconsin and authorizes joint participation in the Food Distribution Program  
72 on Indian Reservations 2018 Farm Bill Demonstration Project for Tribal Organizations.

Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until September 9  
**Onida Business Committee Agenda Request**

1. Meeting Date Requested: 6 / 23 / 21

**2. General Information:**

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

Other - type reason

Agenda Header: Resolutions

☐ Accept as Information only

☒ Action - please describe:

Business Committee to consider extending the Public Health State of Emergency by adopting the attached resolution.

If the resolution for extending the Public Health State of Emergency is adopted, the Business Committee may review the adopted resolution on August 10th, 2021

**3. Supporting Materials**

☒ Report ☒ Resolution ☐ Contract

☒ Other:

1. Resolution

3. Public Health Recommendation

2. Statement of Effect

4.

☒ Business Committee signature required

**4. Budget Information**

☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☒ Unbudgeted

**5. Submission**

Authorized Sponsor / Liaison: Tehassi Hill, Chairman

Primary Requestor/Submitter: Melinda J. Danforth, Director of Intergovernmental Affairs & Communication

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution # \_\_\_\_\_

### Extension of Declaration of Public Health State of Emergency Until September 9, 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 federal government has proclaimed a public health emergency related to the spread of the COVID-19 virus and has identified that the spread of the virus has resulted in large numbers of individuals becoming ill and high mortality rates, impacts to the stock markets, and businesses; and

**WHEREAS,** state governors, including the State of Wisconsin, have declared public health emergencies and state public health officers have issued orders, for example, closing public schools, limiting public gatherings, and closing restaurants and bars except for take-out orders; and

**WHEREAS,** on March 12, 2020 the Chairman declared a Public Health State of Emergency, the Oneida Business Committee took actions to take steps to protect the health and welfare of the members, employees and the community, including instituting expenditure restrictions to preserve resources for the provision of governmental services to members most at risk, closure of the Nation's gaming operations, and insuring that employees will continue to be paid during the Public Health State of Emergency as long as the Nation's resources will allow; and

**WHEREAS,** the Public Health State of Emergency was extended by resolutions # BC-03-26-20-A, # BC-05-06-20-A, # BC-06-10-20-A, # BC-07-08-20-A, # BC-08-06-20-A, # BC-09-09-20-A, # BC-10-08-20-A, # BC-11-10-20-A, # BC-12-09-20-D, # BC-1-07-21-A, # BC-2-10-21-A, # BC-3-10-21-D, and # BC 05-12-21-A; and

**WHEREAS,** the status of the COVID-19 pandemic continues to change daily with identification of hotspots occurring within certain industries and areas which are more clearly identified in the Public Health Officer Report which supports this resolution; and

**WHEREAS,** a positive test does not identify the total number of individuals who have the virus, including those who are not showing symptoms or who have isolated themselves at home because not every person is tested; and

**WHEREAS,** the COVID-19 Core Decision Making Team issued several declarations intended to protect the public health within the Oneida Reservation and updated those declarations from time

BC Resolution \_\_\_\_\_

Extension of Declaration of Public Health State of Emergency Until September 9, 2021  
Page 2 of 2

44 to time as the U.S. Center of Disease Control, the Medical community and the Scientific  
45 community were able to update and identify the impacts and transmission of the COVID-  
46 19 virus; and  
47

48 **WHEREAS,** the Emergency Management Director and the Public Health Officer have advised extension  
49 of the Public Health State of Emergency declaration supported by information from the  
50 Centers for Disease Control and the level of spread of COVID-19 throughout the State of  
51 Wisconsin, surrounding states, and the United States; and  
52

53 **WHEREAS,** the Oneida Business Committee has determined that continuing the Public Health State of  
54 Emergency continues to be necessary and that its declaration should be longer given the  
55 ongoing pandemic impact and the inability to identify mechanisms to control for infection  
56 or protect the public;  
57

58 *Extension of Public Health State of Emergency Declaration*

59 **NOW THEREFORE BE IT RESOLVED,** that in accordance with section 302.8-2 of the Emergency  
60 Management Law, the Oneida Business Committee extends the Public Health State of Emergency  
61 declaration ending at 11:59 p.m. on September 9, 2021.



**Oneida Nation**  
 Oneida Business Committee  
 Legislative Operating Committee  
 PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



## **Statement of Effect**

*Extension of Declaration of Public Health State of Emergency Until September 9, 2021*

### **Summary**

This resolution extends the Nation's declaration of the Public Health State of Emergency until September 9, 2021.

*Submitted by: Clorissa N. Santiago, Senior Staff Attorney, Legislative Reference Office*  
*Date: June 16, 2021*

### **Analysis by the Legislative Reference Office**

The Oneida Business Committee adopted the Emergency Management law for the purpose of providing for the development and execution of plans for the protection of residents, property, and the environment in an emergency or disaster; providing for the direction of emergency management, response, and recovery on the Reservation, as well as coordinating with other agencies, victims, businesses, and organizations; establishing the use of the National Incident Management System (NIMS); and designating authority and responsibilities for public health preparedness. [3 O.C. 302.1-1].

Under the Emergency Management law, the Oneida Business Committee is delegated the responsibility to proclaim or ratify the existence of a public health emergency. [3 O.C. 302.8-1]. A public health emergency means the occurrence or imminent threat of an illness or health condition which is a quarantinable disease and poses a high probability of a large number of deaths or serious or long-term disability among humans. [3 O.C. 302.3-1(p)]. No proclamation of an emergency by the Oneida Business Committee may last for longer than sixty (60) days, unless renewed by the Oneida Business Committee. [3 O.C. 302.8-2].

As a result of the COVID-19 pandemic, in accordance with the authority granted to the Oneida Business Committee through the Emergency Management law, on March 12, 2020, Chairman Tehassi Hill signed a "Declaration of Public Health State of Emergency" which set into place the necessary authority should action need to be taken, and allows the Oneida Nation to seek reimbursement of emergency management actions that may result in unexpected expenses. [3 O.C. 302.8-1]. The Oneida Business Committee has extended this Public Health State of Emergency until July 11, 2021, through the adoption of the following resolutions: BC-03-26-20-A, BC-05-06-20-A, BC-06-10-20-A, BC-07-08-20-A, BC-08-06-20-A, BC-09-09-20-A, BC-10-08-20-A, BC-11-10-20-A, BC-12-09-20-D, BC-01-07-21-A, BC-02-10-21-A, BC-03-10-21-D, and BC-05-12-21-A. [3 O.C. 302.8-2].

The Emergency Management Director and the Community/Public Health Officer have advised extension of the Public Health State of Emergency declaration supported by information from the Centers for Disease Control and the level of spread of COVID-19 throughout the State of Wisconsin, surrounding states, and the United States. This resolution provides that the Oneida

Business Committee has determined that continuing the Public Health State of Emergency continues to be necessary.

Through the adoption of this resolution, in accordance with section 302.8-2 of the Emergency Management and Homeland Security law, the Oneida Business Committee extends the Public Health State of Emergency declaration until 11:59 p.m. on September 9, 2021.

***Conclusion***

Adoption of this resolution would not conflict with any of the Nation's laws.

**Oneida Business Committee Agenda Request**

Adopt resolution entitled Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation

**1. Meeting Date Requested:** 06 /    / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☒ Resolution ☐ Contract☐ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: 

Primary Requestor/Submitter:

Additional Requestor:

Additional Requestor:



## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

On June 9, 2021, after discussion at three Work Sessions, the Oneida Business Committee adopted resolution # BC-06-09-21-B, Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation. This resolution identified how federal funding received under the Act would be applied over a three-year period. As a result of the streaming of the meeting and posting of the resolution, members have been contacting Oneida Business Committee members expressing the ongoing impact of the pandemic on their employment, housing, health and education.

The information received through telephone calls, e-mails, texting, social media and direct contact was reviewed by the Oneida Business Committee at its regular work session on June 15, 2021. It was determined based on this information that providing direct membership assistance at the beginning of the ARPA funding period would be of greater assistance to members than spreading that amount over the next three years.

As a result, the Oneida Business Committee requested resolution BC-06-09-21-B be amended to reflect this decision to apply the 45% Direct Membership Assistance payment of \$3000 in the current fiscal year, with any remaining funds after the payment to be allocated in Fiscal Years 2022 and 2023 assistance. This will allow the immediate response to members resulting from the ongoing negative impacts of the pandemics, and the creation of smaller need specific assistance payments that may arise in the next two fiscal years.

In addition, the resolution clarifies eligibility for membership assistance general welfare exclusion payments, application period, obligation and ability to approve projects across fiscal years, and finally that the allocations will be reviewed at least each fiscal year to determine if the allocations should be modified.

The work sheet has been updated to allocate Direct Membership Assistance funding in FY2021. The percentages in subsequent fiscal years were adjusted to reflect 100% allocation levels consistent with the original allocations after the Direct Membership Assistance allocation is shifted to be paid in one lump sum in FY2021. The estimated lost revenue allocation formula for Fiscal Year 2021 is less than the estimated allocations for FY2021; however, this is offset by the excess funding in this allocation being set for use in FY2022 and FY2023. The prior allocation work sheet has been included for reference, and is titled "American Recovery Plan Act - FRF; Lost Revenue; ARPA FRF LR Investments - Adopted June 9, 2021".

It should be noted that the Direct Membership Assistance payment cannot be made until the lost revenue formula has been submitted and accepted and budget allocations have been made.

Requested Action: Motion to adopt resolution titled "Amendment #1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance".

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

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution # Leave this line blank

### Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance

- 1  
2  
3  
4 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe  
5 recognized by the laws of the United States of America; and  
6  
7 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and  
8  
9 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,  
10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and  
11  
12 **WHEREAS,** the Oneida Business Committee adopted resolution # BC-06-09-21-B, *Setting Goals for*  
13 *Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to*  
14 *Individuals, Families, Community and the Oneida Nation*; and  
15  
16 **WHEREAS,** the Oneida Business Committee identified that the primary applications for the use of  
17 American Rescue Plan Act of 2021 (ARPA) was to aid members and create tangible  
18 benefits related to housing, food sovereignty and education and culture; and  
19  
20 **WHEREAS,** the allocation of the ARPA funds were spread across a three-year period in eight specific  
21 categories to guide expenditures to meet the primary applications in an informed and  
22 transparent manner through the approval of projects by resolution; and  
23  
24 **WHEREAS,** upon adoption of the resolution additional comments and information was received from  
25 the membership through direct contact, e-mails, social media and phone calls that  
26 identified an immediate need to address membership needs as a result of the 12-15 month  
27 impact of the pandemic on jobs, education, health access, and housing needs; and  
28  
29 **WHEREAS,** the economic reports from the Chief Financial Officer have identified that ongoing inflation  
30 worries will continue to affect individuals for some time; and  
31  
32 **WHEREAS,** employment opportunities for those returning to work after long-term layoffs during the  
33 pandemic has become even more difficult to identify positions with living wages and  
34 opportunities for advancement; and  
35  
36 **WHEREAS,** members who were participating in education opportunities have been negatively impacted  
37 by remote learning, interruptions in financial assistance, and inability to attend classes  
38 which were held in person have had education progress delayed or otherwise interrupted;  
39 and  
40  
41 **WHEREAS,** members have been negatively impacted by delayed health care, dental care and inability  
42 to receive physical therapy as a result of pandemic related restrictions or inability to receive  
43 health and dental care because of closure of facilities or reduction in services;

**NOW THEREFORE BE IT RESOLVED**, resolution # # BC-06-09-21-B, *Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation*, is amended by deleting the work sheet and replacing it with the work sheet, titled *American Recovery Plan Act – FRF; Lost Revenue; ARPA FRF LR Investments – Updated June 23, 2021*, attached to this resolution.

**BE IT FURTHER RESOLVED**, the following guidance is included regarding use of ARPA FRF LR Investments funds:

1. The Direct Membership Assistance allocation shall be utilized by making one \$3000 general welfare exclusion payment as a result of ongoing financial difficulties arising out of the pandemic to all members who are age 18 or older before midnight on December 31, 2021 and file an application on or before midnight on January 1, 2022.
2. Remaining funds from the Direct Membership Allocation, approximately \$10 million, shall be allocated to membership assistance projects in Fiscal Years 2022 and 2023.
3. Funds obligated to an approved project shall be fully obligated until expended, the project is completed, or project is terminated.
4. Percentage allocations shall become available in the fiscal year allocated and remain allocated for that purpose in future fiscal years until fully obligated or reallocated by resolution of the Oneida Business Committee.

**BE IT FINALLY RESOLVED**, the Oneida Business Committee shall review the allocations at the beginning of each fiscal year to determine if amendments are necessary to meet the changing needs and may review more often if deemed necessary.

## American Recovery Plan Act - FRF; Lost Revenue; ARPA FRF LR Investments - Updated June 23, 2021

Proposed ARPA FRF LR Funds Use Categories Based on Broad Goals - Focus	Total Allocations		Fiscal Year 2021		Fiscal Year 2022		Fiscal Year 2023		Description - Examples of activities within ARPA FRF Guidelines
	% Allocation	\$ based on % in Total Funding Received	% Allocation - FY2021	Fiscal Year 2021 Allocation	% Allocation - FY2022	Fiscal Year 2022 Allocation	% Allocation - FY2023	Fiscal Year 2023 Allocation	
Direct Membership Assistance* - Paid in one lump sum of \$3000 each adult member as GWE, or 45% of total funds. Remaining \$10.3 million allocated in FY22/23 programming.	45.00%	\$ 53,484,924.97	45.00%	\$ 53,484,924.97	0.00%	\$ -	0.00%	\$ -	Home repairs, food and health assistance, home/rental assistance, vaccine incentive.
Housing - focus year one on apartments, decide on use for years 2 and 3; with an overall focus on middle income housing	16.84%	\$ 20,017,228.40	20.00%	\$ 7,923,692.59	36.50%	\$ 7,953,406.44	19.00%	\$ 4,140,129.38	Middle income levels and family sizes affordable housing; multifamily housing; meeting all housing needs by fully funding existing and future programs
Food and Agriculture - focus year one on food sovereignty infrastructure; years 2 and 3 on potential processing centers/operations	11.71%	\$ 13,915,985.11	20.00%	\$ 7,923,692.59	9.50%	\$ 2,070,064.69	18.00%	\$ 3,922,227.83	Food and resources that include cash cropping, providing medicines, and creating a sustainable food system; improving existing structures; and continuing to explore hemp
Education - focus on increasing post high-school education opportunities.	6.60%	\$ 7,844,455.66	0.00%	\$ -	18.00%	\$ 3,922,227.83	18.00%	\$ 3,922,227.83	Duplicate degrees, certifications, licenses, and nonconventional education opportunities.
Culture & Language - focus on creating programming and infrastructure	9.57%	\$ 11,370,498.86	10.00%	\$ 3,961,846.29	16.00%	\$ 3,486,424.74	18.00%	\$ 3,922,227.83	Increased educational opportunities across the organization, in school systems, offices, the community and in homes; and support our language immersion program
Revenue Generation - focus on improving parks and gathering areas, pow wow grounds	2.02%	\$ 2,396,917.01	0.00%	\$ -	2.00%	\$ 435,803.09	9.00%	\$ 1,961,113.92	Improve tourism revenue opportunities through agriculture, golf, entertainment, pow wow, Applefest; managing employee wages to meet economic and market changes
Government Roles and Responsibilities - focus in improving GTC resources through technology	3.30%	\$ 3,922,227.83	0.00%	\$ -	9.00%	\$ 1,961,113.92	9.00%	\$ 1,961,113.92	Improving GTC meeting space; enhance the government structure to increase effectiveness and efficiency; create opportunities through technology to improve interaction with membership and incorporation of membership voice in governmental actions
Overall Priority - Land, Infrastructure, Sovereignty	4.97%	\$ 5,903,150.98	5.00%	\$ 1,980,923.15	9.00%	\$ 1,961,113.92	9.00%	\$ 1,961,113.92	Land, infrastructure
<b>Total Uses</b>	<b>100%</b>	<b>\$ 118,855,388.82</b>	<b>100%</b>	<b>\$ 75,275,079.59</b>	<b>100%</b>	<b>\$ 21,790,154.62</b>	<b>100%</b>	<b>\$ 21,790,154.62</b>	

## American Recovery Plan Act - FRF; Lost Revenue; ARPA FRF LR Investments - Adopted June 9, 2021

Proposed ARPA FRF LR Funds Use Categories Based on Broad Goals - Focus	Total Allocations		Fiscal Year 2021		Fiscal Year 2022		Fiscal Year 2023		Description - Examples of activities within ARPA FRF Guidelines
	% Allocation	\$ based on % in Total Funding Received	% Allocation - FY2021	Fiscal Year 2021 Allocation	% Allocation - FY2022	Fiscal Year 2022 Allocation	% Allocation - FY2023	Fiscal Year 2023 Allocation	
Direct Membership Assistance*	45.00%	\$ 53,484,924.97	45.00%	\$ 17,828,308.32	45.00%	\$ 17,828,308.32	45.00%	\$ 17,828,308.32	Economic relief payments, home repairs, food and health assistance, home/rental assistance, vaccine Incentive \$500/member + children
Housing - focus year one on apartments, decide on use for years 2 and 3; with an overall focus on middle income housing	16.67%	\$ 19,809,231.47	20.00%	\$ 7,923,692.59	20.00%	\$ 7,923,692.59	10.00%	\$ 3,961,846.29	All income levels and family sizes affordable housing; multifamily housing; meeting all housing needs by fully funding existing and future programs
Food and Agriculture - focus year one on food sovereignty infrastructure; years 2 and 3 on potential processing centers/operations	11.67%	\$ 13,866,462.03	20.00%	\$ 7,923,692.59	5.00%	\$ 1,980,923.15	10.00%	\$ 3,961,846.29	Food and resources that include cash cropping, providing medicines, and creating a sustainable food system; improving existing structures; and continuing to explore hemp
Education - focus on increasing post high-school education opportunities.	6.67%	\$ 7,923,692.59	0.00%	\$ -	10.00%	\$ 3,961,846.29	10.00%	\$ 3,961,846.29	Duplicate degrees, certifications, licenses, and through nonconventional ways.
Culture & Language - focus on creating programming and infrastructure	9.67%	\$ 11,489,354.25	10.00%	\$ 3,961,846.29	9.00%	\$ 3,565,661.66	10.00%	\$ 3,961,846.29	Increased educational opportunities across the organization, in school systems, offices, the community and in homes; and support our language immersion program
Revenue Generation - focus on improving parks and gathering areas, pow wow grounds	2.00%	\$ 2,377,107.78	0.00%	\$ -	1.00%	\$ 396,184.63	5.00%	\$ 1,980,923.15	Improve tourism revenue opportunities through agriculture, golf, entertainment, pow wow, Applefest; managing employee wages to meet economic and market changes
Government Roles and Responsibilities - focus in improving GTC resources through technology	3.33%	\$ 3,961,846.29	0.00%	\$ -	5.00%	\$ 1,980,923.15	5.00%	\$ 1,980,923.15	Improving GTC meeting space; enhance the government structure to increase effectiveness and efficiency; create opportunities through technology to improve interaction with membership and incorporation of membership voice in governmental actions
Overall Priority - Land, Infrastructure, Sovereignty	5.00%	\$ 5,942,769.44	5.00%	\$ 1,980,923.15	5.00%	\$ 1,980,923.15	5.00%	\$ 1,980,923.15	Land, infrastructure
<b>Total Uses</b>	<b>100%</b>	<b>\$ 118,855,388.82</b>	<b>100%</b>	<b>\$ 39,618,462.94</b>	<b>100%</b>	<b>\$ 39,618,462.94</b>	<b>100%</b>	<b>\$ 39,618,462.94</b>	



Oneida Nation  
Oneida Business Committee  
Legislative Operating Committee  
PO Box 365 • Oneida, WI 54155-0365  
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### Statement of Effect

#### *Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance*

#### **Summary**

The resolution amends resolution BC-06-09-21-B titled, *Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation*, to reflect the June 15, 2021 decision of the Oneida Business Committee to now apply the 45% Direct Membership Assistance payment of \$3,000 in the current fiscal year, with any remaining funds after the payment to be allocated in Fiscal Years 2022 and 2023.

*Submitted by: Kristen M. Hooker, Staff Attorney, Legislative Reference Office*

*Date: June 17, 2021*

#### **Analysis by the Legislative Reference Office**

Like many other tribes, the Oneida Nation and its members have been severely impacted by the negative effects of the COVID-19 pandemic. In response, the U.S. government has developed and adopted the American Rescue Plan Act of 2021 (ARPA) which provides direct financial assistance to tribal nations to use towards their recovery from the adverse health, financial and social impacts caused by the pandemic. Under the ARPA, the Nation will receive three (3) tranches of Federal Relief Funds (ARPA FRF) to be obligated for such recovery activities by December 31, 2024.

To provide guidance to the organization, as well as awareness to the membership, on how the Nation intends to apply the ARPA FRF to its recovery efforts once received, the Oneida Business Committee adopted resolution BC-06-09-21-B titled, *Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation*. In resolution BC-06-09-21-B, the Oneida Business Committee identified that the primary applications for the use of ARPA FRF would be to aid members and create tangible benefits related to housing, food sovereignty, education and culture. In addition, the Oneida Business Committee directed the ARPA FRF to be spread across a three (3) year period in eight (8) specific categories to guide expenditures to meet such primary applications in an informed and transparent manner through the approval of projects by resolution.

After the adoption of resolution BC-06-09-21-B, the Oneida Business Committee received the following information, which indicated that there was a more immediate need to address the pandemic's 12-15 month negative impact on the membership's access to jobs, education, health-care and housing:

- That, the Chief Financial Officer has reported ongoing concerns that inflation will continue to affect individuals for some time;
- That, employment opportunities for those returning to work after long-term layoffs during the pandemic have become even more difficult to identify positions with living wages and opportunities for advancement;

- That, members who were participating in educational opportunities have had their progress delayed by remote learning, interruptions in financial assistance and an inability to attend classes in person; and
- That, there has been delayed health care, dental care and an inability to receive physical therapy as a result of pandemic related restrictions or inability to receive health and dental care because of closure of facilities or reductions in services.

In response to the above information, the Oneida Business Committee has decided that providing direct assistance at the beginning of the ARPA funding period, as opposed to spreading the amount over a three (3) year period, would be of greater assistance to the membership. As a result, the Oneida Business Committee requested that resolution BC-06-09-21-B be amended, through adoption of this resolution, to reflect its decision, which, more specifically, is to apply the 45% Direct Membership Assistance payment of three thousand dollars (\$3,000) in the current fiscal year, with any remaining funds after the payment to be allocated in Fiscal Years 2022 and 2023.

Additionally, this resolution provides clarification on the eligibility for membership assistance general welfare exclusion payments, application period, obligation and ability to approve projects across fiscal years; and directs that the allocations be reviewed at least each fiscal year to determine whether modifications should be made. The work sheet that was attached to resolution BC-06-09-21-B has also been deleted by this resolution and replaced with the work sheet attached thereto, entitled, *American Recovery Plan Act – FRF; Lost Revenue; ARPA FRF LR Investments – Updated June 23, 2021*.

### ***Conclusion***

Adoption of this resolution would not conflict with any of the Nation's laws.



Adopt resolution entitled **Oneida Business Committee Agenda Request**  
**Oneida Nation Pre-Disaster Mitigation Plan 2020-2025**

1. Meeting Date Requested: 6 / 23 / 21

2. General Information:

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

Agenda Header: 

Resolutions

☐ Accept as Information only  
☒ Action - please describe:  

Adoption of the Oneida Nation Pre-Disaster Mitigation Plan 2020-2025

3. Supporting Materials

☐ Report ☒ Resolution ☐ Contract  
☒ Other:  
1. 

Draft of Plan

 3. 

FEMA Approval Letter

  
2. 

Statement of Effect

 4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution ☒ Budgeted - Grant Funded ☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison: 

Kaylynn Gresham, Director/Emergency Management

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

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.



# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution #

### Oneida Nation Pre-Disaster Mitigation Plan 2020-2025

- 1  
2  
3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe  
4 recognized by the laws of the United States of America; and  
5  
6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and  
7  
8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,  
9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and  
10  
11 **WHEREAS,** the Oneida Nation strives to be a disaster resilient community by undertaking hazard  
12 mitigation planning and activities in an effort to reduce the costs and minimize the impact  
13 of disasters on its members and community; and  
14  
15 **WHEREAS,** the Nation's Emergency Management Department ("Department") is the lead department  
16 focusing on the needs of the Nation and the community in preparation for, mitigation from,  
17 response to and recovery from emergencies or disasters that can affect the Reservation;  
18 and  
19  
20 **WHEREAS,** the Department conducts hazard mitigation planning according to the Federal Disaster  
21 Mitigation Act of 2000 ("Act"), which attempts to stem the losses from disasters, reduce  
22 future public/private expenditures, and speed up disaster response, as well as recovery;  
23 and  
24  
25 **WHEREAS,** per section 322 of the Act, tribes are required to have an approved hazard mitigation plan  
26 that meets the requirements set by the Federal Emergency Management Agency ("FEMA")  
27 under federal regulation, 44 CFR 201.7, entitled, *Tribal Mitigation Plans*, to be eligible to  
28 receive federal disaster assistance; and  
29  
30 **WHEREAS,** the tribal hazard mitigation plan must be updated and re-approved by FEMA every five (5)  
31 years to maintain eligibility for the maximum federal disaster assistance available; and  
32  
33 **WHEREAS,** the Oneida Nation Pre-Disaster Mitigation Plan ("Plan"), originally approved in 2009 and  
34 updated in 2014, focused primarily on the mitigation of natural hazards; and  
35  
36 **WHEREAS,** the 2020-2025 updates to the Plan address the Nation's potential for exposure to human-  
37 caused hazards and identify mitigation strategies for reducing their impact by adding  
38 human-caused hazards, such as cyber-security threats, hazard spills and manure spills, to  
39 the risk assessment; building upon the Plan's risk assessment and mitigation strategy  
40 sections; and incorporating new information about hazards that impact the Nation, such as  
41 internal changes to divisions and departments that respond thereto; and  
42

43 **WHEREAS,** the Department submitted the 2020-2025 Plan to FEMA for review and, on May 3, 2021,  
44 FEMA's Acting Regional Administrator sent a letter in response, confirming that the Plan  
45 met the criteria under 44 CFR 201.7 and stating that formal approval was contingent upon  
46 the Plan's adoption by the Nation; and  
47

48 **WHEREAS,** the Oneida Business Committee now has to adopt the Plan to complete the approval  
49 process and maintain the Nation's eligibility to receive federal disaster assistance if and  
50 when necessary.  
51

52 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the *Oneida Nation*  
53 *Pre-Disaster Mitigation Plan 2020-2025*.



Oneida Nation  
Oneida Business Committee  
Legislative Operating Committee  
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## Statement of Effect

### *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025*

#### *Summary*

This resolution adopts the 2020-2025 updates to the Oneida Nation Pre-Disaster Mitigation Plan, which was developed by the Nation's Emergency Management Department in accordance with the requirements set by the Federal Emergency Management Agency ("FEMA") in 44 CFR 201.7 for tribes to maintain their eligibility to receive federal disaster assistance through FEMA and/or other federal agencies.

*Submitted by: Kristen M. Hooker, Staff Attorney, Legislative Reference Office*

*Date: June 11, 2021*

#### *Analysis by the Legislative Reference Office*

The Emergency Management law ("Law") was established to: provide for the development and execution of plans for the protection of residents, property and the environment in an emergency or disaster [3 O.C. 302.1-1(a)]; provide for the direction of emergency management, response and recovery on the Reservation, as well as coordination with other agencies, victims, businesses and organizations [3 O.C. 302.1-1(b)]; establish the use of the National Incident Management System [3 O.C. 302.1-1(c)]; and designate authority and responsibilities for public health preparedness [3 O.C. 302.1-1(d)].

Per section 302.1-1(d) of the Law, the Emergency Management Department ("Department") is responsible for planning and coordinating the Nation's response to a disaster or emergency that occurs within the boundaries of the Reservation. [3 O.C. 302.4-1]. The Department conducts its hazard mitigation planning in accordance with the Federal Disaster Mitigation Act of 2000 ("Act"), which requires tribal governments, as a condition of being eligible to receive the maximum amount of federal disaster assistance administered through the Act, to have an approved hazard mitigation plan that meets the requirements set by FEMA under federal regulation, 44 CFR 201.7. The hazard mitigation plan has to be updated and re-approved by FEMA every five (5) years to maintain said eligibility for assistance.

The Nation's Pre-Disaster Mitigation Plan ("Plan"), initially approved by FEMA in 2009 and then re-approved in 2014, focused primarily on the mitigation of natural hazards. This resolution approves the Plan's 2020-2025 updates, which, along with the mitigation of natural disasters, addresses the Nation's potential for exposure to human-caused hazards, such as cyber-security threats, as well as hazard and manure spills. In addition, the 2020-2025 Plan builds upon the previous Plan's risk assessment/mitigation strategy sections and incorporates new information about hazards that impact the Nation, such as internal changes to the entities that respond thereto.

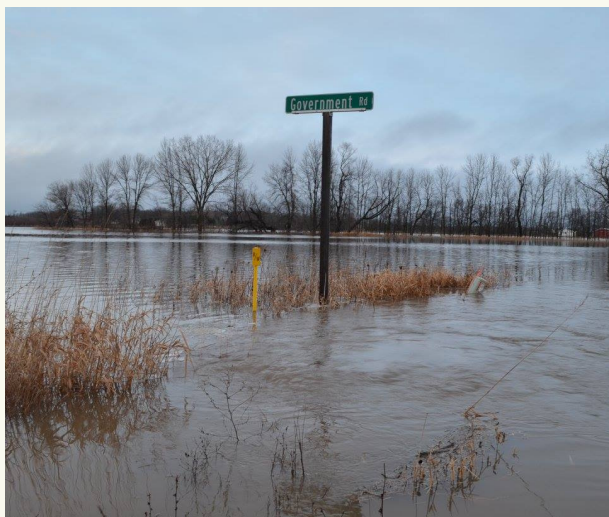
The Department submitted the updated Plan to FEMA for review, and, on May 3, 2021, FEMA's Acting Regional Administrator sent a letter in response, confirming that the Plan met the criteria

under 44 CFR 201.7 and stating that formal approval was contingent upon the Plan being adopted by the Nation. Through this resolution, the Oneida Business Committee would be adopting the Plan so that FEMA can then formally approve it and the Nation can maintain its eligibility to apply for federal disaster assistance if and when necessary.

### *Conclusion*

This analysis did not include an in-depth review of the Oneida Nation Pre-Disaster Mitigation Plan 2020-2025. Provided the Plan does not exceed the authority granted within the Emergency Management law, adoption of this resolution would not conflict with any laws of the Nation.





# ONEIDA NATION

# PRE-DISASTER

# MITIGATION PLAN

2020-2025





# **ONEIDA NATION PRE-DISASTER MITIGATION PLAN 2020-2025**

**ADOPTED**

**(INSERT DATE)**

## **EMERGENCY MANAGEMENT CONTACT**

Kaylynn Gresham  
Emergency Management Director  
2783 Freedom Road, Oneida, WI 54155  
(920) 869-6650  
[kgresham@oneidanation.org](mailto:kgresham@oneidanation.org)

**STEERING COMMITTEE**

Name	Division/Department
Dana McLester	Comprehensive Housing
Deborah Thundercloud	General Manager
Debra Danforth	Comprehensive Health
Eric Boulanger	Police
Jacque Boyle	Public Works
Joel Maxam	Police
Justine Hill	Comprehensive Housing
Kaylynn Gresham	Emergency Management
Michelle Myers	Public Health
Patrick Pelky	Environmental Health, Safety, Land and Agriculture
Richard Figueroa	Emergency Management
Robert Keck	Risk Management
Tina Jorgensen	Governmental Services
Troy Parr	Planning, Zoning and Engineering
Victoria Flowers	Environmental Health, Safety, Land and Agriculture

## RESOLUTION OF ADOPTION

(Reserved for Resolution of Adoption)

DRAFT



## FEMA APPROVAL LETTER

(Reserved for FEMA Approval Letter)

DRAFT

## PLAN CONTENTS

<b>FOREWORD</b>	<b>VI</b>
<b>PLAN UPDATE SUMMARY</b>	<b>VI</b>
<b>CHAPTER 1 - INTRODUCTION</b>	<b>1-1</b>
<b>PURPOSE OF THE PLAN UPDATE</b>	<b>1-1</b>
REGULATIONS	1-1
ASSURANCES	1-2
PLAN DEVELOPMENT TIMEFRAME	1-2
ACKNOWLEDGEMENTS	1-2
PRE-DISASTER MITIGATION PLAN STEERING COMMITTEE	1-2
<b>PUBLIC PARTICIPATION</b>	<b>1-3</b>
PUBLIC INFORMATIONAL MEETINGS	1-4
<b>PARTICIPATION BY OVERLAPPING JURISDICTIONS</b>	<b>1-4</b>
<b>CHAPTER 2 - ONEIDA NATION BACKGROUND INFORMATION</b>	<b>2-1</b>
<b>HISTORICAL SUMMARY</b>	<b>2-1</b>
<b>DEMOGRAPHIC INFORMATION</b>	<b>2-2</b>
ENROLLMENT	2-2
HOUSING	2-4
<b>LAND AREA AND USE</b>	<b>2-5</b>
<b>CRITICAL FACILITIES AND INFRASTRUCTURE</b>	<b>2-5</b>
ONEIDA NATION CRITICAL FACILITIES AND INFRASTRUCTURE	2-6
<b>CHAPTER 3 - RISK ASSESSMENT</b>	<b>3-1</b>
<b>HAZARD IDENTIFICATION</b>	<b>3-1</b>
HAZARD PRIORITIZATION	3-1
HISTORY OF HAZARD OCCURRENCES	3-2
DISASTER DECLARATION HISTORY	3-3
<b>VULNERABILITY ASSESSMENT</b>	<b>3-4</b>
ASSESSMENT OF POTENTIAL LOSSES	3-4
<b>NATURAL HAZARD PROFILES</b>	<b>3-4</b>
WINTER STORM	3-5
TORNADO AND STRONG WIND	3-8
FLOODING	3-11
EXTREME COLD	3-14
EXCESSIVE HEAT	3-16
HAIL	3-17
DENSE FOG	3-18
DROUGHT	3-19
WILDLAND FIRE	3-20
<b>HUMAN-CAUSED HAZARD PROFILES</b>	<b>3-22</b>
CYBERSECURITY THREATS	3-22
HAZARDOUS SPILLS	3-23
MANURE SPILLS	3-25

<b>CHAPTER 4 - MITIGATION STRATEGY</b>	<b>4-1</b>
<b>PLAN GOALS</b>	<b>4-1</b>
<b>COMPLETED MITIGATION STRATEGIES</b>	<b>4-1</b>
<b>MITIGATION RESOURCES</b>	<b>4-1</b>
<b>OPTIONS FOR FUNDING MITIGATION</b>	<b>4-2</b>
<b>HAZARD MITIGATION STRATEGIES</b>	<b>4-2</b>
<b>STRATEGY PRIORITIZATION</b>	<b>4-3</b>
<b>CHAPTER 5 - PLAN ADOPTION, MAINTENANCE, AND COORDINATION</b>	<b>5-1</b>
<b>PLAN ADOPTION</b>	<b>5-1</b>
<b>PLAN MAINTENANCE</b>	<b>5-1</b>
<b>PLAN COORDINATION</b>	<b>5-2</b>

## TABLES, FIGURES, AND MAPS

<i>Table A: Mitigation Strategy Updates from Previous Plan</i>	-----vi
<i>Table 1.1: Pre-Disaster Mitigation Plan Steering Committee</i>	-----1-3
<i>Table 2.1: Land Use, 2019</i>	-----2-5
<i>Table 2.2: Oneida Nation Essential Facilities/Infrastructure</i>	-----2-7
<i>Table 2.3: Oneida Nation Lifeline Facilities/Infrastructure</i>	-----2-7
<i>Table 2.4: Oneida Nation Vulnerable Facilities/Infrastructure</i>	-----2-7
<i>Table 2.5: Oneida Nation Transportation Facilities/Infrastructure</i>	-----2-8
<i>Table 2.6: Oneida Nation Hazardous Materials Facilities/Infrastructure</i>	-----2-8
<i>Table 2.7: Oneida Nation Tribal Services Facilities</i>	-----2-9
<i>Table 2.8: Oneida Nation Tribal Housing Sites</i>	-----2-10
<i>Table 2.9: Oneida Nation Tribal-Owned Facilities</i>	-----2-11
<i>Table 3.1: Hazard Risk Ranking</i>	-----3-1
<i>Table 3.2: Natural Hazard Occurrences Data, Oneida Nation 2000-2019</i>	-----3-2
<i>Table 3.3: Human-caused Hazard Occurrences Data, Oneida Nation 2010-2020</i>	-----3-3
<i>Table 4.1: All Hazards Mitigation Strategies</i>	-----4-3
<i>Table 4.2: Winter Storm Mitigation Strategies</i>	-----4-5
<i>Table 4.3: Tornado and Strong Wind Mitigation Strategies</i>	-----4-5
<i>Table 4.4: Flood Mitigation Strategies</i>	-----4-6
<i>Table 4.5: Extreme Cold Mitigation Strategies</i>	-----4-7
<i>Table 4.6: Excessive Heat Mitigation Strategies</i>	-----4-8
<i>Table 4.7: Hail Mitigation Strategies</i>	-----4-8
<i>Table 4.8: Dense Fog Mitigation Strategies</i>	-----4-8
<i>Table 4.9: Drought Mitigation Strategies</i>	-----4-9
<i>Table 4.10: Wildland Fire Mitigation Strategies</i>	-----4-9
<i>Table 4.11: Cybersecurity Threats Mitigation Strategies</i>	-----4-10
<i>Table 4.12: Hazardous Spills Mitigation Strategies</i>	-----4-10
<i>Table 4.13: Manure Spills Mitigation Strategies</i>	-----4-10
 <i>Figure 2.1: Total Enrollment by Location, 2020</i>	 -----2-3
<i>Figure 2.2: Total Enrollment by Year, 1999-2020</i>	-----2-3
<i>Figure 2.3: Oneida Nation Demographic Infographic, 2018</i>	-----2-4
<i>Figure 3.1: Tornado Magnitude Measurement, EF Scale</i>	-----3-8
<i>Figure 3.2: Wisconsin Tornado Events, 1844-2019</i>	-----3-9
<i>Figure 3.3: Wisconsin Flood Events, 1844-2019</i>	-----3-13
 <i>Map 2.1: Oneida Nation, Wisconsin</i>	 -----2-12
<i>Map 2.2: Land Use</i>	-----2-13
<i>Map 3.1: 100-Year Floodplains</i>	-----3-26
<i>Map 3.2: Properties Potentially in the Base Floodplains</i>	-----3-27
<i>Map 3.3: Critical Facilities</i>	-----3-28

## FOREWORD

The Oneida Nation strives to be a disaster resilient Tribal community by undertaking hazard mitigation planning and activities in an effort to reduce the costs and minimize the impact of disasters on its Tribal members and community.

Oneida Emergency Management is the lead department focusing on the needs of the Oneida Nation and the Oneida community in preparation for, mitigation from, response to, and recovery from emergencies or disaster that can affect the reservation. The Oneida Nation Pre-Disaster Mitigation Plan is an important component in the preparation and mitigation of disaster impacts. The original Pre-Disaster Mitigation Plan was developed to identify Oneida's major hazards, assess the risk and vulnerability of the Oneida Nation to those hazards, and recommend actions to reduce vulnerabilities. In this five-year plan update, all sections of the plan were reviewed and revised, as needed, and where applicable include updated data and demographics, risk assessments, mitigation goals, strategies, and action items.

The Oneida Nation Pre-Disaster Mitigation Plan is organized following the planning requirements found in 44 CFR Part 201.7 (*Tribal Mitigation Plans*).

Chapter 1 serves as an introduction to the Plan. It includes the purpose of the plan and identifies the regulations and assurances. It documents the planning process used to develop the plan, including how it was prepared, who was involved in the process, and how the public was involved.

Chapter 2 describes and details background information on the Oneida Nation, including a historical summary, demographic information, land area and use, and critical facilities and infrastructure.

Chapter 3, the Risk Assessment, provides an identification of the type, location, and extent of hazards that can impact the Oneida Nation, and an assessment of the Oneida Nation's vulnerability to each hazard. The hazards were revised in this 2020 plan update to include human-caused hazards.

Chapter 4, the Mitigation Strategy, identifies the Oneida Nation's prioritized strategy for reducing the losses identified in the risk assessment. The chapter identifies the Oneida Nation's mitigation goals to guide the selection of activities to mitigate and reduce losses. These goals were reviewed and revised in this 2020 plan update to account for the addition of human-caused hazards to the risk assessment. This chapter also describes the Oneida Nation's capabilities, resources, and available funding to implement the identified mitigation strategies.

Chapter 5 describes the process for plan adoption and maintenance, and includes the method and schedule for monitoring, evaluating, and updating the plan. This chapter also describes the coordination efforts of the plan.

## PLAN UPDATE SUMMARY

The Oneida Nation Pre-Disaster Mitigation Plan is primarily a natural hazard mitigation plan that has evolved since the first version was developed in 2009. However, this update now adds human-caused hazards in the risk assessment, including cybersecurity threats, hazard spills, and manure spills. This update builds upon the Risk Assessment and Mitigation Strategy sections that were developed in 2009 and updated in 2014. In addition, other plan elements were updated, as needed, to incorporate new

information about hazards that impact the Oneida Nation as well as internal changes to Tribal divisions and departments that address hazards or elements of hazards.

The following is a summary of the changes made to each chapter of the previous version of the *Oneida Nation Pre-Disaster Mitigation Plan*.

- Chapter 1 - Introduction: Updated information on regulations, assurances, the plan development timeframe, planning process participants, and public review information.
- Chapter 2 - Oneida Nation Background Information: Updated demographic information regarding enrollments and member households, land area and use data, and critical facilities and infrastructure data.
- Chapter 3 - Risk Assessment: Hazard occurrences were updated and hazard risk rankings were reassessed by the steering committee based on previous hazard occurrences and consensus. Disaster declaration information was updated. Critical facilities and infrastructure were reevaluated and updated. All hazard profiles, occurrences, and probabilities were updated. Hazard occurrences were updated to include all from January 1, 2000 to December 31, 2019. Hazard probabilities were updated based on updated occurrences. Three human-caused hazards – cybersecurity threats, hazardous spills, and manure spills – were added to the hazard profiles. The vulnerability assessment and assessment of potential losses were updated.
- Chapter 4 - Mitigation Strategy: The plan goals were updated to reflect the addition of human-caused hazards. The mitigation strategies were updated to account for completed projects, updated timetables, new project additions, and some revisions. Table A (below) lists the updates made to the identified mitigation strategies.
- Chapter 5 - Plan Adoption, Maintenance, and Coordination: Updated the plan maintenance process, the plan update schedule, and coordination information.

It would be remiss to not address the fact that this plan was updated during the COVID-19 pandemic. Recent events from COVID-19 have significantly challenged and altered day-to-day lives and Tribal operations for the Oneida Nation. Necessary changes to Tribal departments and staff have impacted normal operations and will make hazard response and mitigation implementation more challenging. It may take many years or decades for the Oneida Nation to return to the same level of capacity. With that in mind, a number of mitigation strategies have been updated to reflect the current state of affairs.

Table A: Mitigation Strategy Updates from Previous Plan

Hazard	Description of Updates
All Hazards	
Provide resources for pet care during natural hazard events.	Removed, no longer applicable
Continue to maintain and test sirens.	Removed, no longer applicable
Add a siren near Oneida Lake area for campers.	Revised date from 2016-2017 to 2020-2022. Added DPW to Responsible Entities.
Increase Emergency Management staff (including LTE, early-to-work and interns) to assist with community outreach.	Removed, no longer relevant. Coordinate with other depts.

Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Updates
<b>All Hazards (cont'd)</b>	
Develop mass evacuation plan.	Addition
Develop pandemic/infectious disease plan.	Addition
Assess capability to provide food during sheltering.	Addition
Develop Continuity of Operations Plan.	Addition
Improve GIS data accessibility, quality, and interoperability.	Addition
Develop real-time dashboard of employed resources, response time, and emergency status.	Addition
Acquire stand-alone digital system for communications.	Addition
Evaluate communication tools and methods to improve interoperability efficiency and effectiveness.	Addition
Coordinate with support agencies through the implementation of the Oneida Nation Emergency Response Plan.	Revised priority from High to Medium
Maintain power lines through proper maintenance and efficient response to fallen power lines.	Added ATC to Responsible Entities.
Increase Emergency Management staff (including LTE, early-to-work and interns) to assist with community outreach.	Revised priority from High to Low
<b>Winter Storm</b>	
Ensure plowing and salting equipment is operational and available to handle potential emergencies.	Added Aging and Disability Services to Responsible Entities.
Utilization of snow fences or "living snow fences" (row of trees or other vegetation) to limit blowing and drifting of snow of critical roadway segments.	Added WisDOT to Responsible Entities.
<b>Tornado and Strong Wind</b>	
Improve access to shelter in Green Earth mobile home park (increase size and provide more reliable access).	Changed Priority from Medium to High. Updated timeline from 2016-2021 to 2020-2025. Changed Responsible Entities from Land Management to DPW and Environmental.
Establish procedures for dealing with the collection and disposal of large volumes of after-storm solid waste debris.	Updated timeline from 2016-2021 to 2020-2023. Changed Priority from High to Medium.
Inventory Oneida-owned homes that do not have basements.	Changed Priority from Medium to Low. Updated timeline from 2016-2021 to 2020-2025.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Added Division of Public Works and Neighboring Fire Depts to Responsible Entities.

Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Updates
<b>Flood</b>	
Routinely monitor and record the conditions of dams/impoundments and their water levels to ensure impoundments are maintained and functioning properly.	No longer relevant since one dam has been removed and the other has been remediated.
Ensure the residents located within a flood zone have information on emergency procedures if the dam/impoundment is compromised.	No longer relevant since one dam has been removed and the other has been remediated.
Continue reviewing physical engineering inspection and verification of Fort Howard Sludge Facility impoundment.	Revised priority from High to Medium, updated the timeline from 2016-2021 to Ongoing, and revised Responsible Entities to remove DATCP and add Environmental Safety, Land, and Agriculture.
Develop a storm drain maintenance program.	Updated timeline from 2016-2021 to 2020-2025
Inventory floodfighting equipment supplies (sandbags, pumps, etc.).	Added Division of Public Works; and Environmental Safety, Land, and Agriculture Division to Responsible Entities.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Addition.
<b>Excessive Heat</b>	
Maintain programs to check on the elders and functional needs residents during excessive heat events.	Changed priority from Low to Medium.
<b>Hail</b>	
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Added Division of Public Works to Responsible Entities.
<b>Dense Fog</b>	
Provide information to area news media in order to broadcast emergency information that addresses safety precautions, including the need to avoid certain corridors or to slow down while traveling during a fog event.	Revised Responsible Entities to add NWS and media, and remove Emergency Management; and Communications Dept.
<b>Drought</b>	
Review code of ordinance to determine the emergency water conservation provisions in place for each water utility.	No longer relevant - has been replaced with better defined strategy.



Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Updates
<b>Wildland Fires</b>	
Review water sample results in private wells and recommend filtration as needed.	Addition.
Enact water restrictions and monitor water quality, when needed.	Addition.
Ensure mutual aid fire protection agreements are in place and they include provisions for wildfires.	Responsible Entities updated to add Emergency Management, and remove Environmental Safety, Land, and Agriculture Division.
Continue outreach efforts regarding open burning and fireworks laws.	Updated Responsible Entities to add Emergency Management; Green Bay Fire; Ashwaubenon Fire; and Tri-County Fire.
<b>Cybersecurity Threats</b>	
	<b>Added as a Human-caused Hazard.</b>
Develop a plan to address cybersecurity threats.	Addition.
Conduct periodic audits of system security by third-party specialist contractor to address vulnerabilities and take steps to mitigate risk.	Addition.
<b>Hazardous Spills</b>	
	<b>Added as a Human-caused Hazard.</b>
Maintain staff capacity, certification, training to address issues.	Addition.
Continue to respond to and manage spills coming through the notification system.	Addition.
<b>Manure Spills</b>	
	<b>Added as a Human-caused Hazard.</b>
Continue to respond to and manage spills coming through the notification system.	Addition.
Continue water quality monitoring (including pre- and post-monitoring).	Addition.
Maintain staff capacity, certification, training to address issues.	Addition.

## CHAPTER 1 - INTRODUCTION

Disaster occurrences are increasing steadily over time, and the last decade has seen the most disasters on record. These events have a significant economic and operational impact on Tribal governments, businesses, and individuals. To reduce vulnerabilities from hazard impacts and decrease the financial burden from recovery response, the Oneida Nation is working to minimize disaster losses through the implementation of mitigation projects and activities. Hazard mitigation activities are sustained actions taken to eliminate or reduce the long-term risk to human life and property from natural and human-caused hazards.

### PURPOSE OF THE PLAN UPDATE

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The *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025* was developed to update the Oneida Nation's potential for exposure to natural and human-caused hazards and to identify mitigation strategies aimed at reducing the impact of hazards. The plan conforms to Federal Emergency Management Agency (FEMA) requirements for hazards mitigation planning consistent with the Code of Federal Regulations (44 CFR Part 201.7) and provides information on risk areas, risk magnitude, and strategies to reduce hazard impacts. In this plan, the Oneida Nation addressed issues related to the protection of lives and property from hazards, the protection of critical facilities, and to reduce costs associated with disaster relief and rescue efforts. Completion and approval of this plan maintains the Oneida Nation's eligibility for certain FEMA assistance, such as Public Assistance and Hazard Mitigation Assistance (HMA) grants. Tribal hazard mitigation plans are approved for 5-year periods and must be updated to maintain grant eligibility. Furthermore, having a hazard mitigation plan better prepares the Oneida Nation before a disaster, and positions them for a quicker recovery after a disaster, because the hazards, capabilities, and mitigation actions are documented and ready to be acted on.

### REGULATIONS

Hazard mitigation planning is conducted in accordance with the Disaster Mitigation Act of 2000 (DMA2K). DMA2K was signed into law in October 2000 to attempt to stem the losses from disasters, reduce future public and private expenditures, and speed up response and recovery from disasters. DMA2K encourages mitigation planning to address hazards proactively to avoid and reduce negative impacts. DMA2K requires a Tribal nation to have an approved hazard mitigation plan in order to be eligible to apply for grant funding through the federal hazard mitigation grants programs.

Section 322 of the Disaster Mitigation Act of 2000 requires the development and submittal for approval of a Tribal hazard mitigation plan in order for a Tribe to be eligible for federal mitigation funds and certain other disaster assistance.

This Plan meets the requirements for a Tribal Plan under 44 CFR Part 201.7. Meeting the planning requirements of these regulations maintains the Oneida Nation's eligibility for obtaining the maximum federal disaster assistance available including the hazard mitigation grants available through the Stafford Act.

On January 29, 2013, President Obama signed the Sandy Recovery Improvement Act of 2013, which amended the Stafford Act. The 2013 Act included a provision to provide federally-recognized American Indian and Alaskan Tribal Governments the option to request a Presidential emergency or major disaster declaration independent of a state. Tribal governments may still choose to seek assistance under a state declaration request.

### **ASSURANCES**

The Oneida Nation will comply with all applicable Federal statutes and regulations in effect with respect to the periods in which it receives grant funding, including 2 CFR Parts 200 and 3002. The *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025* will be amended according to the process described in Chapter 5: Plan Adoption and Maintenance whenever necessary to reflect changes in Tribal or Federal laws and statutes.

### **PLAN DEVELOPMENT TIMEFRAME**

The *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025* was developed over an 18-month time period beginning in December 2019. Plan development concluded with the adoption of the plan by the Oneida Nation Business Committee on (reserved for date).

### **ACKNOWLEDGEMENTS**

Oneida Emergency Management would like to acknowledge and thank the members of the Oneida Nation Pre-Disaster Mitigation Plan Steering Committee for their commitment to the development of the *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025*. The process was a multi-department effort with Oneida Emergency Management serving as the lead agency for the planning process and Community Assistance Planning LLC providing facilitation, and plan development assistance.

### **PRE-DISASTER MITIGATION PLAN STEERING COMMITTEE**

The Oneida Nation established a steering committee to guide the development of the hazard mitigation plan (Table 1.1). The steering committee, comprised of Oneida Nation department representatives, provided valuable input to the plan throughout the planning process.

The steering committee held nine meetings from February 2020 to February 2021. Additional plan review occurred outside of these meetings via e-mail.

**Table 1.1: Pre-Disaster Mitigation Plan Steering Committee**

<b>Name</b>	<b>Division/Department</b>
Dana McLester	Comprehensive Housing
Deborah Thundercloud	General Manager
Debra Danforth	Comprehensive Health
Eric Boulanger	Police
Jacque Boyle	Public Works
Joel Maxam	Police
Justine Hill	Comprehensive Housing
Kaylynn Gresham	Emergency Management
Michelle Myers	Public Health
Patrick Pelky	Environmental Health, Safety, Land and Agriculture
Richard Figueroa	Emergency Management
Robert Keck	Risk Management
Tina Jorgensen	Governmental Services
Troy Parr	Planning, Zoning and Engineering
Victoria Flowers	Environmental Health, Safety, Land and Agriculture

## **PUBLIC PARTICIPATION**

The public, represented as the General Tribal Council (GTC), is the governing body of the Oneida Nation and consists of all enrolled Oneida Tribal members who are 18 years of age or older who are present at a duly called GTC meeting. The GTC meets in January and July of each year, and may meet when the Oneida Business Committee Chairperson calls a special GTC meeting as needed or as requested through a GTC petition signed by at least 50 qualified GTC members. Since the adoption of the Oneida Constitution in 1936, the GTC has delegated much of its authority to the Oneida Business Committee.

Due to precautions taken to avoid public gathering during the COVID-19 pandemic, the plan was not presented at the GTC, but information about the Oneida Nation 2020-2025 Pre-Disaster Mitigation Plan was provided during virtual meetings for the employees and the public, and the plan was posted on the Oneida Nation website.

### **PUBLIC INFORMATIONAL MEETINGS**

Information about the Oneida Nation 2020-2025 Pre-Disaster Mitigation Plan was provided to the public at a virtual Facebook Live meeting held on February 26, 2021. The same information was provided to employees during two virtual Microsoft Teams meetings held on March 4<sup>th</sup> and 5<sup>th</sup>, 2021. During these meetings, an overview of pre-disaster mitigation planning was provided, along with a description of the Oneida Nation critical facilities and the mitigation strategy. The plan and an online comment form were available on the Oneida Nation website for public review and comment. There were 96 attendees at the first employee meeting and 28 attendees at the second. Eighteen positive comments were received via the chat feature on Microsoft Teams, plus numerous positive emails.

### **PARTICIPATION BY OVERLAPPING JURISDICTIONS**

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A draft of the *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025* was provided to Brown and Outagamie counties for their review and comment. The Brown County Emergency Management Coordinator commented that the plan, "Looks good."

## CHAPTER 2 - ONEIDA NATION BACKGROUND INFORMATION

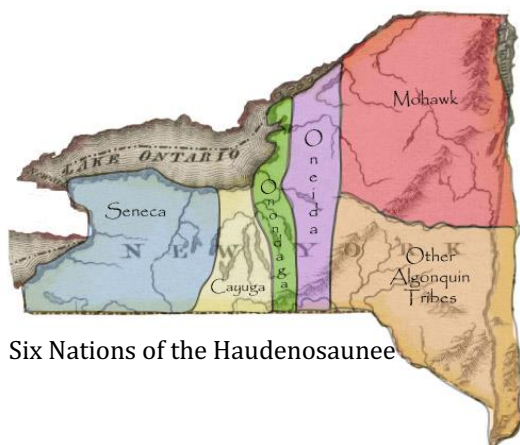
The Oneida Nation Reservation is located in northeast Wisconsin (Map 2.1), overlapping the boundaries of eastern Outagamie County and western Brown County. The Oneida Nation has a land area of 65,442 acres (Table 2.1).

The Town of Oneida in Outagamie County and the Village of Hobart in Brown County are entirely within the federal boundaries of the Oneida Nation Reservation. Three other Brown County communities lie partially within the boundaries of the Oneida Nation Reservation including the Village of Ashwaubenon, the City of Green Bay, and a small corner of the Town of Pittsfield in Brown County (Map 2.2).

The following provides information about Oneida's history, demographics, land use, and critical facilities.

### HISTORICAL SUMMARY

The Oneida Nation is a sovereign Tribe with a long and proud history of self-government. With homelands in central New York State, it was one of the five original nations of the Haudenosaunee (People of the Longhouse, a.k.a. Iroquois Confederacy). These nations, the Mohawk, Oneida, Seneca, Cayuga, and Onondaga, were joined by the Tuscarora Tribe early in the 1700s to form the Six Nations of the Haudenosaunee (Oneida Nation Brochure, *Purple Book*, 1991).



Six Nations of the Haudenosaunee

In 1821, the Oneidas, along with a delegation of the Six Nations, met with representatives from the Menominee and Winnebago Nations to negotiate for fertile and open lands along the western Great Lakes. In an early 1822 Treaty, the Oneidas purchased joint use of five million acres of land with the Menominees and Winnebagoes for a total sum of \$5,000. The purchase was sanctioned by President Monroe in 1823. The area included lands along both sides of the Fox River, within a territory that would eventually become the state of Wisconsin in 1848.

Not long after Oneidas began arriving in Wisconsin, land started to be taken unfairly and unwillingly from them. Four years after President Monroe sanctioned the Oneidas' purchase of joint use of over five million acres, the Oneidas were defrauded much of this land when the United States and the Menominees signed the Treaty at Butt des Morts, without Oneida participation. Oneida lands were further reduced to an area of approximately 65,000 acres by the 1838 Treaty with the Oneidas. The boundaries designated by this treaty established what today is still recognized as the original Oneida Reservation.

At the close of the 19th century, Oneida lands once again fell prey to United States expansion. In 1887, Congress passed the Indian Allotment Act (also known as the Dawes Act), which allocated land to individuals. Through the next several years, reservation lands continued to dwindle. Since the concept of taxation was so new and not understood by the Oneida people, many Oneidas lost their lands by failing to pay their taxes. Many also lost their lands due to fraudulent methods of ruthless land companies and

the invasion of non-natives who desired their fertile lands. By 1924, all but a few hundred acres remained.

Reorganization of the government and stopping the loss of land came with the Indian Reorganization Act (IRA) of 1934. It provided the foundation for drafting and adopting the Oneida Constitution. In 1936, the Oneida Constitution transformed the Tribal government to an elected system with four members serving on a Tribal council known as the Executive Committee, later amendments to the Constitution expanded and renamed the Executive Committee to the Oneida Business Committee.

When Congress passed the Indian Gaming Regulatory Act in 1988, Congress provided a statutory framework for Tribes to conduct various classes of gaming on their reservations. In 1991, the Oneida Nation became the first Tribal government in Wisconsin history to enter into a gaming compact with the state. Within this Gaming Compact, and subsequent amendments, the Oneida Nation and the State of Wisconsin have attained major accomplishments for both parties, regarding economic impacts and stability, employment, and programs and services.

## DEMOGRAPHIC INFORMATION

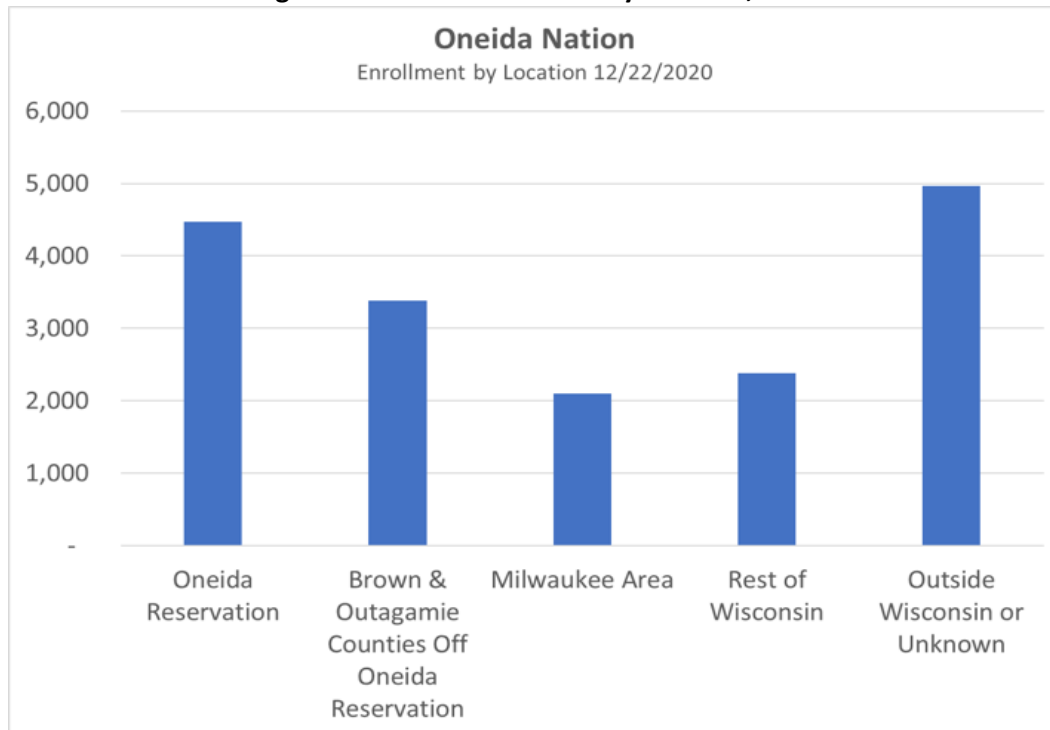
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In order to plan for potential hazards, it is important to gain an understanding of the population and housing characteristics for the community. The Enrollments Office of the Oneida Nation is responsible for keeping Oneida enrollment information up-to-date and is the best source for demographic information related to Oneida members both within and outside the Reservation boundaries. Other demographic sources, such as U.S. Census Bureau, American Community Survey, provide data on the Reservation population; however, the data is not specific to Oneida members and includes nonmembers residing within the Tribal boundaries. The demographic information in this section of the plan was developed by the Oneida Nation Planning Department with data from the Enrollments Office.

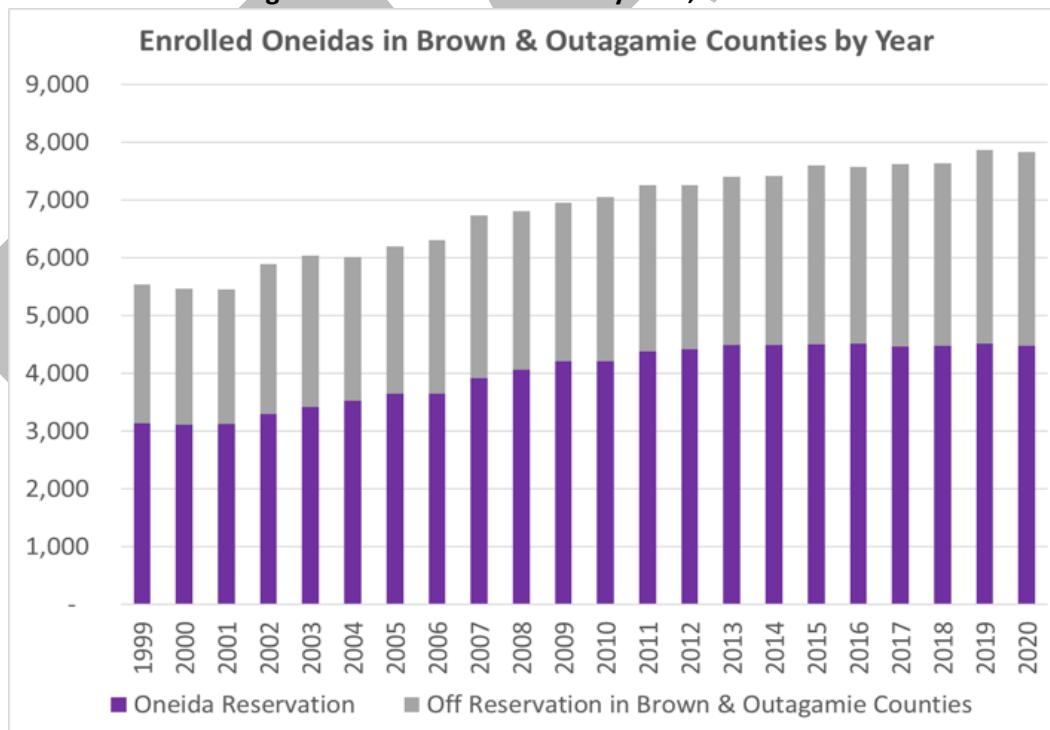
### ENROLLMENT

As of December 22, 2020, there were 17,308 Oneida enrolled members. Of these enrolled members, 4,471 (26%) live on the Oneida Reservation in Wisconsin, and 3,385 (20%) live in Brown and Outagamie Counties in Wisconsin but not within the Oneida Reservation boundaries. The rest of Oneida enrolled members (55%) live elsewhere (Figure 2.1).

Of the Oneida members who live in Brown and Outagamie Counties, 1,691 (22%) are under 18 years old; 4,220 (54%) are aged 18-54; and 1,945 (25%) are 55 and older. Just over half of the Oneida members who live in Brown and Outagamie Counties (51%) are female. Figure 2.2 displays the growth of Oneida membership in Brown and Outagamie Counties since 1999.

**Figure 2.1: Total Enrollment by Location, 2020**

Source: Oneida Nation Enrollments Office, Oneida Nation Planning Department, 12/22/2020.

**Figure 2.2: Total Enrollment by Year, 1999-2020**

Source: Oneida Nation Enrollments Office, Oneida Nation Planning Department, 2020.



## HOUSING

According to Oneida Enrollment records as of August 17, 2020, there were 2,944 enrolled Oneida households in Brown and Outagamie Counties.

Figure 2.3 details the demographics of Oneida members and their households (includes both on-reservation and Brown and Outagamie County off-reservation members).

**Figure 2.3: Oneida Nation Demographic Infographic, 2018**



Source: Oneida Nation Enrollments Office, Oneida Nation 2018 Quality of Life Survey.

## LAND AREA AND USE

The Oneida Reservation has a land area of 65,442 acres (Table 2.1). The predominate land use type is agriculture (57%), followed by residential (14%) and forestry (14%).

Of the total acres, almost 60% is in the Town of Oneida (Outagamie County); about 33% is in the Village of Hobart (Brown County); 6% is in the City of Green Bay (Brown County); and <1% each in the Village of Ashwaubenon (Brown County) and the Town of Pittsfield (Brown County).

**Table 2.1: Land Use, 2019**

Land Use Type	Acres	% of Total
Agricultural	37,366.34	57%
Residential	9,456.67	14%
Forestry	9,319.67	14%
Grassland	2,399.59	4%
Transportation/Communications/Utilities	1,481.00	2%
Wetlands	1,442.70	2%
Commercial	1,129.56	2%
Industrial	1,058.16	2%
Recreational Acres	744.01	1%
Hydrology	645.46	1%
Quarry & Gravel Pit	398.76	1%
<b>Total</b>	<b>65,441.92</b>	<b>100%</b>

Source: Oneida GIS Department, 2019.

## CRITICAL FACILITIES AND INFRASTRUCTURE

Critical facilities and infrastructure are buildings, structures, or systems that are relied upon during a hazard event, and if destroyed would present an immediate threat to life, public health, and/or safety. The Oneida Nation determined the criticality of their facilities and infrastructure based on the relative importance of its various assets for the delivery of vital services, the protection of special populations, and other important functions.

The Oneida Nation's critical facilities and infrastructure have been categorized to further define their functions, risk, and vulnerability. The designations include: essential facilities, hazardous materials facilities, lifeline utility systems, transportation systems, vulnerable facilities, Tribal services facilities, Tribal housing sites, and Tribal owned facilities. The critical facilities list is not exhaustive and a facility will only appear under one category even though some could be listed under more than one category. The definition of each critical facility designation was developed by the steering committee with guidance from the FEMA Hazards U.S. Database (HAZUS) and is as follows.

- **Essential Facilities** (Table 2.2): Facilities that are critical to the health and welfare of the entire population and are essential following hazard events, including emergency response facilities (police, fire, and emergency government), medical care facility, schools, and shelters.
- **Lifeline Utility Systems** (Table 2.3): Facilities/infrastructure that provide essential lifelines including potable water, wastewater, electric, and communications systems.
- **Vulnerable Facilities** (Table 2.4): Facilities that house vulnerable populations and require special attention before, during, and after hazard events.
- **Transportation Systems** (Table 2.5): Facilities/infrastructure that if compromised could impact movement through the reservation or evacuations. Includes highways, bridges, transit, and a small dam.
- **Hazardous Materials Facilities** (Table 2.6): Facilities that may present or intensify a threat if impacted by hazards. Includes underground and aboveground storage tanks with flammable or combustible materials.
- **Tribal Services Facilities** (Table 2.7): Facilities where direct services are provided to Tribal members.
- **Tribal Housing Sites** (Table 2.8): Housing sites owned by the Oneida Nation.
- **Tribal Owned Facilities** (Table 2.9): Facilities owned by the Oneida Nation.

**ONEIDA NATION CRITICAL FACILITIES AND INFRASTRUCTURE**

The Oneida Nation and the Pre-Disaster Mitigation Plan Steering Committee identified structures, significant sites, and infrastructure owned by the Oneida Nation as critical. Because the Oneida Nation provides most of its own services to the people of the Oneida Nation, it was determined that all facilities and infrastructure are vital to that mission. Identified critical facilities and infrastructure for the Oneida Nation includes:

- |                                  |                                   |                                   |
|----------------------------------|-----------------------------------|-----------------------------------|
| • Child care services facilities | • Cultural heritage sites/museums | • Wastewater treatment facilities |
| • Schools                        | • Police department               | • Food processing sites           |
| • Senior service facilities      | • Manufacturing facilities        | • Commercial sites                |
| • Food production sites          | • Health care centers             | • Dams                            |
| • Banks                          | • Community services              | • Water supply facilities         |
| • Warehouses                     | • Religious service facilities    | • Shelters                        |
| • Tribal service facilities      |                                   |                                   |

**Table 2.2: Oneida Nation Essential Facilities/Infrastructure**

Facility Name
Civic Center ( <b>Assembly Area/Shelter</b> )
County H Recreation ( <b>Assembly Area/Shelter</b> )
DPW and Groundskeeping (incl. warehouse units and storage)
Law Enforcement Center
Library at Green Earth Manufactured Housing Site (Tornado Shelter)
Lift Station #1
MIS Radio Building – Water Tower
Norbert Hill Center/High School/BC
Oneida Community Health Center
Oneida Food Distribution/Oneida Pantry Building
Skenandoah Complex - Oneida Administration Building
Social Services & 4 Cottages (incl. garage) ( <b>Assembly Area/Shelter</b> )
Oneida Nation Elementary School ( <b>Assembly Area/Shelter</b> )
Wastewater Treatment Facility

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.3: Oneida Nation Lifeline Facilities/Infrastructure**

Facility/Infrastructure Name
Pump Houses (4)
Cell Towers (3)
Oneida Utilities and Storage
Water Towers (2)
Natural Gas Line
Technology infrastructure

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.4: Oneida Nation Vulnerable Facilities/Infrastructure**

Facility Name
Airport Road Child Care Center
Lee McLester Complex (Anna John Residential Health, Elder Apts)
Main Casino/Radisson
Mason Street Casino
Three Sisters Head Start

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.5: Oneida Nation Transportation Facilities/Infrastructure**

Facility Name
Dam (Finger Lake)
Ridgeview Plaza/Oneida Transit

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.6: Oneida Nation Hazardous Materials Facilities/Infrastructure**

Facility Name
Four Paths Gas Station
Highway 54 One Stop
One-Stop EE
One-Stop Westwind
Oneida Market & One-Stop
Oneida Nation Farm
Oneida Travel Center
Packerland One Stop
Thornberry Creek at Oneida Golf Course (incl. clubhouse)
Tsyunhehkwa (incl. barns, shed, and warehouse)

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.7: Oneida Nation Tribal Services Facilities**

Facility Name
Apple Orchard
Archiquette Building (incl. Library, Trust/Enrollments)
Barbershop on Packerland
Casino Warehouse
Centralized Accounting
Community Education Center
Comprehensive Housing Office
Conservation (Field Office) (incl. storage, garage, barn)
Cultural Heritage (incl. in SSB Cottage and former Language House)
Cultural Heritage Barn and Storage Warehouse
Elder Services (incl. garage and storage)
Employee Health Nursing
Employee Services
Former Woodland Church
Four Paths Tenant Building & Carwash
Gaming (incl. Training Center and Radisson parking structure)
Judicial
Land Management (incl. garages and maintenance building)
Little Bear Development/GIS
Norbert Hill Garages
Oneida Housing Warehouse
Oneida Lake Beach house
Oneida Police Department Evidence Storage
Oneida Printing
Post Office
Recreation Centers (incl. Site II and Three Sisters)
SEOTS Community Center
Veterans of Foreign Wars (VFW) Building
Veterans Services Building/Office
West Mason 4-Office Suite
West Mason Mall
Yukwatsistaya

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.8: Oneida Nation Tribal Housing Sites**

Housing Site
Aliskwet Court
Cora House Housing
Cornelius Circle
Daniel Court
Elder Village
Flying Leaf Subdivision (Site II)
Green Earth Manufactured Housing Community
Green Valley
Hillside Housing
Joshua Heights
Legacy Lane
Manders Court
Ridgeland Housing
Rolling Hills Housing
Sand Hill Circle Housing
Site I
Standing Stone
Tall Feather Way
Three Sisters
Turtle Where It Ends
Uskah Village

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.

**Table 2.9: Oneida Nation Tribal-Owned Facilities**

Facility Name
Bay Bank – Mason St.
Bay Bank – Packerland Dr.
Former ONE Building – Schneider-leased
Irene Moore Activity Center
Log Homes 1-5
Macco's Floor Covering Building (Larsen Road)
Mini Mall
Oneida Car Wash
Oneida Mall
Oneida Nation Museum
Parish Hall (aka Episcopal Parish Hall)
Wingate

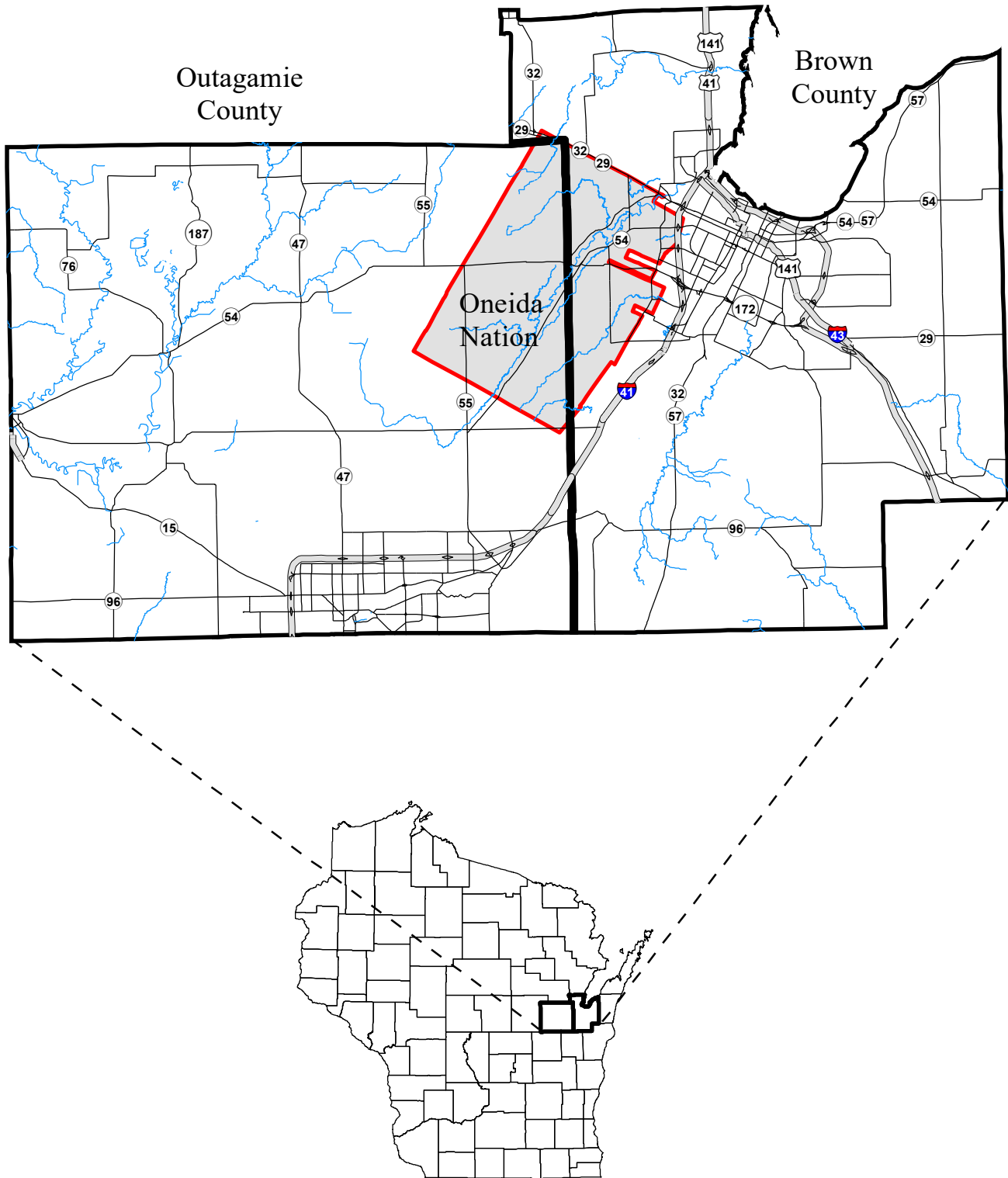
Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2020.



# Location Map

## Oneida Nation Pre-Disaster Mitigation Plan

### Oneida Reservation, Wisconsin



Wisconsin



GEOGRAPHIC INFORMATION SYSTEMS  
N7332 Water Circle Place  
Oneida, Wisconsin  
(920) 869-1600

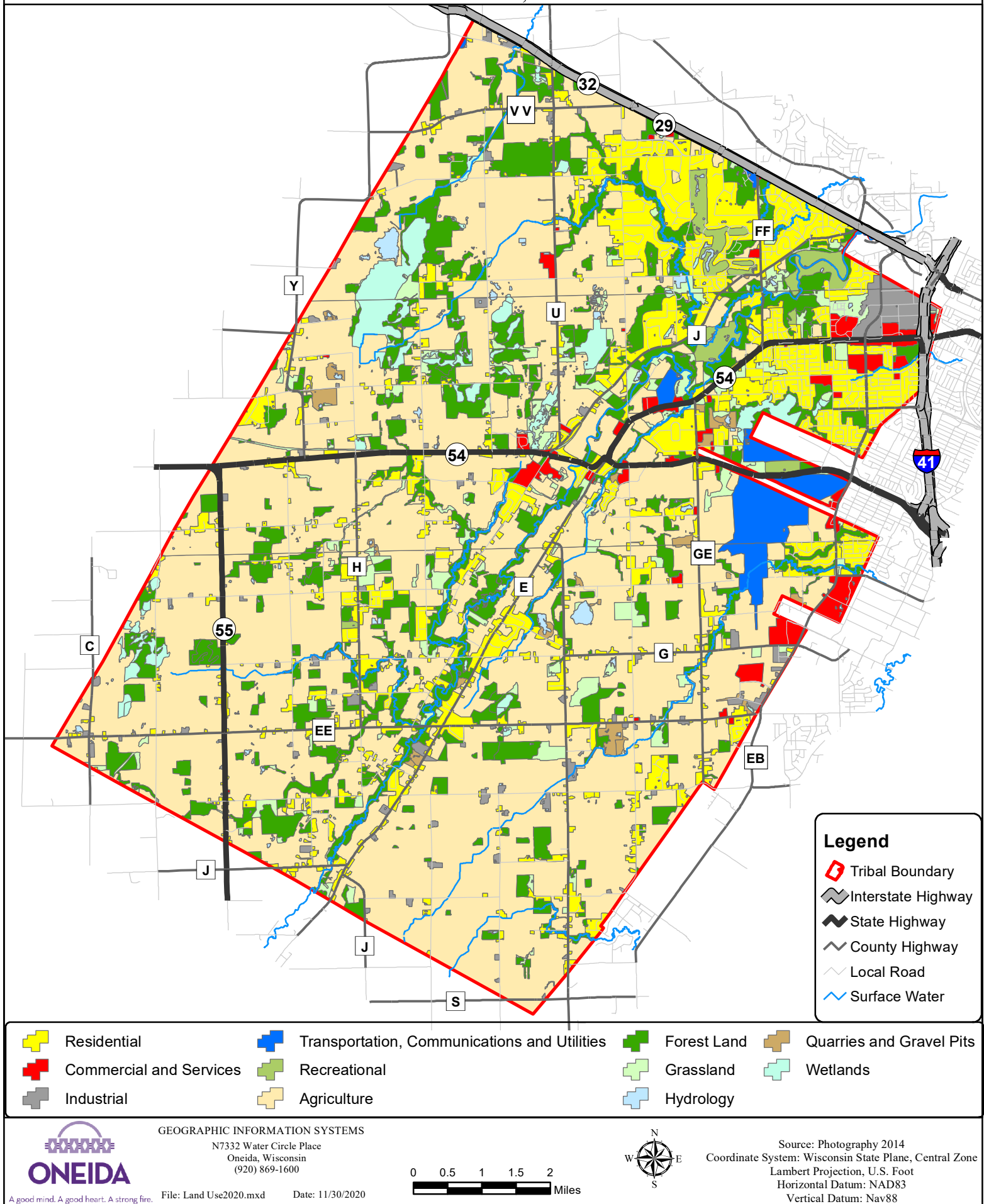


Source: ESRI Data  
Coordinate System: Wisconsin State Plane, Central Zone  
Lambert Projection, U.S. Foot  
Horizontal Datum: NAD83  
Vertical Datum: Nav88

# Land Use

## Oneida Nation Pre-Disaster Mitigation Plan

### Oneida Reservation, Wisconsin



CHAPTER 3 -RISK ASSESSMENT

To provide a means to effectively evaluate potential hazard mitigation measures, a risk assessment has been developed for the Oneida Nation. The risk assessment helps in developing strategies to mitigate the identified hazards. The risk assessment identifies the hazards that impact the Oneida Nation, profiles the extent and severity of past hazard occurrences, and assesses the Oneida Nation’s vulnerability to each hazard.

HAZARD IDENTIFICATION

The natural hazards addressed in this plan were based on the hazards addressed in the previous hazard mitigation plan as the natural hazards that impact the Oneida Nation. The steering committee also included a risk assessment for three human-caused hazards of greatest concern for the Oneida Nation, including cybersecurity, hazardous spills, and manure spills.

HAZARD PRIORITIZATON

Using a consensus-based prioritization exercise, the steering committee ranked the risk of each identified hazard. The steering committee made their determination on the ranking based on the number and frequency of hazard occurrences, the number of recorded injuries and deaths, the estimated reported damage costs, and the perceived impacts to the Oneida Nation based on the experiences of the steering committee members. Table 3.1 shows the hazard risk assessment ranking for the natural and human-caused hazards addressed in this plan. Hazard rankings are listed from highest perceived risk (#1) to lowest.

Although earthquakes were identified and addressed in the State of Wisconsin hazard mitigation plan, they have a minimal likelihood of occurring within the Oneida Nation Reservation. Therefore, a full risk assessment for earthquakes has not been included.

Table 3.1: Hazard Risk Ranking

Natural Hazards	Ranking
Winter storm	1
Tornado/Strong wind	2
Flood	3
Extreme cold	4
Excessive heat	5
Hail	6
Dense fog	7
Drought	8
Wildland fire	9

Human-caused Hazards	Ranking
Cybersecurity	1
Hazardous Spills	2
Manure Spills	3

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee, 2020.

## HISTORY OF HAZARD OCCURRENCES

### Natural Hazards

The National Oceanic and Atmospheric Administration (NOAA) National Climatic Data Center (NCDC) maintains an online database of occurrences of past hazardous weather and the resulting deaths, injuries, and damages associated with each of these events. Event occurrence data can be queried for a local, county, or regional level, depending on the area covered by the hazard event. Data gathering for the Oneida Nation involved a compilation of occurrences for Brown and Outagamie counties, which required a manual removal of duplicate occurrences in the cases where single events impacted both counties. A query of historical natural hazard events from January 1, 2000 through December 31, 2019 resulted in 246 events (Table 3.2).

The data from the NCDC shows that of the 246 natural hazard events, the hazards occurring most frequently within the Oneida Nation Reservation from 2000 to 2020 include: winter storm (99 events), tornado/strong wind (77 events), flood (20 events), and extreme cold (18 events).

Some of the recorded hazard events may not have been specific to the Oneida Nation, as they may have been recorded for a larger regional area, or statewide. Additionally, some of the common hazard events, such as dense fog or hail may only get reported to the NCDC if it was an extreme event that caused injury, death, or significant property damage.

There have been five deaths and 16 injuries in the last 20 years as a result of natural hazards within the Oneida Nation Reservation. Four deaths resulted from extreme cold events, and one death resulted from a winter storm event. Eleven injuries occurred from winter storms, three from excessive heat, and two from tornado/strong wind. The costliest hazard events for the Oneida Nation in terms of property damage (not including crop or private damages) since 2000 has been winter storms (\$669,700), flooding (\$557,000), and tornado/strong wind (\$419,100).

**Table 3.2: Natural Hazard Occurrences Data, Oneida Nation 2000-2019**

Natural Hazard (Listed in Ranked Order)	2020 Rank	# of Events <sup>1</sup>	Average #/Year	Deaths	Injuries	Reported Property Damage <sup>2</sup>	Risk <sup>3</sup>
Winter storm	1	99	5	1	11	\$669,700	High
Tornado/Strong wind	2	77	4	0	2	\$419,100	High
Flood	3	20	1	0	0	\$557,000	Moderate
Extreme cold	4	18	1	4	0	\$158,000	Moderate
Excessive heat	5	10	1	0	3	\$0	Moderate
Hail	6	17	1	0	0	\$0	Moderate
Dense fog	7	4	<1	0	0	\$0	Low
Drought	8	1	<1	0	0	\$0	Low
Wildland fire <sup>4</sup>	9	ND	ND	ND	ND	ND	Low
<b>Total Events</b>		<b>246</b>		<b>5</b>	<b>16</b>	<b>\$1,803,800</b>	

1. January 1, 2000 to December 31, 2019 (20 years).

2. Does not include crop damages or private losses as no data was available.

3. Risk based on occurrences: High = >3 events/yr; Moderate = 1-3 events/yr; Low = <1 event/yr.

4. No data available (ND) since the area has a low wildfire risk according to WDNR.

Source: NOAA NCDC Storms Database, 2000-2020.

### Human-caused Hazards

The steering committee identified the need to address cybersecurity threats, hazardous spills, and manure spills for the Oneida Nation. These human-caused hazards were determined to have the biggest impact on the Oneida Nation. The event occurrence information displayed in Table 3.3 was provided from local data sources. The cybersecurity information was provided by Oneida Nation Risk Management, and the information on spills, both hazardous and manure spills, was provided by the Oneida Nation Environmental, Health, Safety, Land and Agriculture Division using data queried from the Wisconsin DNR Bureau for Remediation and Redevelopment Tracking System (BRRTS) online database.

A cybersecurity threat includes malicious attempts to damage or disrupt a computer network or system including the attempt to access files and infiltrate or steal data. Hazardous spills include the release of not only hazardous substances, but also non-hazardous substances that in significant quantities may cause damage to land and water resources. Manure spills occur when manure is released to the environment in a manner that exceeds the rate of nutrient uptake by plants or applied in a manner that is not identified in a nutrient management plan – an agricultural producer’s plan for using the manure produced by their animals.

Of the 409 events displayed in Table 3.3, the human-caused hazard occurring most frequently within the Oneida Nation Reservation from 2010 to 2020 was by far hazardous spills (335 events). During the same time period, there were 71 manure spill events and 3 significant cybersecurity threats. There have been no human-caused events during this time period that resulted in any deaths or injuries, and there is no data on property damages associated with these events.

**Table 3.3: Human-caused Hazard Occurrences Data, Oneida Nation 2010-2020**

Man-made Hazard (Listed in Ranked Order)	2020 Rank	# of Events <sup>1</sup>	Average #/Year	Deaths	Injuries	Risk <sup>2</sup>
Cybersecurity Threats	1	3	<1	0	0	Low
Hazardous Spills	2	335	34	0	0	High
Manure Spills	3	71	7	0	0	High
<b>Total Events</b>		<b>409</b>		<b>0</b>	<b>0</b>	

1. January 1, 2010 to December 31, 2019 (10 years).

2. Risk based on occurrences: High = >3 events/yr; Moderate = 1-3 events/yr; Low = <1 event/yr.

Note: No data available on property damage.

Source: Oneida Nation Risk Management (for cybersecurity threats), WDNR BRRTS database (for spills); 2000-2020.

### DISASTER DECLARATION HISTORY

There have been 13 major disaster declarations issued for Wisconsin since 2010. The Oneida Nation was included in two of the declarations. The major disaster declarations that included the Oneida Nation occurred in 2019 (DR-4459-WI) for severe storms, tornadoes, straight-line winds, and flooding; and in 2020 (DR-4520-WI) for the Covid-19 Pandemic.

## **VULNERABILITY ASSESSMENT**

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The vulnerability assessment describes the frequency, severity, and probability of future occurrences of hazards that could impact the planning area. The hazard profiles describe the characteristics of each hazard and how it has affected the Oneida Nation, and the potential future risk to people and property. No development changes have impacted the jurisdiction's vulnerability since the previous pre-disaster mitigation plan was developed.

### **ASSESSMENT OF POTENTIAL LOSSES**

The Oneida Nation's assessment of potential losses is based on the value of the identified critical facilities (i.e. its assets). An assessment of potential losses of assets is ideally calculated for each hazard; however, only the flood hazard has a defined risk area, so it is the only hazard for which an estimation of potential losses can be derived.

#### **Value of Assets/Estimation of Potential Losses**

The Oneida Nation has identified 102 primary critical facilities within the Reservation boundaries. The Oneida Nation owns all of its critical facilities. According to Risk Management, the total structural value of the critical facility assets is \$13,118,529 (including contents). Therefore, the potential dollar loss to assets for the Oneida Nation is over \$13.1 million in a "worst case scenario" of total damage of all buildings in the planning area.

An estimation of potential losses was derived for flooding hazard since the hazard area can be defined as the 100-year floodplains and properties within the hazard area can be identified. All other hazards can occur anywhere within the Oneida Nation Reservation and have no defined hazard area in which to determine vulnerable properties. Some hazards (such as winter storms and tornadoes) have the potential to impact the entire planning area and it can be assumed that all assets in the planning area are equally at risk. Therefore, all identified critical facilities are potentially at risk from natural hazards within the Oneida Nation Reservation.

Since there is no reliable building height data for Oneida Nation buildings within flood hazard areas, a "worst case scenario" of total structural damage for buildings in all of the flood zones of the planning area was assumed in estimating potential dollar losses to vulnerable structures.

All potential loss information was obtained from the Oneida Nation Risk Management department. The parcel maps and the FEMA 100-year floodplains were merged using GIS to determine at-risk structures in the planning area.

## **NATURAL HAZARD PROFILES**

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Each natural hazard that has been identified as impacting the Oneida Nation has been profiled in this section. The hazard profile describes the characteristics of past natural hazards, and their impacts, frequency, and probability of future hazards that could impact the Oneida Nation.

Hazard risk probabilities are represented as high, moderate, and low. High risk probability hazards are defined as hazards that occur an average of more than three times per year; moderate risk probability



hazards are those that occur an average of one to three times per year; and low risk probability hazards occur less frequently than one time per year.

The natural hazards profiled in this section includes Winter storm, Tornado/Strong wind, Flood, Extreme cold, Excessive heat, Hail, Dense fog, Drought, and Wildland fire.

*Note: Human-caused hazards have been assessed following the natural hazards.*

### **Climate Change Impacts**

The evaluation and assessment of natural hazards in this plan and the determination of the Oneida Nation's vulnerability to natural hazards is based on the occurrence of past natural hazards. However, climate change may make past trends an unreliable resource for predicting future impacts, frequency, and vulnerabilities. According to a climate change report by Wisconsin scientists (*Wisconsin Initiative on Climate Change Impacts (WICCI)*, 2011<sup>1</sup>), climate change has and will continue to impact average annual temperatures causing increased frequency in heat waves; increased frequency and intensity of severe rainstorms; shorter, warmer winters with decreased lake ice cover; increased drought frequency, and other impacts.

Based on the WICCI report, the Oneida Nation, along with most of Wisconsin, is likely to become somewhat wetter, with a modest increase in total precipitation and the number of intense rainfall events. Climate change impacts vary by season, with winter experiencing the greatest warming and most likely increase in precipitation.

Information about climate change impacts for each natural hazard has been included within the applicable section based on calculated predictions from the WICCI report.

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## **WINTER STORM**

Winter storms can vary in size and strength, and can include heavy snowstorms, blizzards, freezing rain, sleet, and ice storms. The aftermath of a winter storm can impact a community or region for weeks, and even months.

Winter storms can occur as a single event or they can occur in combination, which can make an event more severe. A variety of weather phenomena and conditions can occur during winter storms. For purposes of classification, the following are National Weather Service descriptions of winter storm elements:

**Heavy Snowfall** – the accumulation of six or more inches of snow in a 12-hour period, or eight or more inches in a 24-hour period.

**Winter Storm** – the occurrence of heavy snowfall accompanied by significant blowing snow, low wind chills, sleet or freezing rain.

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<sup>1</sup> Wisconsin's Changing Climate: Impacts and Adaptation. 2011. Wisconsin Initiative on Climate Change Impacts. Nelson Institute for Environmental Studies, University of Wisconsin-Madison and the Wisconsin Department of Natural Resources, Madison, Wisconsin. <https://wicci.wisc.edu/wisconsin-climate-change-impacts-adaptation/>

**Blizzard** – the occurrence of sustained wind speeds in excess of 35 miles per hour accompanied by heavy snowfall or large amounts of blowing or drifting snow.

**Ice Storm** – an occurrence where rain falls from warmer upper layers of the atmosphere to the colder ground, freezing upon contact with the ground and exposed objects near the ground.

**Freezing drizzle/freezing rain** – the effect of drizzle or rain freezing upon impact on objects that have a temperature of 32 degrees Fahrenheit or below.



**Sleet** – solid grains or pellets of ice formed by the freezing of raindrops or the refreezing of largely melted snowflakes. This ice does not cling to surfaces.

Much of the snowfall in Wisconsin occurs in small amounts of between one and three inches per occurrence. Heavy snowfalls (producing at least eight to ten inches of accumulation) happen on the average about five times per season. True blizzards are rare in Wisconsin, but are more likely to occur in northwestern Wisconsin. All of Wisconsin experiences blizzard-like conditions during heavy snowstorms when gusty winds cause severe blowing and drifting snow.

### **Past Occurrences**

According to the NCDC, the Oneida Nation has experienced 99 significant winter storm events in the last 20 years from January 1, 2000 to December 31, 2019 (including blizzards and heavy snow). Many of these hazard events may not have been specific to the Oneida Nation, and may have been recorded for a larger regional area.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately five significant winter storm events per year.

### **Climate Change Impacts**

The combination of warmer temperatures and changing precipitation patterns suggests that we will see a significant increase in the amount of winter precipitation falling as rain rather than snow and that freezing rain is more likely to occur. Potential winter storm impacts from climate change include an increase in winter precipitation events (from heavy rain or snow) resulting in an increase in flooding, damage from ice breakup and jams on waterways, and transportation impacts from unsafe travel conditions. Additionally, warmer winter low temperatures will enable over-wintering of pests leading to crop yield loss and increased remediation costs.



### Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **very high** probability of experiencing a winter storm event in any given year.

Winter storms tend to be a regional phenomenon in that they affect much of east central Wisconsin on nearly all of the occasions in which they affect the Oneida Nation.

Winter storms have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area or the larger regional area.

### Impacts

#### Death and Injury

One death, and 11 injuries have been reported from significant winter storm events for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019 according to NCDC data.

The one death occurred during a winter storm event on January 11, 2008 and the 11 injuries occurred during one winter storm event on December 23, 2008.

#### Critical Facilities

Critical facilities are not greatly impacted by winter storms; however, personnel associated with the critical facilities face greater workload burdens. Street and road crews have an increased burden of snow removal (and salting in the case of ice storms) during and after winter storms. In some cases, winter storms can be so severe that these crews have to be called off the road for a period of time.

Hospitals and clinics may see increased patient loads for frostbite, pedestrian and vehicular accident injuries, and heart conditions resulting from the shoveling of heavy snow during and following winter storms. Sometimes, hospitals and clinics have difficulty getting their own staff to report to work because of the storm, which increases the workload for present staff (double shifts, etc.).

Police personnel respond to more accidents during winter storms. Utility and telephone companies respond to downed electrical and telephone lines, especially in the case of ice storms. Rescue services can receive more calls because of accidents or health related circumstances. Schools may need to have early dismissal or cancel classes altogether. Shelters may take in additional persons during winter storms. Airports face flight delays or cancellations.

#### Economic Impacts

Loss of power during or after winter storms often forces businesses and manufacturing facilities to close down until power is restored. Loss of access due to snow- or ice-covered roads can have a similar effect, especially when trucks cannot travel on major thoroughfares to make "just in time" deliveries to business and industry in the planning area. The effects are particularly difficult when the storm is widespread.

Based on previous damages reported by the NCDC, there has been \$669,700 in property damages from winter storms over the past 20 years.

## **TORNADO AND STRONG WIND**

Tornadoes are violently rotating columns of air that extend from a thunderstorm to the ground. They look like funnels and can occur any time, bring intense wind, and can happen anywhere. Most tornadoes have wind speeds less than 110 miles per hour, are about 250 feet across, and travel a few miles before dissipating. Tornadoes can destroy buildings, flip cars, and create deadly flying debris. Figure 3.1 shows the Enhanced Fujita Scale (EF Scale), which is recognized as the acceptable tornado magnitude measurement rating.

The United States is divided geographically into four zones for the occurrence and strength of extreme wind. Wisconsin lies along the northern edge of Zone IV, the nation's maximum frequency zone for tornadoes (commonly known as "tornado alley"), which extends northeastward from Oklahoma into Iowa and then across to Michigan and Ohio. Zone IV includes most of the southern two-thirds of Wisconsin and has experienced the strongest tornado activity that has affected the entire U.S., with wind speeds of up to 250 miles per hour being recorded. This zone includes the Oneida Nation Reservation.

Wisconsin's tornado season runs from the beginning of April through September, but tornadoes have occurred in Wisconsin in every month except February. The most severe tornadoes statewide typically occur during the months of April, May, and June.

Strong winds, including downburst winds, strong/high winds, and thunderstorms can often be just as damaging as a tornado. Downburst winds are strong, concentrated, straight-line winds created by falling rain and sinking air that can reach speeds of 125 miles per hour. Strong or high winds are high speed winds that can be as damaging as a tornado, but remain nearly straight line and are not the rotating column of air that is characteristic of a tornado. A severe thunderstorm has winds that exceed 58 miles per hour, produces a tornado, or drops surface hail at least 0.75 inch in diameter.

**Figure 3.1: Tornado Magnitude Measurement, EF Scale**

Enhanced Fujita Scale damage and windspeed estimates						
Damage	Little Damage	Minor Damage	Roof Gone	Walls Collapse	Blown Down	Blown Away
EF5	X	X	X	X	X	X
EF4	X	X	X	X	X	
EF3	X	X	X	X		
EF2	X	X	X			
EF1	X	X				
EF0	X					
Estimated windspeed (mph)	65-85	86-110	111-135	136-165	166-200	200+

Source: U.S. Air Force graphic/Senior Airman Thomas Trower.

### Past Occurrences

According to the NCDC, the Oneida Nation has experienced 77 significant tornado and strong wind events (including thunderstorm wind, high wind, and strong wind) in the last 20 years from January 1, 2000 to December 31, 2019. Almost all of these events were strong wind events and just two were classified as tornadoes.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately four significant tornado and strong wind events per year.

### Climate Change Impacts

A predicted increase in stronger and more frequent storms than in the past increases the risk for deaths, injuries, and property damage from tornado and strong wind events.

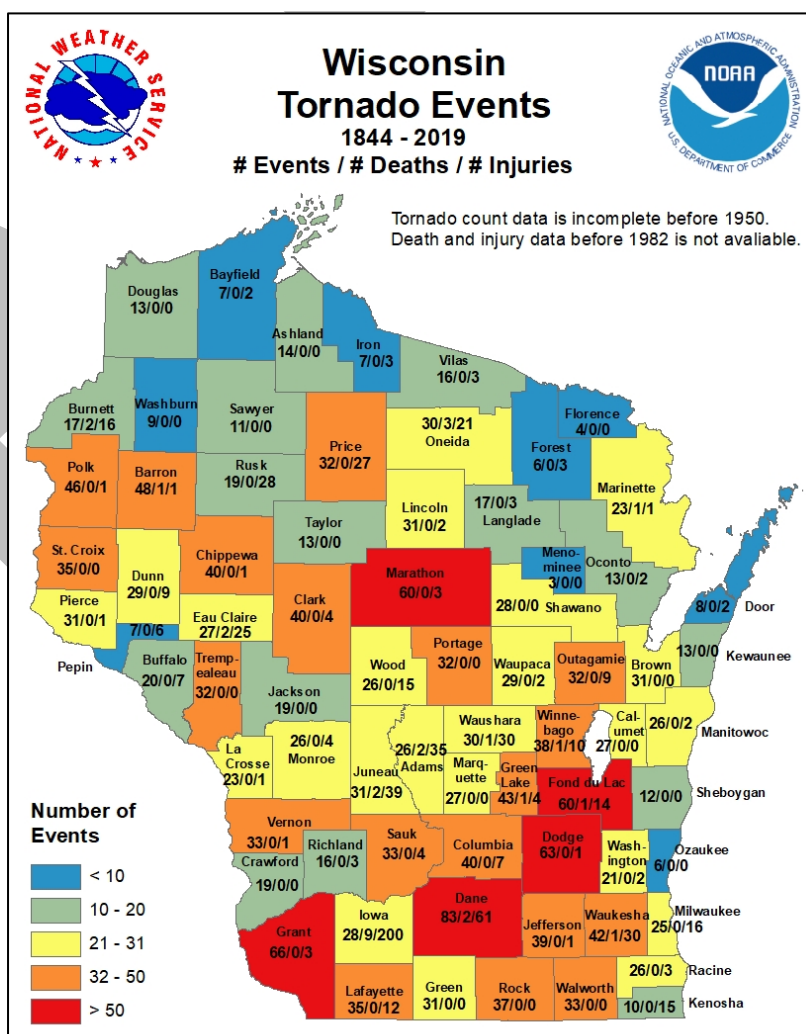
### Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **very high** probability of experiencing a tornado or strong wind event in any given year.

Tornadoes have no specific defined hazard area within the Oneida Nation Reservation. Past events have been relatively uniform across the planning area; however, manufactured home residents are often most vulnerable to death, injury, and property damage from tornadoes as these homes often lack foundations, tie-downs, and/or basements. Therefore, for the Oneida Nation, the Green Earth manufactured housing community off of Highway H is at greatest risk from this hazard.

To compare the impact of tornado events to Wisconsin, see Figure 3.2 and note that the Oneida Nation has experienced approximately 27 tornadoes from 1844-2019 with no resulting deaths or injuries.

Figure 3.2: Wisconsin Tornado Events, 1844-2019



## Impacts

### Death and Injury

No deaths, but two injuries have been reported from tornado and strong wind events for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019, according to NCDC data.

### Critical Facilities

Hospitals can see increases in patient load following tornadoes. Schools can sustain damage, and if they do not sustain damage, they often function as temporary shelters in the aftermath of tornadoes. Police and fire departments often see an increased workload during and after tornadoes. Power lines and communication towers are at risk of being blown down.

Any critical facility in the planning area may be impacted by a tornado; however, schools and manufactured home communities are of particular concern during tornadoes. Schools are a primary concern during tornadoes for three reasons: (1) they have large numbers of people present, either during school or as a storm shelter; (2) they have large span areas, such as gyms and theaters; and (3) they house a vulnerable population during the day time for most of the year.

The National Weather Service has found that unanchored manufactured homes start to fail due to wind speed and wind stress at lower wind gusts/wind speeds than permanent homes. Therefore, manufactured home communities are a primary concern during tornadoes. The use of anchoring systems and foundations can help reduce damage to manufactured homes caused by tornadoes and strong winds.



### Economic Impacts

A tornado can have a significant economic impact to a local economy due to irrecoverable businesses and infrastructure damages. A heavily damaged business often never reopens after the event.

Infrastructure damage is usually limited to above ground utilities, such as power lines. Damage to utility lines can usually be repaired or replaced relatively quickly. Damage to roads and to railroads is also localized; if these facilities cannot be repaired promptly, alternate transportation routes must be established.

Public expenditures include search and rescue, shelters, and emergency protection measures. The greatest public expenditures for a community result from repairs to public facilities, and cleanup and disposal of debris. Cleanup and disposal can be an issue, especially if there is limited landfill capacity near the damage site.

Since manufactured homes are especially vulnerable to tornadoes, a “worst case scenario” for this hazard would involve the total destruction of the manufactured homes within the Oneida Nation Reservation.

Reported property damage from significant tornadoes and strong wind events for the Oneida Nation has totaled \$419,100 over the last 20 years, according to the NCDC.

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## **FLOODING**

A flood is a rising and overflowing of a body of water especially onto normally dry land. FEMA defines a flood as a general and temporary condition of partial or complete inundation of two or more acres of normally dry land area or of two or more properties from overflow of inland or tidal waters, unusual and rapid accumulation or runoff of surface waters from any source, or mudflow.

The type of flooding that can impact the Oneida Nation includes riverine, stormwater, and dam failure flooding. An additional flooding concern for Oneida Nation is the threat of overflow of liquid manure in holding pits and lagoons from large-scale farms.

### **Riverine Flooding**

Riverine flooding occurs when water draining from a watershed, whether from rainfall or melting snow, exceeds the capacity of the river or stream channel to hold it. Water overflows onto the nearby low-lying lands (floodplains). In hilly and mountainous areas flooding is likely to be rapid, deep, and dangerous. In relatively flat floodplains, land may stay covered with shallow, slow moving water for days or even weeks.

### **Stormwater Flooding**

Flooding often occurs in urban areas due to stormwater management issues. Stormwater drainage systems have been designed to manage most storms. However, larger storms that occur in a short time period are of such intensity that the drains cannot handle all the stormwater and flooding results. Localized stormwater flooding can also occur if storm drains in the area are blocked. It is important to keep the drainage system clear of litter and debris.

Newly built property developments incorporate stormwater management measures such as stormwater detention and retention basins that provide greater flood protection. Detention basins slow the flow of stormwater being carried in the drainage system by storing it for a time, while retention basins (i.e. ponds) hold water during most of the year. Detention basins often double as parks and playing fields.

### **Dam Failure Flooding**

Flooding can result from a dam failure. A dam is an artificial barrier, together with its appurtenant works, constructed in or across a waterway for the primary purpose of impounding or diverting water. Dam failure can occur for a number of reasons, including overtopping caused by floods that exceed the capacity of the dam, deliberate acts of sabotage, structural failure of materials used in dam construction, movement and/or failure of the foundation supporting the dam, settlement and cracking of concrete or embankment dams, piping and internal erosion of soil in embankment dams, or inadequate maintenance and upkeep.



According to the Environmental, Health, Safety, Land and Agriculture Division, there is one dam remaining within the Oneida Nation Reservation, which has been modified to become a very low threat dam.

### **Past Occurrences**

According to the NCDC, the Oneida Nation has experienced 20 significant flooding events (including flood, flash flood, heavy rain, and stormwater flooding) in the last 20 years from January 1, 2000 to December 31, 2019. Some of

these reported occurrences may not have been specific to the Oneida Nation, and may have been recorded for a larger regional area.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately one significant flooding event every year.



### **Climate Change Impacts**

An increase in total precipitation and in the number of intense rainfall events – as predicted by Wisconsin climatologists, will result in an increased risk of flooding. With more intense and frequent flooding events comes greater risks to public safety, property damage, rising threats to drinking and wastewater systems, more stress on the durability of roads and buildings, an increase in shoreline flooding and erosion, overwhelmed stormwater management infrastructure, dam failures, and crop losses.

### **Vulnerability**

FEMA uses the “base” flood as the basis for its regulatory requirements and flood insurance ratings. The hazards mitigation plan also uses the base flood for planning purposes. The base flood is the one percent chance flood, or the flood that has a one percent (one out of 100) chance of occurring in any given year. The one percent chance flood is commonly referred to as the “100-year flood.”

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a moderate probability of sustaining a 100-year flood in any given year.

The areas at greatest risk from flooding include the “100-year floodplain” areas of the Oneida Nation Reservation. FEMA Flood Insurance Rate Maps also call this the Special Flood Hazard Area, or “A Zone.” The base floodplains for the planning area are shown in Map 3.1. Properties that potentially lie within the floodplain and would be affected by the 100-year flood are shown in Map 3.2.

To compare the impact of flood events to Wisconsin, see Figure 3.3 and note that the Oneida Nation has experienced approximately 17 flood events from 1844-2019 with no resulting deaths or injuries.

Repetitive Loss Properties

According to FEMA records, there are no repetitive loss properties within the Oneida Nation Reservation.

Repetitive loss structure is a term that is usually associated with the National Flood Insurance Program (NFIP) to describe a structure, covered by a contract of flood insurance under the NFIP, that has suffered flood damage on two or more occasions over a 10-year period ending on the date when a second claim is made, in which the cost to repair the flood damage, on average, equals or exceeds 25 percent of the market-value of the structure at the time of each flood loss event. For the Community Rating System (CRS) of the NFIP, a repetitive loss property is any property, which the NFIP has paid two or more flood claims of \$1,000 or more in any given 10-year period since 1978. A repetitive loss structure is important to the NFIP, since structures that flood frequently put a strain on the flood insurance fund. It should also be important to a community because residents’ lives are disrupted and may be threatened by the continual flooding.

Impacts

Death and Injury

No deaths or injuries from flooding have been reported for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019, according to the NCDC.

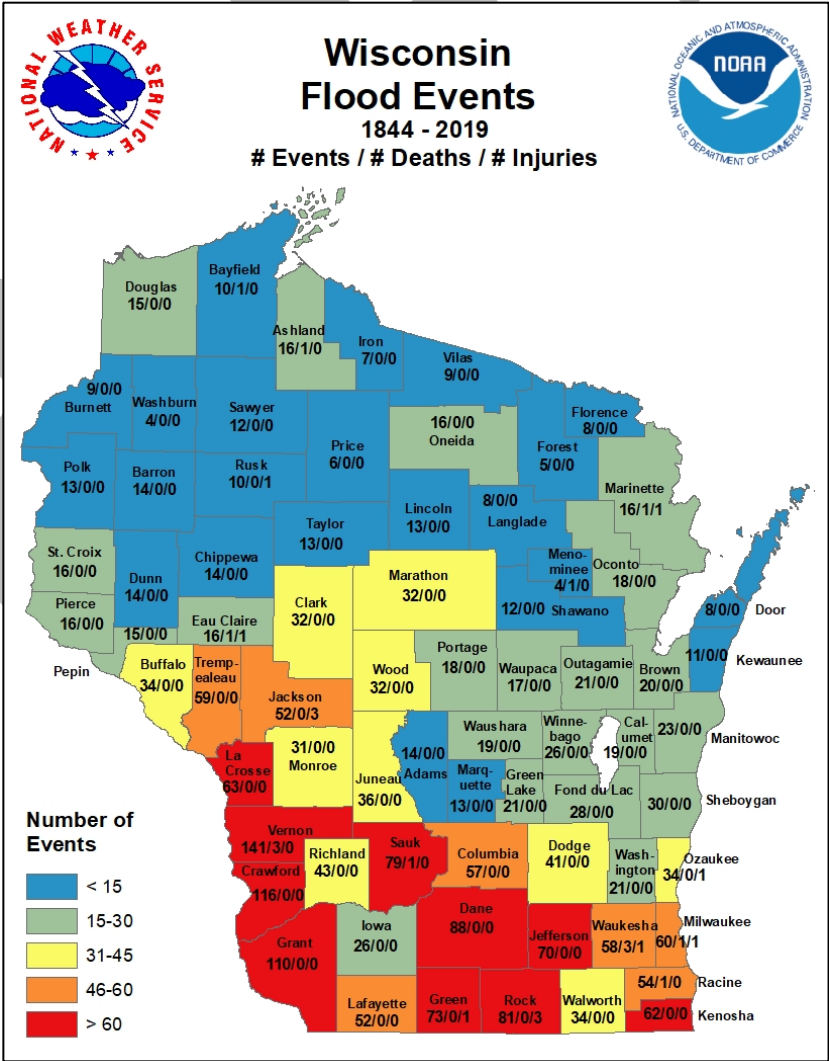
Critical Facilities

Some critical facilities located in or near floodplains could be impacted during flooding making the facility inaccessible, or the services unavailable. Vulnerable populations could require relocating during flooding events.

Economic Impacts

Flooding can have significant economic impact to a local economy from resulting damage to businesses and infrastructure. During floods, property and belongings may be destroyed and people may become homeless. Public expenditures will include police, fire, and emergency management personnel and shelters, and may also include search and rescue.

Figure 3.3: Wisconsin Flood Events, 1844-2019



Great public expenditures result from repairs to public facilities and cleanup. It often takes years for affected communities and businesses to rebuild and return to normalcy.

Loss of road access is a major flood impact that affects all residents and businesses, not just those who own property in the floodplain. Sometimes, the loss is temporary, such as during a flood. However, on some occasions, the loss of transportation lasts well after the disaster. When a flood washes out roads, bridges, or railroads, it can be weeks or months before they are repaired and reusable. A key evacuation and safety concern arises when flood water rise above roads and bridges. Generally, the larger the road, the less likely it is to flood, but this is not always the case.

Vulnerable structures are structures located in the 100-year flood hazard area identified in Map 3.1. Since there is no building height data for buildings in these flood hazard areas, a “worst case scenario” of total structural damage for buildings in all of the flood zones of the planning area was assumed in estimating potential dollar losses to vulnerable structures.

According to Oneida Risk Management, it is estimated that over \$13,118,529 in losses would occur with a flood resulting in a “worst case scenario” of total structural damage for all buildings within flood zones within the Oneida Nation Reservation.

Property value information was obtained from the Oneida Nation Risk Management department. Estimates only include damage to structures themselves, and may not account for damage to personal property inside or adjacent to vulnerable structures. In addition, there may be areas outside the 100-year flood zones that will flood during an event of that magnitude (or even of lesser magnitude).

Through zoning, development in floodplains and shoreland areas is kept to a minimum. The Oneida Nation has shoreland and floodplain zoning. These ordinances are a useful tool in keeping inappropriate development out of flood hazard zones within the Oneida Nation Reservation.

Reported property damage from flooding within the Oneida Nation Reservation has totaled \$557,000 over the last 20 years, according to NCDRC data.

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### **EXTREME COLD**

Exposure to extreme cold can cause frostbite or hypothermia and become life threatening. What constitutes extreme cold varies in different parts of the country. In Wisconsin, extreme cold means temperatures well below zero with wind chill. Wind chill is the term used to describe the rate of heat loss from the human body resulting from the combined effect of low temperature and wind. As winds increase, heat is carried away from the body at a faster rate, driving down both the skin temperature and eventually the internal body temperature.

Extreme cold is a dangerous situation that can cause health emergencies for susceptible people, such as children, the elderly, those without shelter, those who are stranded outdoors or in a disabled car, or those who live in a home that is poorly insulated or without heat.



### Past Occurrences

According to the NCDC, the Oneida Nation has experienced 18 significant extreme cold events in the last 20 years from January 1, 2000 to December 31, 2019.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately one significant extreme cold event every year.

### Climate Change Impacts

Wisconsin climatologists predict that winters will continue to shift toward fewer extreme cold events. Daily low temperatures below 0° F are projected to be much less common, with 22 fewer subzero events each year projected for the northern half of the state.

### Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of experiencing an extreme cold event in any given year.

Extreme cold events have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area.

### Impacts from Hazard

#### Death and Injury

Four deaths were reported from a significant extreme cold event for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019 according to NCDC data.

#### Critical Facilities

All heated facilities have greater heating expenses during an extreme cold event, and increased demand will affect electric and natural gas utilities. There is also increased stress on infrastructure during extreme cold events and water line breaks often occur. Hospitals and clinics may experience an increase in patients exposed to the extreme cold conditions. Emergency shelters may take in additional individuals during the extreme cold event. Area schools may cancel classes or call for early dismissal in extreme cold events. Local fire departments and rescue services may also deal with direct or indirect consequences of the extreme cold event.

#### Economic Impacts

Municipalities and water utilities may need to repair damaged water mains caused by the extreme cold. If area school districts need to call off school early on extremely cold days, there may be expenses involved with early busing and with paying staff for a full day while only having the benefit of a partial day of instruction.

Reported property damage from significant extreme cold events for the Oneida Nation has totaled approximately \$158,000 in public property damages over the last 20 years, according to the NCDC.

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## **EXCESSIVE HEAT**

A combination of high heat and humidity can lead to heat related illness, including heat cramps, heat exhaustion, and heat stroke. Heat-related illness can occur when the ability of the body to cool itself is challenged, or when there are insufficient levels of fluid or salt in the body due to sweating or dehydration. Heat-related illnesses increase as the combination of temperature and relative humidity increase, but there are other factors involved as well. The elderly, disabled, and other vulnerable populations are especially susceptible to excessive heat. A heat wave occurs during a period of abnormally and uncomfortably hot and unusually humid weather. Typically, a heat wave lasts two or more days.

### **Past Occurrences**

According to the NCDC, the Oneida Nation has experienced 10 significant excessive heat events in the last 20 years from January 1, 2000 to December 31, 2019.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately one significant excessive heat event every year.

### **Climate Change Impacts**

Wisconsin climatologists predict that by 2050, the frequency of very hot days will likely more than double in the north half of the state, which translates to about one more week each year with daily high temperatures topping 90° F. Increasing frequency of excessive heat events or heat waves (prolonged periods of stagnant air with temperatures over 90° F) will have direct impacts on human health. A substantial number of deaths and illnesses can occur, especially among the youngest and oldest in the population, when excessive heat conditions continue for several consecutive days with little to no relief. Additionally, excessive heat can negatively impact agriculture from heat stress on livestock and crops. Parks that provide recreational water facilities are likely to experience increased usage during times of excessive as well.

### **Vulnerability**

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of experiencing an excessive heat event in any given year.

Excessive heat events have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area.

### **Impacts from Hazard**

#### **Death and Injury**

No deaths, but three injuries have been reported from significant excessive heat events for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019 according to NCDC data.

### Critical Facilities

Utilities may see peak demand for electricity during excessive heat event. Hospitals and clinics will likely experience an increased demand due to heat related illnesses during an excessive heat event. In some cases, rescue services will experience an increased demand due to heat related illnesses. If school is in session during the excessive heat event, area school districts may dismiss classes early in the day, at least in older schools without air conditioning. Emergency shelters will experience higher demand during the excessive heat, with some emergency shelters being set up specifically in response.

### Economic Impacts

Economic impacts of an excessive heat event may include higher electrical consumption and increased demands for medical treatment. Local governments may need to incur expenses when repairing streets and highways in the planning area that have been damaged due to buckling. Excessive heat can also negatively impact agriculture in the surrounding area when combined with drought.

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## HAIL

Hail is a form of precipitation that occurs when updrafts in thunderstorms carry raindrops upward into extremely cold areas of the atmosphere where they freeze into balls of ice. Hailstone size is a direct function of the severity and size of the storm. Hail can be deadly to livestock and people, and can damage homes, cars, and aircraft.

### Past Occurrences

According to the NCDC, the Oneida Nation has experienced 17 significant hail events in the last 20 years from January 1, 2000 to December 31, 2019.

Based on previous hazard occurrences, the Oneida Nation experiences approximately one significant hail event per year.

### Climate Change Impacts

A predicted increase in stronger and more frequent storms than in the past increases the risk from hail events including deaths, injuries, property damage, crop damage, increased runoff, and significant soil erosion.

### Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of experiencing a significant hail event in any given year.

Hailstorms have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area or the larger regional area.

### Impacts from Hazard

#### Death and Injury

No death or injuries have been reported from hail events within the Oneida Nation Reservation over the last 20 years from January 1, 2000 to December 31, 2019, according to NCDC data.

#### Critical Facilities

Hail can inflict severe damage to roofs, windows, and siding of critical facilities, depending on hailstone size and winds.

#### Economic Impacts

Hail can damage or destroy crops, and cause costly damage to roofs, windows, siding, trees, and vehicles.

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## DENSE FOG

Fog is a collection of liquid water droplets or ice crystals suspended in the air at or near the ground. Fog can be considered a type of low-lying cloud, usually resembling stratus, and is heavily influenced by nearby bodies of water, topography, and wind conditions. Dense fog creates a hazardous situation mainly because of reduced visibility. To alert travelers to potentially dangerous conditions, the National Weather Service forecasts fog and issues dense fog advisories when visibility is decreased to less than one quarter of a mile.

#### Past Occurrences

According to the NCDC, the Oneida Nation has experienced four significant dense fog events in the last 20 years from January 1, 2000 to December 31, 2019.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately one significant dense fog events every year.

#### Climate Change Impacts

A predicted increase in wet weather events will likely increase the occurrence of fog events and the resulting potential for traffic related deaths, injuries, and property damage.

#### Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a significant dense fog event in any given year.

Low lying areas along waterways and wetlands are at greatest risk for developing dense fog under certain meteorological conditions. However, no portion of the planning area is free of the possibility of experiencing fog events.

### **Impacts from Hazard**

#### **Death and Injury**

No deaths or injuries have been reported from significant fog events for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019, according to NCDC data.

#### **Critical Facilities**

Law enforcement and rescue services may need to respond to an increased number of accidents during dense fog events. Airports can experience flight delays and cancellations during certain fog events.

#### **Economic Impacts**

Vehicular accidents from dense fog events can result in property damage. Airline delays due to fog have economic impacts for travelers and airlines.

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### **DROUGHT**

A drought is an extended period of below-average precipitation in a given region resulting in prolonged shortages in the water supply (including surface or groundwater). A drought can last for months or years.

Droughts in Wisconsin often have the greatest impact on agriculture by reducing crop growth and yields. More substantial drought occurrences can devastate crops resulting in a total loss. Droughts can also cause dry conditions increasing the risk of wildland fires.

#### **Past Occurrences**

According to the NCDC, the Oneida Nation has experienced one significant drought event in the last 20 years from January 1, 2000 to December 31, 2019.

Based on previous hazard occurrences as reported by the NCDC, the Oneida Nation experiences approximately one significant drought every year.

### **Climate Change Impacts**

With Wisconsin climatologists predicting more dry days, coupled with higher summer temperatures and increased evapotranspiration, an increase in drought events is likely. Increased droughts could result in further water level declines in lakes and wetlands, wildlife habitat impacts, urban tree and forest stress, agricultural crop losses, increased irrigation demands at times during the growing season, aquifer stress, and a greater likelihood for wildland fire.

### **Vulnerability**

The future incidence of drought is highly unpredictable, as its occurrence is based on weather patterns, making it difficult to determine probability with any accuracy. Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a drought event in any given year.

Droughts have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area, as they tend to be a regional phenomenon. However, agricultural croplands are most vulnerable to losses from drought events. According to land use data (Map 2.2), the Oneida Nation Reservation contains 37,366 acres of agricultural lands.

### **Impacts from Hazard**

#### **Death and Injury**

No deaths or injuries have been reported from significant drought events for the Oneida Nation over the last 20 years from January 1, 2000 to December 31, 2019, according to NCDC data.

#### **Critical Facilities**

In extreme, prolonged drought conditions, water shortages may occur and affect the amount of water available for human consumption, and hospitals could see an increase in individuals suffering from dehydration.

#### **Economic Impacts**

Drought can significantly reduce crop growth and yields, which adversely affects farm income. Substantial drought events can lead to complete crop loss. Livestock may also be adversely affected by droughts.

As agricultural croplands are most vulnerable to losses from drought events, a “worst case scenario” would involve the total destruction of all 37,366 acres of agricultural lands within the Oneida Nation Reservation resulting in a loss of over \$336.4 million. This calculation is based on data from a 2019 land values analysis conducted by the Farm Management Division of the University of Wisconsin Extension Service, which calculated the average value of agricultural land within the Oneida Nation Reservation at \$9,002 per acre (Nantel, 2020; <https://farms.extension.wisc.edu/articles/wisconsin-agricultural-land-prices/>).

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### **WILDLAND FIRE**

A wildland fire is an unintentional burning in forests, brush, grasslands, or open lands, typically caused by lightning, human carelessness, or arson. According to the current land use on the Oneida Nation Reservation (Table 2.1), 14 percent of the Oneida Nation Reservation is forest and 4 percent is grasslands, which are potentially susceptible to wildland fires. Generally, fires are more likely when vegetation is dry.

### **Past Occurrences**

There have been no significant wildland fires on record for the Oneida Nation, so the hazard frequency cannot be determined.

### **Climate Change Impacts**

With Wisconsin climatologists predicting more dry days, coupled with higher summer temperatures and increased evapotranspiration, an increase in drought events is likely. Increased droughts could result a greater a likelihood for wildland fire.

### **Vulnerability**

According to the U.S. Forest Service Wildland Fire Assessment System, the Oneida Nation Reservation regularly falls within a low to moderate fire danger class. A low rating indicates that fuels do not ignite readily from small firebrands, while a moderate rating means that fires will likely start from most accidental causes.

The Oneida Nation Reservation contains approximately 9,320 acres of forestry lands and 2,400 acres of grasslands (based on current land use data). Of these, few contain timbers that are very susceptible to significant burning.

As the Oneida Nation Reservation is not contiguously forested and does not contain the hazards and risks necessary to warrant intensive or extensive fire protection, the Wisconsin DNR designates Brown and Outagamie counties, which encompass the Oneida Nation Reservation, a “Cooperative Fire Protection Area.” Therefore, no DNR ranger stations or suppression resources are located within the Oneida Nation Reservation or the surrounding areas of Brown and Outagamie counties.

The likelihood that any wildland fire within the Oneida Nation Reservation would be catastrophic is **low** as most susceptible areas lack enough acreage to allow for continuous burning.

### **Impacts from Hazard**

#### **Death and Injury**

No data on deaths or injuries is available for significant wildland fire events for the Oneida Nation.

#### **Critical Facilities**

All critical facilities located in the path of a wildland fire can be affected structurally and functionally if evacuation is deemed necessary. Fire, emergency response, and police personnel are most affected by wildland fires due to the dangers of helping to save people and extinguish fires, and the increased workloads during and after occurrences. Hospitals can see increases in patient load resulting from burn related injuries and individuals suffering from the effects of smoke inhalation.

#### **Economic Impacts**

Fires can have an impact on the economy of an affected area by causing property damages. Major direct costs associated with wildland fires are incurred to extinguish the fire, to salvage and remove damaged debris, restore the burned area, and reconstruction. Wildland fires can also have a significant impact on local agriculture.

## HUMAN-CAUSED HAZARD PROFILES

Each human-caused hazard that has been identified as a significant impact to the Oneida Nation has been profiled in this section. The hazard profile describes the characteristics of past human-caused hazards, and their impacts, frequency, and probability of future hazards that could impact the Oneida Nation.

Hazard risk probabilities are represented as high, moderate, and low. High risk probability hazards are defined as hazards that occur an average of more than three times per year; moderate risk probability hazards are those that occur an average of one to three times per year; and low risk probability hazards occur less frequently than one time per year.

The human-caused hazards profiled in this section include Cybersecurity Threats, Hazardous Spills, and Manure Spills.

### CYBERSECURITY THREATS

Cybersecurity threats are those that present a risk to digital systems, networks, and programs from outside attacks. These threats are usually aimed at accessing, changing, or destroying sensitive information; extorting money from users; or interrupting normal business processes.

Implementing effective cybersecurity measures are challenging as there are more devices than people, and attackers continue to develop new tactics.

#### Past Occurrences

Detailed information on cybersecurity threat occurrences is only shared with the Oneida Nation’s insurance carrier. The Oneida Nation Information Security, recalls three cybersecurity threat incidents over the last several years; however, this information is not based on any system security information. Fortunately, the three incidents were minor and had very little impact to the Oneida Nation.

Based on Information Security recollections of previous hazard occurrences, the Oneida Nation experiences 0-1 one cybersecurity threat per year.

#### Vulnerability

As with all organizations, cybersecurity threats are a constant reality for the Oneida Nation. Cybersecurity threats are difficult to plan for, as they can occur in a variety of ways, and from any number of sources, including employee errors or carelessness. The type of incidents we hear about most often are the exposure to personal identifying information or personal health information. An organization may be significantly impacted when a breach exposes personal information. Many other types

### TYPES OF CYBERSECURITY THREATS

- ADVANCED PERSISTENT THREATS
- PHISHING
- TROJANS
- BOTNETS
- RANSOMWARE
- DISTRIBUTED DENIAL OF SERVICE (DDOS)
- WIPER ATTACKS
- INTELLECTUAL PROPERTY THEFT
- THEFT OF MONEY
- DATA MANIPULATION
- DATA DESTRUCTION
- SPYWARE/MALWARE
- MAN IN THE MIDDLE (MITM)
- ADVANCED PERSISTENT THREATS
- DRIVE-BY DOWNLOADS
- MALVERTISING
- ROGUE SOFTWARE
- UNPATCHED SOFTWARE

SOURCE: SECUREWORKS.  
HTTPS://WWW.SECUREWORKS.COM  
/BLOG/CYBER-THREAT-BASICS.  
MAY 12, 2017.



of cybersecurity threats can impact the Oneida Nation, such as systems being shut down by a hacker for ransom or a diversion of an electronic funds transfers. This is not an all-inclusive mention of the types of cyber threats faced every day.

The best defense for the Oneida Nation is through the work of the Information Security staff. Information Security oversees the system designed to detect threats and stop them. However, with the myriad of avenues in cyberspace, even their best efforts may not prevent a system back door left open or employee errors.

The likelihood that any cybersecurity threat to the Oneida Nation would be catastrophic is **low**, but continued commitment and attentiveness from Information Security is imperative.

### **Impacts from Hazard**

#### **Death and Injury**

No incidents of death or injuries have been reported for cybersecurity threats for the Oneida Nation, nor is such an impact anticipated from this hazard.

#### **Critical Facilities**

All critical facilities that rely on digital data or information systems are at risk from cybersecurity threats. Cybersecurity threats combined with an on-going natural hazard event could have a significant impact on critical facilities and the people that rely on them.

#### **Economic Impacts**

The economic impact of cybersecurity threats may include internal and external resources to stop the attack, correct the vulnerability, notify affected individuals, and offer identification or other protection. Additional costs may include the interruption in business, and loss of revenue for uninsured costs. There can also be the unmeasurable cost of losing the trust of the public, employees, or stakeholders – and the costs in efforts to regain trust.

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## **HAZARDOUS SPILLS**

A spill is a discharge (i.e., spilling, leaking, pumping, pouring, emitting, emptying, dumping, etc., to land, air or water) that is typically a one-time event or occurrence, and usually inadvertent. A hazardous spill is a discharge of a substance that can cause harm to human health and safety, or the environment, because of where it is spilled, the amount spilled, its toxicity or its concentration. Even common products such as milk, butter, corn, etc., may be considered a hazardous substance if discharged to a sensitive area.

Wis. Stat. 292.11(2) and Wis. Admin. NR 706.05 require individuals and entities that possess or control a hazardous substance, or that cause the discharge of a hazardous substance to the environment, to notify the Wisconsin DNR immediately about the discharge. Wis. Stat. 292.99 authorizes penalties up to \$5,000 for each violation of the notification requirement.

### Past Occurrences

According to the Wisconsin DNR's online Bureau for Remediation and Redevelopment Tracking System (BRRTS) database, the Oneida Nation has experienced 335 hazardous spill events in the last 10 years from 2010 to 2020. This total does not include manure spills as they are addressed as a separate human-caused hazard.

Most spills were the result of vehicle accidents and were immediately cleaned up. There were also a few that were the result of accidents involving non-PCB transformers being hit. Hazardous spills include all substance spills as well as reported spills of a negligible quantity or those having minimal impact.

Based on previous hazard occurrences as reported in BRRTS, the Oneida Nation experiences approximately 34 hazardous spill events per year.

### Vulnerability

The Oneida Nation is vulnerable to hazardous spills via transportation corridors, particularly highways that traverse the area, and the significant amount of agricultural activity (57% of the land use) within the Oneida Nation Reservation. Risks are present from spills of agricultural products including fertilizers, pesticides and anhydrous ammonia; and any number of other hazardous substances being transported through the Oneida Nation Reservation via highways. Additionally, a review of BRRTS shows that there are incidents in neighboring areas involving large dairy farms and/or other food processing facilities that have the potential to cause damage to Oneida Nation resources. Sanamax, a rendering plant just outside the northeast corner of the Oneida Reservation, frequently reports road spillages from vehicles transporting into and out of the facility.

Based on the hazard frequency of past occurrences, the Oneida Nation is considered to have a **high** probability of experiencing a hazardous spill in any given year.

### Impacts from Hazard

#### Death and Injury

No incidents of death or injuries have been reported for hazardous spills for the Oneida Nation.

#### Critical Facilities

No critical facilities are particularly vulnerable to hazardous spills. However, additional response will likely be required from a number of the Oneida Nation services during an event, including Environmental Safety, Land, and Agriculture Division; Emergency Management; Risk Management; Division of Public Works; and the Communications Dept.; as well as Wisconsin DNR and EPA. Depending on the severity of the spill, hospitals and fire departments could be impacted from response and care of victims.

#### Economic Impacts

The cost of response and cleanup of a hazardous spill depends heavily on what product is spilled and where it occurs. A few gallons of paint spilled on a flat parking lot would require minimal effort and cost to cleanup. In contrast, the cost of cleaning up a tractor trailer that spilled hundreds of gallons of ethylene glycol into a waterway could easily reach over \$100,000. Costs will be incurred for the staff resources for various departments and agencies that need to respond to, document, and report the incident. There will also be costs incurred for staff time, supplies, and equipment needed to protect human health and the environment, and to clean up the substance as efficiently and effectively as possible.

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## **MANURE SPILLS**

A manure spill is a subset of a hazardous spill; however, due to the significant impact and frequency of occurrence within the Oneida Nation, it has been added as a separate human-caused hazard.

A manure spill is a discharge of animal waste into the environment in a manner that exceeds the rate of nutrient uptake by plants or applied in a manner that is not identified in the “Nutrient Management Plan.” Manure spills may occur during manure storage, transportation, and land application.

### **Past Occurrences**

According to the Wisconsin DNR’s online Bureau for Remediation and Redevelopment Tracking System (BRRTS) database, the Oneida Nation has experienced 71 manure spill events in the last 10 years from 2010 to 2020.

Most were the result of vehicle accidents and were immediately cleaned up. Two events, the Meadowview Dairy spill and the Robertson spill were significant. The Meadowview dairy spill sent approximately three million gallons of liquid manure into Coyote Run in 2014. The Robertson spill sent 300,000 gallons of liquid manure into Silver Creek in 2018.

Based on previous hazard occurrences as reported in BRRTS, the Oneida Nation experiences approximately seven manure spills per year.

### **Vulnerability**

With 37,366 acres of the Oneida Nation Reservation in agriculture (57% of land use), there is a significant vulnerability to the threat of manure spills during storage, transportation, and land application. Additionally, there are large dairy farms on neighboring lands that present additional risk for manure spills during transportation.

Based on the hazard frequency of past occurrences, the Oneida Nation is considered to have a **high** probability of experiencing a manure spill in any given year.

### **Impacts from Hazard**

#### **Death and Injury**

No incidents of death or injuries have been reported for manure spills for the Oneida Nation.

#### **Critical Facilities**

No critical facilities are particularly vulnerable to manure spills. However, additional response will likely be required from a number of Oneida Nation services during an event, including Environmental Safety, Land, and Agriculture Division; Emergency Management; Risk Management; Division of Public Works; and the Communications Dept.; as well as Wisconsin DNR and EPA.

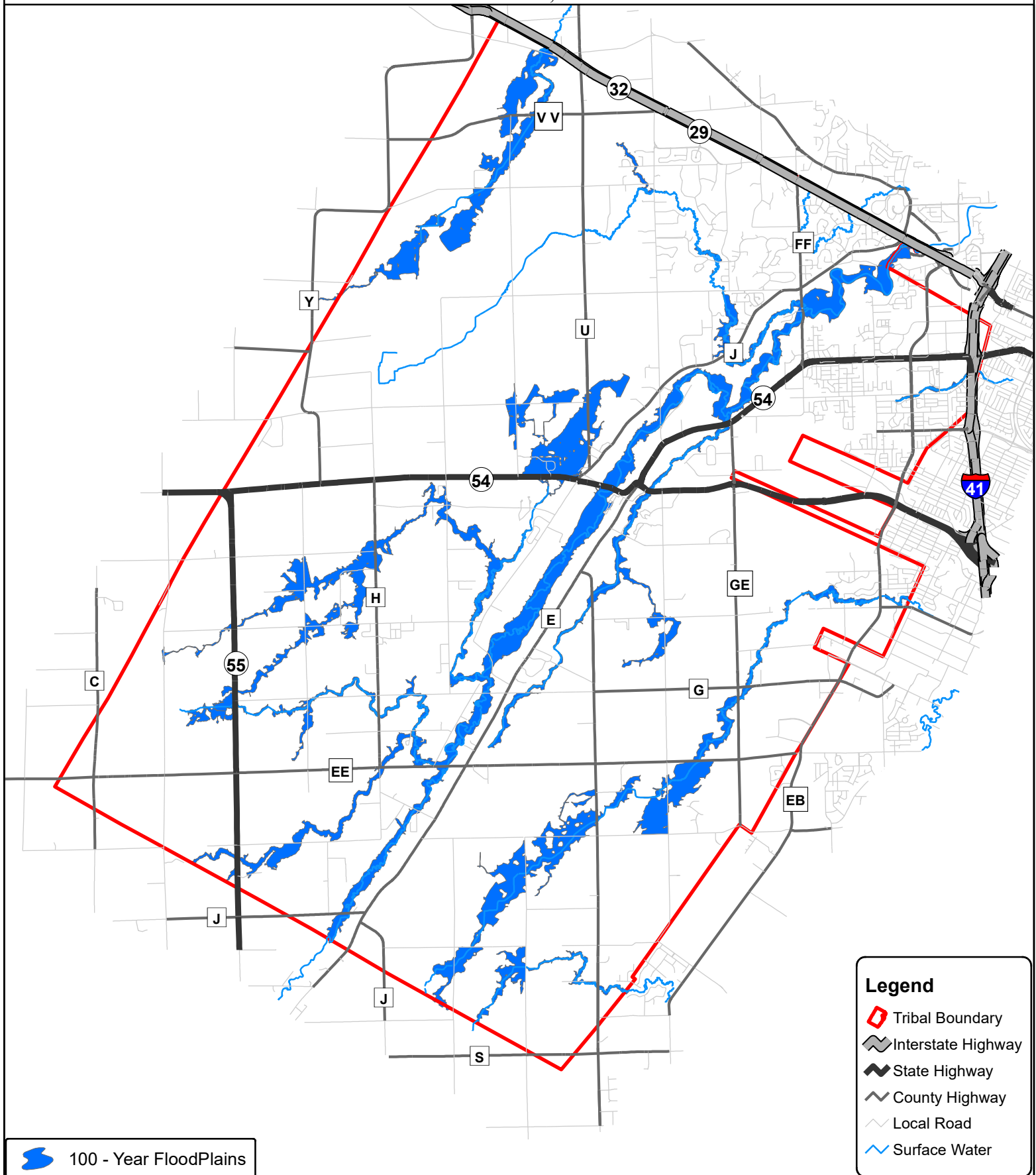
#### **Economic Impacts**

The cost of response and cleanup of a manure spill depends heavily on the quantity that is spilled and where it occurs. Costs will be incurred for the staff resources for various departments and agencies that need to respond to, document, and report the incident. There will also be costs incurred for staff time, supplies, and equipment needed to the environment, and to clean up the substance as efficiently and effectively as possible.

# Base Floodplains

## Oneida Nation Pre-Disaster Mitigation Plan

### Oneida Reservation, Wisconsin



100 - Year FloodPlains



A good mind. A good heart. A strong fire.

GEOGRAPHIC LAND INFORMATION SYSTEMS  
N7332 Water Circle Place  
Oneida, Wisconsin  
(920) 869-1600

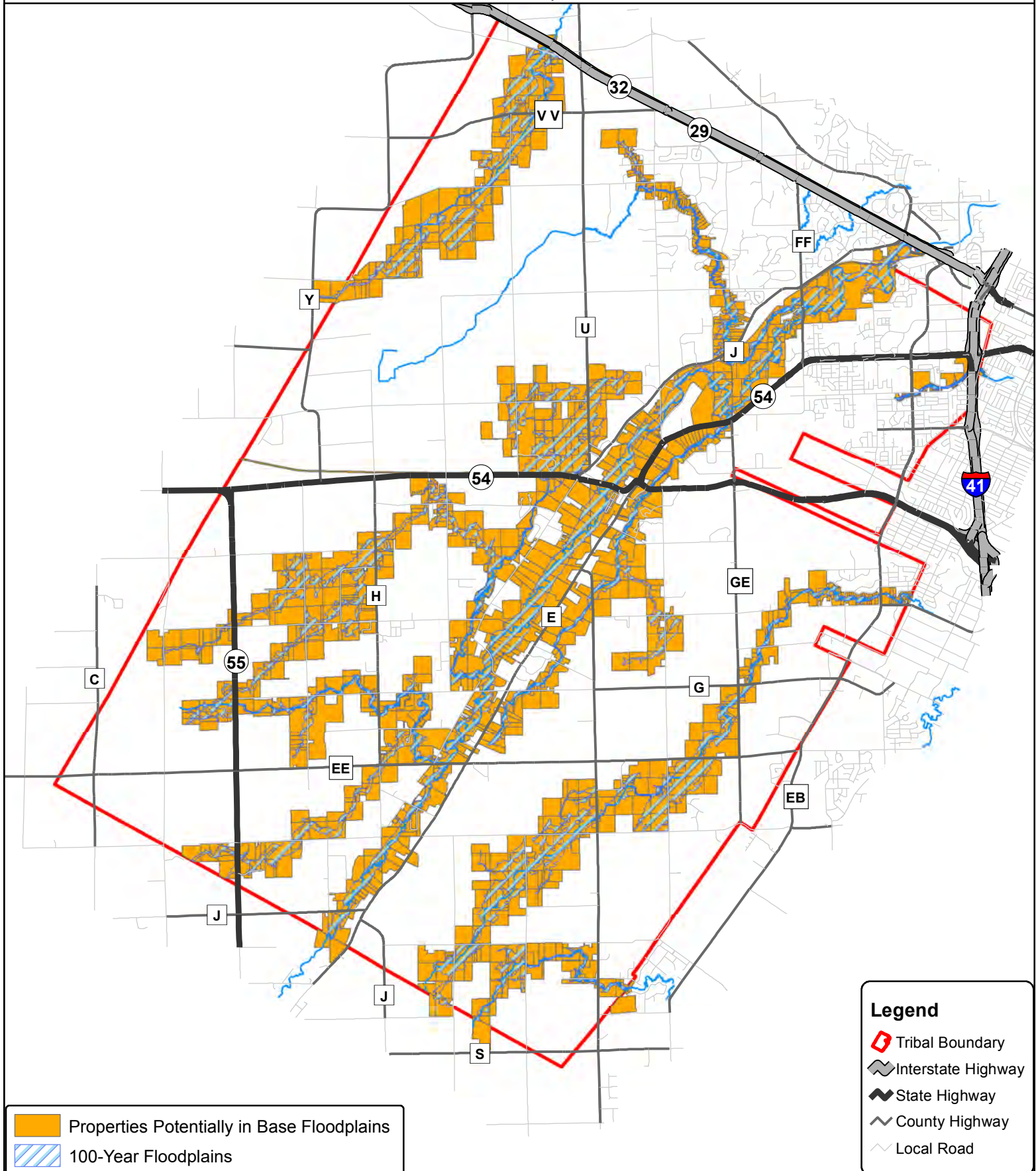
File: Base Floodplains-2021.mxd Date: 01/21/2021

0 0.5 1 1.5 2  
Miles



Source: Photography 2014  
Coordinate System: Wisconsin State Plane, Central Zone  
Lambert Projection, U.S. Foot  
Horizontal Datum: NAD83  
Vertical Datum: Nav88





GEOGRAPHIC LAND INFORMATION SYSTEMS  
N7332 Water Circle Place  
Oneida, Wisconsin  
(920) 869-1600

File: Flood Parcels.mxd

Date: 01/30/2020

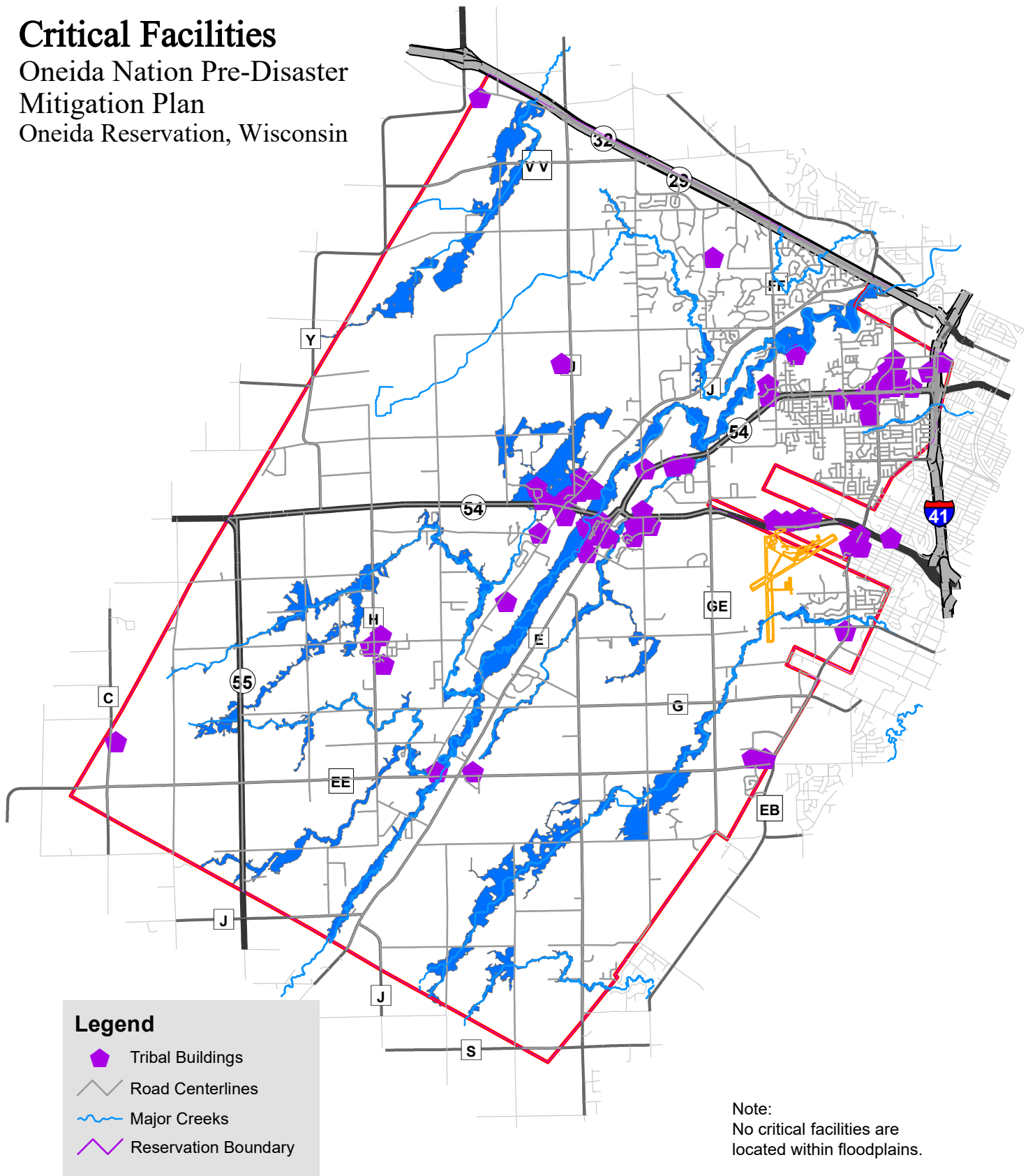
0 0.5 1 1.5 2  
Miles



Source: Photography 2014  
Coordinate System: Wisconsin State Plane, Central Zone  
Lambert Projection, U.S. Foot  
Horizontal Datum: NAD83  
Vertical Datum: Nav88

# Critical Facilities

Oneida Nation Pre-Disaster  
Mitigation Plan  
Oneida Reservation, Wisconsin

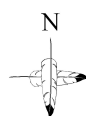


GEOGRAPHIC LAND INFORMATION SYSTEMS

N 703 Packerland Drive  
Green Bay, Wisconsin  
(920) 496-2007

File: Critical Facility-2021.mxd

Date: 2-1-21



Source: Photography May 10, 2001  
Coordinate System: Wisconsin State Plane, Central Zone  
Lambert Projection, U.S. Foot  
Horizontal Datum: NAD83  
Vertical Datum: Nav88

**CHAPTER 4 - MITIGATION STRATEGY**

The mitigation strategy outlines the activities that the Oneida Nation would like to implement in order to reduce their risk from hazards. The mitigation strategy is made up of the mitigation goals, mitigation actions, and a strategy for implementation. These components provide a framework to identify, prioritize, and implement actions to reduce risk to people and property from hazards.

This chapter also identifies the mitigation strategies the have been completed for the Oneida Nation and resources available for mitigation.

**PLAN GOALS**

The following mitigation goals have been developed for the Oneida Nation Pre-disaster Mitigation Plan. They offer overarching guidance aimed at mitigating hazards within the Oneida Nation Reservation.

- Goal 1. Minimize human, economic, and environmental disruption from hazards.
- Goal 2. Implement policies and programs designed to reduce or eliminate the impacts of hazards on people and property.
- Goal 3. Enhance public education, training, and outreach about disaster resiliency and expand public awareness of hazards and their impact.
- Goal 4. Enhance intergovernmental cooperation with surrounding counties and communities in hazard mitigation efforts and response to hazards and disasters.
- Goal 5. Promote and enhance the use of natural resource protection measures as a means to reduce the impacts of hazards on people and property.

**COMPLETED MITIGATION STRATEGIES**

Five mitigation actions have been completed since the preparation of the previous pre-disaster mitigation plan for the Oneida Nation. The completed mitigation strategies include a determination of which sirens do not have surge protection; the acquisition of surge protection on sirens, where needed; an investigation of the options, technologies, and feasibility of adding sirens or boosters; the acquisition of battery backups on sirens to prevent outages; and the acquisition of adequate coverage of both in-car and portable police radio communications.

**MITIGATION RESOURCES**

The Oneida Nation has a number of divisions and departments that enforce policies, execute programs, and provide resources that support the mitigation strategy for reducing potential losses identified in the risk assessment. These authorities have been identified under the responsible parties in the mitigation strategy tables.

## OPTIONS FOR FUNDING MITIGATION

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Hazard mitigation programs and projects can be funded in a variety of ways with funding from Tribal, public, and private programs, including local budgets, grants, or loans. The following is a list of a number of potential funding programs available to fund mitigation strategies identified in this plan, along with a weblink to additional information.

### Federal Funding Programs:

- EDA Public Works and Development Facilities (<https://www.eda.gov/programs/eda-programs/>)
- FEMA Assistance to Firefighters Grant (<https://www.fema.gov/grants/preparedness/firefighters>)
- FEMA Building Resilient Infrastructure and Communities (BRIC) (<https://www.fema.gov/grants/mitigation/building-resilient-infrastructure-communities>)
- FEMA Flood Mitigation Assistance Program (<https://www.fema.gov/grants/mitigation/floods>)
- FEMA Hazard Mitigation Grant Program (HMGP) (<https://www.fema.gov/grants/mitigation/hazard-mitigation>)
- U.S. DOT Hazardous Materials Emergency Preparedness (<https://www.phmsa.dot.gov/grants/hazmat/hazardous-materials-emergency-preparedness-hmep-grant>)
- U.S. Department of Education Readiness and Emergency Management for Schools (<https://www2.ed.gov/programs/dvpeemergencyresponse/index.html>)

### State Funding Programs:

- Wisconsin Department of Administration Emergency Solutions Grant, Housing Assistance Program (<https://doa.wi.gov/Pages/LocalGovtsGrants/Emergency-Solutions-Grant-Transitional-Housing-Program-Homelessness-Prevention-Program-ETH.aspx>)
- Wisconsin DNR Forest Fire Protection (FFP) Grant Program (<https://dnr.wisconsin.gov/aid/ForestFireProtection.html>)
- Wisconsin DNR Municipal Flood Control Grant Program (<https://dnr.wisconsin.gov/aid/MunFloodControl.html>)
- Wisconsin DNR Surface Water Grant Program (<https://dnr.wisconsin.gov/aid/SurfaceWater.html>)

## HAZARD MITIGATION STRATEGIES

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Tables 4.1-4.13 list the mitigation strategies that Oneida Nation has identified to reduce the impact of natural and human-caused hazards. Each table lists mitigation strategies for a specific hazard, the project prioritization, the estimated project timeline, and responsible parties.



The Oneida Nation Emergency Management will monitor the implementation of mitigation actions. Completed or revised projects will be documented in future five-year updates of the Oneida Nation pre-disaster mitigation plan.

A cost-benefit analysis was not prepared for any identified mitigation strategy, but will be undertaken as needed when the project is pursued.

### **STRATEGY PRIORITIZATION**

As part of the mitigation strategy, each project was prioritized by the steering committee. By consensus, the steering committee assigning a prioritization rank of “high,” “medium” or “low” to each strategy based on need, potential funding, and anticipated support for the project. The following tables include the identified mitigation strategies for both natural and human-caused hazards for each hazard type.

**Table 4.1: All Hazards Mitigation Strategies**

All Hazards				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Add a siren near Oneida Lake area for campers.	High	2020-2022	Division of Public Works; and Emergency Management	Campgrounds will be completed in summer 2021.
Develop a mass evacuation plan.	High	2020-2025	Brown and Outagamie Counties (coordinated activity); Planning, Zoning and Engineering Division; Emergency Management; Public Health	
Develop pandemic/infectious disease plan.	High	2020-2025	Public Health	
Develop Continuity of Operations Plan.	High	2020-2025	Emergency Management	
Improve GIS data accessibility, quality, and interoperability.	High	2020-2025	Planning, Zoning and Engineering Division; Environmental Safety, Land, and Agriculture Division	
Develop real-time dashboard of employed resources, response time, and emergency status.	High	2020-2025	Communications Department; Planning, Zoning and Engineering Division	
Acquire stand-alone digital system for communications.	High	2020-2025	Police; Management Information System	Currently relying on Brown County's digital system.
Promote the use of weather radios in all schools and in all homes, and provide education on use.	High	Ongoing	Emergency Management; Brown and Outagamie counties Emergency Management; local TV stations	

Table 4.1 (cont'd): All Hazards Mitigation Strategies

All Hazards (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Evaluate communication tools and methods to improve interoperability efficiency and effectiveness.	High	Ongoing	Police Department (coordinating entity); Communications Department; Emergency Management; all divisions	
Assess capability to provide food during sheltering.	High	2020-2025	Government Services; and Schools	
Coordinate with support agencies through the implementation of the Oneida Nation Emergency Response Plan.	Medium	Ongoing	All departments; American Red Cross	Emergency Response Plan updated 2020.
Continue public education and outreach regarding emergency preparedness.	Medium	Ongoing	Emergency Management; American Red Cross; Police Department; Community Health Services; Environmental Safety, Land, and Agriculture Division; Planning, Zoning and Engineering Division; Employee Health Nursing	
Maintain power lines through proper maintenance and efficient response to fallen power lines.	Low	Ongoing	WEC Energy Group; ATC	Utilities have a program to maintain powerlines based on utility-defined needs/priorities.
Coordinate with Amateur Radio Emergency Services (ARES)/Radio Amateur Civil Emergency Service (RACES).	Low	Ongoing	Emergency Management; ARES/RACES	Effective process already in place using area radio and television stations, but more local spotters are need in the area.
Establish a calendar of upcoming outreach activities.	Low	Ongoing	Emergency Management	
Ensure registration and provide updates under the Brown and Outagamie counties 211 Information System.	Low	Review Annually	Emergency Management	

**Table 4.1 (cont'd): All Hazards Mitigation Strategies**

<b>All Hazards (cont'd)</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Maintain public shelter designation in order to provide centers with proper shelter amenities and transportation availability.	Low	Review Annually	Emergency Management; American Red Cross; Planning, Zoning and Engineering Division	Shelters are listed in Emergency Response Plan. American Red Cross is a partner with Oneida Nation on this effort.
Review and update the Oneida Emergency Response Plan.	Low	Review Annually	Emergency Management	

**Table 4.2: Winter Storm Mitigation Strategies**

<b>Winter Storm</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Ensure plowing and salting equipment is operational and available to handle potential emergencies.	Low	Ongoing	Division of Public Works; Aging and Disability Services	
Maintain tree trimming program.	Low	Ongoing	Environmental Safety, Land, and Agriculture Division; WEC Energy Group	On tribal roads.
Utilize snow fences or "living snow fences" (row of trees or other vegetation) to limit blowing and drifting of snow on critical roadway segments.	Low	Ongoing	Division of Public Works; Planning, Zoning and Engineering Division; Environmental Safety, Land, and Agriculture Division; WisDOT	Also in Integrated Forest Management Plan.

**Table 4.3: Tornado and Strong Wind Mitigation Strategies**

<b>Tornado and Strong Wind</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Improve access to shelter in Green Earth mobile home park (increase size and provide more reliable access).	Medium	2020-2025	Environmental Safety, Land, and Agriculture Division; and Division of Public Works	Some residents have a key to provide emergency access to the library for after hours sheltering.
Establish procedures for dealing with the collection and disposal of large volumes of after-storm solid waste debris.	High	2020-2023	Environmental Safety, Land, and Agriculture Division; Emergency Management; Division of Public Works; Land Management	Develop Debris Management and Removal Plan.

**Table 4.3 (cont'd): Tornado and Strong Wind Mitigation Strategies**

<b>Tornado and Strong Wind (cont'd)</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Inventory Oneida-owned homes that do not have basements.	Low	2020-2025	Housing; Planning, Zoning and Engineering Division	
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Environmental Safety, Land, and Agriculture Division; Police Department; Division of Public Works; Neighboring Fire Depts	Have cooperative agreements with most surrounding municipalities.
Ensure that there are emergency/safety plans for each occupied facility.	Low	Ongoing	Management from each occupied Oneida facility	

**Table 4.4: Flood Mitigation Strategies**

<b>Flood</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Utilize floodplain mapping to update existing flood maps and data sources to better determine areas and facilities susceptible to recurring flooding.	Medium	Ongoing, next update in 2023.	Planning, Zoning and Engineering Division	
Maintain a stormwater management plan that includes such remediation techniques as surface detention basins, in-street detention units, and rain gardens.	Medium	Ongoing	Environmental Safety, Land, and Agriculture Division; Division of Public Works	
Continue reviewing physical engineering inspection and verification of Fort Howard Sludge Facility impoundment.	Medium	Ongoing	Environmental Safety, Land, and Agriculture; Wisconsin DNR; EPA	Environmental Safety, Land, and Agriculture coordinates with EPA and WDNR.
Develop a storm drain maintenance program.	Low	2020-2025	Division of Public Works; Environmental Safety, Land, and Agriculture Division	
Inventory floodfighting equipment supplies (sandbags, pumps, etc.).	Low	Ongoing	Emergency Management; Division of Public Works; Environmental Safety, Land, and Agriculture Division	Available sand pits within the Oneida Nation to fill bags.

Table 4.4 (cont'd): Flood Mitigation Strategies

Flood (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Provide community outreach about floodproofing techniques such as elevation, relocation, barrier construction, and wet floodproofing for residents and businesses.	Low	Ongoing	Emergency Management; Division of Public Works; Environmental Safety, Land, and Agriculture Division	
Abide by proper land use policy framework through the Oneida Nation comprehensive plan.	Low	Ongoing	All departments	The Oneida Nation comprehensive plan was last approved April 17, 2014, and is being updated.
Implement rural drainage improvements and maintenance for ditches, bridges, and culverts.	Low	Ongoing	Planning, Zoning and Engineering Division; Environmental Safety, Land, and Agriculture Division	Continue focus on bigger picture to address flooding, beyond water quality.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Police Department; Division of Public Works; Environmental Safety, Land, and Agriculture Division	

Table 4.5: Extreme Cold Mitigation Strategies

Extreme Cold				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Maintain programs to check on the elders and functional needs residents during extreme cold events.	Medium	Ongoing	Aging and Disability Services; Community Health Services; local hospital programs	
Maintain mapping of elders and functional needs residences and other populations vulnerable to extreme cold.	Low	Review Annually	Aging and Disability Services; Planning, Zoning and Engineering Division	

**Table 4.6: Excessive Heat Mitigation Strategies**

Excessive Heat				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Maintain programs to check on the elders and functional needs residents during excessive heat events.	Medium	Ongoing	Aging and Disability Services; Community Health Services	
Maintain mapping of elderly and special needs residences and other populations vulnerable to excessive heat.	Low	Review Annually	Aging and Disability Services; Community Health Services	

**Table 4.7: Hail Mitigation Strategies**

Hail				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Police Department; Division of Public Works; Environmental Safety, Land, and Agriculture Division	

**Table 4.8: Dense Fog Mitigation Strategies**

Dense Fog				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Inform the county highway departments and Wisconsin DOT of areas lacking signage, damaged signs, or fading paint on roads.	Low	Ongoing	Planning, Zoning and Engineering Division	
Provide information to area news media in order to broadcast emergency information that addresses safety precautions, including the need to avoid certain corridors or to slow down while traveling during a fog event.	Low	Ongoing	Police Department; NWS; media	

**Table 4.9: Drought Mitigation Strategies**

<b>Drought</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Maintain burn ban communications.	Low	Ongoing	Brown and Outagamie counties; Wisconsin DNR	Oneida Nation maintains a fire management plan.
Review water sample results in private wells and recommend filtration, as needed	Low	Ongoing	Division of Public Works (community wells and septic program)	
Enact water restrictions and monitor water quality, when needed.	Low	Ongoing	Utilities	Oneida Nation is covered by four water districts: Oneida Nation, Village of Hobart Water Utility; Ashwaubenon Water and Sewer, and Green Bay Water.

**Table 4.10: Wildland Fire Mitigation Strategies**

<b>Wildland Fire</b>				
<b>Mitigation Measures</b>	<b>Priority</b>	<b>Timeline</b>	<b>Responsible Dept/Entities</b>	<b>Comments</b>
Ensure mutual aid fire protection agreements are in place and they include provisions for wildfires.	Medium	Ongoing	Village of Hobart Fire; Town of Oneida Fire; Tri-County Fire; Ashwaubenon Fire; Green Bay Fire; Emergency Management	MABAS is maintained annually and agreements are on Oneida Nation website.
Maintain and upgrade roads to allow for adequate access by emergency vehicles and fire equipment.	Low	Ongoing	Division of Public Works; Brown and Outagamie counties; municipalities	Oneida Nation maintains a fire management plan. Driveway costs are the responsibility of the property owner.
Continue outreach efforts regarding open burning and fireworks laws.	Low	Ongoing	Environmental Safety, Land, and Agriculture Division; Emergency Management; Village of Hobart Fire; Town of Oneida Fire; Green Bay Fire; Ashwaubenon Fire; Tri-County Fire	
Coordinate with the Wisconsin Department of Natural Resources to disseminate information to the public on preventing fires and providing notification on burning restrictions.	Low	Ongoing	Emergency Management; Wisconsin DNR; Environmental Safety, Land, and Agriculture Division	

**Table 4.11: Cybersecurity Threats Mitigation Strategies**

Cybersecurity Threats				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Develop a plan to address cybersecurity threats.	High	2020-2025	Risk Management; Management of Information Systems	Oneida Nation Incident Response Plan is under development
Conduct periodic audits of system security by third-party specialist contractor to address vulnerabilities and take steps to mitigate risk.	High	2020-2025	Internal Audit; Risk Management; Management of Information Systems	Audit done in early 2021 - future audits to follow.

**Table 4.12: Hazardous Spills Mitigation Strategies**

Hazardous Spills				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Maintain staff capacity, certification, and training to address issues.	High	Ongoing	Environmental Safety, Land, and Agriculture Division	
Continue to respond to and manage spills coming through the notification system.	Medium	Ongoing	Environmental Safety, Land, and Agriculture Division; Emergency Management; Risk Management; Division of Public Works; Communications Dept.; Wisconsin DNR; EPA	

**Table 4.13: Manure Spills Mitigation Strategies**

Manure Spills				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Continue to respond to, and manage spills coming through the notification system.	Medium	Ongoing	Environmental Safety, Land, and Agriculture Division; Emergency Management; Risk Management; Division of Public Works; Communications Dept.; Wisconsin DNR; EPA	
Continue water quality monitoring (including pre- and post-monitoring).	Medium	Ongoing	Environmental Safety, Land, and Agriculture Division	
Maintain staff capacity, certification, and training to address issues.	High	Ongoing	Environmental Safety, Land, and Agriculture Division	



## CHAPTER 5 - PLAN ADOPTION, MAINTENANCE, AND COORDINATION

The Oneida Nation hazard mitigation plan was adopted in accordance with the Federal Disaster Mitigation Act of 2000, and follows the FEMA guidelines for local hazard mitigation plans with respect to maintaining the plan.

### PLAN ADOPTION

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*The Oneida Nation Pre-Disaster Mitigation Plan 2020-2025 was adopted by resolution by the Oneida Nation Business Committee on (reserved for date).* Both WEM and FEMA reviewed a final draft of the Oneida Nation's hazard mitigation plan prior to adoption by the Oneida Nation Business Committee. Comments received from WEM and FEMA were reviewed by Emergency Management and necessary revisions were made. After the Oneida Nation Business Committee adopted the plan, it was approved by WEM and FEMA. The adopting resolution and approval letters can be found at the front of this plan.

### PLAN MAINTENANCE

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The *Oneida Nation Pre-Disaster Mitigation Plan 2020-2025* will be evaluated and updated at least every five years. The five-year plan maintenance schedule meets the requirements of the Federal Disaster Mitigation Act of 2000 and maintains the Oneida Nation's eligibility for disaster assistance. All data in the plan will be updated along with the development of new mitigation strategies and an implementation plan, and will incorporate opportunities for public involvement to meet the requirements of 44 CFR Part 201.7 and/or any applicable requirements or regulations developed over the next five years. The Oneida Nation Emergency Management Director will coordinate the five-year plan update with relevant departments and organizations, and the Oneida Nation Business Committee will adopt the plan.

The plan will also be evaluated and monitored by the Oneida Nation Emergency Management Director on an annual basis or after a significant event (as deemed by the Oneida Nation Emergency Management Director). At this time, the Oneida Nation Emergency Management Director will track the implementation of mitigation actions and assess the effectiveness of the hazard mitigation plan at achieving goals and objectives. The monitoring process will ensure that identified mitigation actions are being implemented, it will provide a process for proposed project timelines to be reviewed and revised, and will ensure that mitigation projects are properly closed out.

Continued stakeholder involvement will be achieved by inviting the members of the Steering Committee, as well as potential new members, to assist during the semi-annual review process for the plan. Partnership efforts are planned for future training and information sharing, and agreements are in place for cooperative disaster assistance efforts.

A special post-disaster review will involve Emergency Management, law enforcement, fire departments, disaster response personnel, Wisconsin Emergency Management staff, FEMA staff, affected citizens, and any other pertinent entities. Public meetings will be included with the special post-disaster review.

Oneida Emergency Management will document progress on all mitigation projects and include this information in plan updates. Newly identified mitigation needs will be addressed through the development of additional goals, objectives, and strategies.

## PLAN COORDINATION

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To maximize coordination with other related plans for the Oneida Nation, mitigation strategies recommended in this plan have been, and should continue to be considered when developing capital improvement plans, stormwater management plans, or flood mitigation plans.

A number of plans, reports, and technical data were referenced and incorporated into the Oneida Nation Pre-Disaster Mitigation Plan. The following is a list of the primary data and reports that were utilized in plan development.

- Oneida Nation of Wisconsin 2015-2020 Pre-Disaster Mitigation Plan (2016)
- Oneida Nation Emergency Response Plan (2010)
- State of Wisconsin Hazard Mitigation Enhanced Plan (Amended 2017);
- Population, housing, and employment data from the Bureau of the Census (2010);
- Land use inventory data (2010, Bay-Lake and East Central Wisconsin Regional Planning Commissions);
- FEMA Tribal Mitigation Review Guide (2018) and Planning Handbook (2019);
- Past natural hazard occurrences were obtained from National Oceanic and Atmospheric Administration (NOAA) – National Climatic Data Center – severe weather event data (January 2000 – December 2019);
- FEMA Flood Insurance studies and FEMA Flood Insurance Rate Maps (FIRMs) were used to map floodplain areas;
- Parcel data from the Oneida Nation GIS; and
- Assessed valuation data from the Oneida Nation;

The identified mitigation strategies (provided in Chapter 4) are tied to related plans and policies. The Oneida Nation Emergency Management will encourage and support continued incorporation of this plan with upcoming comprehensive plan updates.

The goals and objectives, and mitigation strategies identified in the Oneida Nation Pre-Disaster Mitigation Plan have been or will be incorporated into other planning mechanisms where opportunities are present for complementary work. The following plans share supporting information or have been identified to better integrate data from the pre-disaster mitigation plan.

- Oneida Emergency Response Plan
- Oneida Nation Comprehensive Plan Update
- Oneida Capital Improvements Plan
- Oneida Business Continuity Program (BCP)
- Oneida department plans and budgets

Oneida Emergency Management will continue to work with the Oneida Business Committee and other departments to further incorporate and assimilate the pre-disaster mitigation plan into zoning and building codes, subdivision regulations, site review, permitting, staff training, and other appropriate planning tools.



U.S. Department of Homeland Security  
FEMA Region 5  
536 S. Clark St. 6<sup>th</sup> Floor  
Chicago, IL 60605

**FEMA**

Mr. Tehassi Hill  
Chairperson  
Oneida Nation  
N7219 Seminary Road  
Oneida, WI 54155

Dear Mr. Hill:

Thank you for submitting the Oneida Nation Pre-Disaster Mitigation Plan. The plan was reviewed based on the Indian Tribal planning criteria contained in FEMA's regulations, 44 C.F.R. § 201.7, as authorized by the Disaster Mitigation Act of 2000. The Oneida Nation plan met the required criteria for a Tribal Mitigation Plan. Formal approval of this plan is contingent upon the plan adoption by the Tribal Council. Once FEMA Region V receives documentation of adoption from your office, we will send you a letter of official approval.

We look forward to receiving the adoption documentation and completing the approval process for the Oneida Nation Pre-Disaster Mitigation Plan.

If you or other community representatives have any questions, please contact Cadence Peterson at (312) 408-5260 or [cadence.peterson@fema.dhs.gov](mailto:cadence.peterson@fema.dhs.gov).

Sincerely,

MAUREEN P  
CUNNINGHAM

Digitally signed by MAUREEN P  
CUNNINGHAM  
Date: 2021.05.03 15:53:06 -05'00'

For Kevin M. Sligh, Sr.  
Acting Regional Administrator

Attachment: Tribal Mitigation Plan Review Tool

Determine next steps regarding one (1) vacancy - Oneida Trust Enrollment Committee

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## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: June 17, 2021

RE: Oneida Trust Enrollment Committee Appointment

---

### Background

One (1) vacancy was posted for the Oneida Trust Enrollment Committee. The vacancy is to complete a term ending July 31, 2022.

The application deadline was May 7, 2021 and two (2) application(s) were received for the following applicant(s):

- Masen Powless
- William Gollnick

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending July 31, 2022 OR
- 2) reject the selected applicant(s) and oppose the vote\*\*; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding ten (10) alternates - Oneida Election Board

---

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: June 17, 2021

RE: Oneida Election Board Alternate Appointments

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### Background

Ten (10) vacancies were posted for alternates on the Oneida Election Board for the 2021 Special Election on July 10, 2021. These terms will expire when the 2021 Special Election results are ratified.

The application deadline was June 4, 2021 and seven (7) application(s) were received for the following applicant(s):

- Ramona Salinas
- Clarissa Reyes
- Keenan Skenandore
- Linda Langen
- Kathryn LaRoque
- Rosa Laster
- Teresa Schuman

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to terms that will end when the 2021 Special Election results are ratified OR
- 2) reject the selected applicant(s) and oppose the vote\*\*; OR
- 3) request the Secretary to re-notice the vacancy(ies)



Accept the May 6, 2021, regular Community Development Planning Committee meeting minutes

---

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Brandon Stevens, Vice-Chairman

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1

# Community Development Planning Committee



Regular Meeting  
9:00 a.m. Thursday, May 6, 2021  
Teleconference

## Minutes

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### Regular Meeting

**Present:** Chairman Brandon Stevens, Vice Chairman Daniel Guzman King, Members: Tehassi Hill, Kirby Metoxen, Marie Summers

**Others Present:** Larry Barton, Nancy Barton, Jamie Betters, Jacque Boyle, Brooke Doxtator, Kristal Hill, Kevin House, Tina Jorgenson, Vanessa Miller, Justin Nishimoto, Troy Parr, Patrick Pelky, Mark W. Powless, Nicole Rommel, Rae Skenandore, Danelle Wilson, Paul Witek;

### **I. CALL TO ORDER AND ROLL CALL**

*Meeting called to order by Chairman Brandon Stevens at 9:08 a.m.*

### **II. ADOPT THE AGENDA**

Motion by Daniel Guzman to adopt the agenda and address item V.B. after item VI.A. Cemetery updates, seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Tehassi Hill, Kirby Metoxen, Marie Summers

### **III. MEETING MINUTES**

#### **A. Approve April 8, 2021 Meeting Minutes**

Sponsor: Brandon Stevens

Motion by Kirby Metoxen to approve the April 8, 2021 meeting minutes, seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Tehassi Hill, Kirby Metoxen, Marie Summers

*Item VI.A. addressed next*

### **IV. UNFINISHED BUSINESS**

### **V. NEW BUSINESS**

*Marie Summers left at 10:19 a.m.*

*Marie Summers returned at 10:21 a.m.*

**A. Determine next steps regarding Food Innovation Center**

Sponsor: Daniel Guzman King

Motion by Tehassi Hill to support the Food Innovation Center moving forward as a CIP project, seconded by Kirby Metoxen. Motion carries.

Ayes: Daniel Guzman King, Tehassi Hill, Kirby Metoxen, Marie Summers

*Daniel Guzman King left at 11:15 a.m.*

*Daniel Guzman King returned at 11:19 a.m.*

*Item V.C. addressed next*

**B. Determine next steps regarding Oneida Public Transit Garage Project**

Sponsor: Tina Jorgenson

Motion by Daniel Guzman King to support the Oneida Public Transit Garage Project moving forward as a CIP project, seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Tehassi Hill, Kirby Metoxen, Marie Summers

*Item V.A. addressed next*

*Marie Summers left at 10:19 a.m.*

*Marie Summers returned at 10:21 a.m.*

*Kirby Metoxen left at 11:37 a.m.*

*Tehassi Hill left at 11:44 a.m.*

**C. Confirm prioritization method for CIP Budget Request**

Sponsor: Jacque Boyle

Motion by Daniel Guzman King to accept the FY-2022 CIP Budget prioritization list as information, seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Marie Summers

Motion by Daniel Guzman King to request a flowchart of the CIP process to be brought back to the next CDPC meeting or sooner, seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Marie Summers

Motion by Daniel Guzman to request an add-on of the CIP Budget prioritization list for the May 12, 2021 Business Committee meeting, seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Marie Summers

**VI. STANDING UPDATES****A. CEMETERY (9:00 AM)****1. Accept Oneida Nation Burial Ground Maintenance and Utilization Report**

Sponsor: Pat Pelky

Motion by Marie Summers to accept Oneida Nation Burial Ground Maintenance and Utilization Report, seconded by Tehassi Hill. Motion carries.

Ayes: Daniel Guzman King, Tehassi Hill, Kirby Metoxen, Marie Summers

*Kirby left at 9:15 a.m.  
Kirby returned at 9:23 a.m.*

**2. Accept #14-002 Cemetery Improvement Project Status Report**

Sponsor: Jacquie Boyle

Motion by Marie Summers to accept #14-002 Cemetery Improvement Project status report, seconded by Daniel Guzman King. Motion carries.

Ayes: Daniel Guzman King, Tehassi Hill, Kirby Metoxen, Marie Summers

*Item V.B. addressed next*

**VII. ADJOURNMENT**

Motion by Daniel Guzman King to adjourn at 12:11 a.m., seconded by Marie Summers. Motion carries.

Ayes: Daniel Guzman King, Marie Summers

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor  
Minutes approved as presented/corrected on June 3, 2021.



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Brandon Stevens, Chair  
Community Development Planning Committee

Accept the June 1, 2021, regular Finance Committee meeting minutes  
**Oneida Business Committee Agenda Request**

1. Meeting Date Requested: 6 / 23 / 21

**2. General Information:**

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

Agenda Header:

☒ Accept as Information only

☐ Action - please describe:

BC to accept the Finance Committee Meeting Minutes of June 1, 2021

**3. Supporting Materials**

☐ Report ☐ Resolution ☐ Contract

☒ Other:

1.

3.

2.

4.

☐ Business Committee signature required

**4. Budget Information**

☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted

**5. Submission**

Authorized Sponsor / Liaison:

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

Additional Requestor:   
Name, Title / Dept.

Additional Requestor:   
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

Oneida Business Committee acceptance of Minutes for the June 1, 2021 Finance Committee meeting. The Finance Committee is a Standing Committee of the OBC.

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



## ***INTERNAL MEMO***

**TO:** Finance Committee  
**FR:** Denise J. Vigue, Executive Assistant to the CFO &  
Finance Committee Support /Contact  
**DT:** June 1, 2021  
**RE:** E-Poll Results - FC Meeting Minutes of June 1, 2021

---

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of Jun. 1, 2021. The E-Poll and minutes were sent out and concluded today. The results of the completed E-Poll are as follows:

**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the Jun. 1, 2021 Finance Committee Meeting Minutes. FC Members voting included: Patrick Stensloff, Jennifer Webster, Chad Fuss and Kirby Metoxen.**

These Finance Committee Minutes of Jun. 1, 2021 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for Council acceptance.

E-Polls of the Finance Committee meeting minutes is part of the FC By-Laws and approval conducted per the FC SOP's on Electronic Voting.

---



**FINANCE COMMITTEE****REGULAR MEETING**

June 1, 2021 ▪ Time: 9:00 A.M

Via Microsoft Teams

---

**REGULAR MEETING MINUTES****FC MEMBERS PRESENT (Via Teams):**

Larry Barton, CFO/FC Vice-Chair

Jennifer Webster, BC Council Member

Kirby Metoxen, BC Council Member

Chad Fuss, Asst. Gaming CFO

Patrick Stensloff, Purchasing Director

**FC MEMBERS EXCUSED:** Cristina Danforth, Treasurer/FC Chair

**OTHERS PRESENT (Via Teams):** David Emerson, Jessalyn Harvath, Paul Hockers, Tonya Webster, Michelle Danforth-Anderson, Jonathan Habeck, and Denise J. Vigue, taking notes

**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Vice-Chair at 8:59 A.M.

**II. APPROVAL OF AGENDA:** JUNE 1, 2021

Motion by Jennifer Webster to approve the Jun. 1, 2021 FC Meeting Agenda. Seconded by Chad Fuss. Motion carried unanimously.

**III. MINUTES:** MAY 17, 2021 (Approved via E-Poll on 5/18/21):

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on May 18, 2021 approving the May 17, 2021 Finance Committee Meeting Minutes. Seconded by Kirby Metoxen. Motion carried unanimously.

**IV. SPECIAL E-POLL: Karma Contract** (Opposed via E-Poll on 5/18/21):

It was noted that the information was not part of the packet, Denise will follow up and send to the FC; the requester also is following up with the suggestion from Councilman Metoxen and will be working internally with current staff/departments on the media development.

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on May 18, 2021 opposing Karma Contract. Seconded by Patrick Stensloff. Motion carried unanimously.

**V. TABLED BUSINESS:** None

**VI. CAPITAL EXPENDITURES:****1. ARISTOCRAT (14) Slot Machine Amount: \$319,940.**

David Emerson, Gaming Slots Dept.

David was present and noted this is their normal lifecycle replacement; most of machines will go to the Main Casino or Mason Street Casino.

Motion by Patrick Stensloff to approve the Gaming Capital Expenditure for the purchase of fourteen (14) slot machines from Aristocrat in the amount of \$319,940.00. Seconded by Jennifer Webster. Motion carried unanimously.

**2. EVERI (10) Slot Machine Amount: \$200,705.**

David Emerson, Gaming Slots Dept.

Typo on the agenda of name of vendor, corrected in the minutes.

Motion by Jennifer Webster to approve the Gaming Capital Expenditure for the purchase of ten (10) slot machines from Everi in the amount of \$200,705.00. Seconded by Kirby Metoxen. Motion carried unanimously.

**3. EVERI (15) Slot Machines, box bases, software, etc. Amount: \$254,995.75**

David Emerson, Gaming Slots Dept.

In addition to the additional equipment with this request these games are on mechanical reels as opposed to digital from the first two requests.

Motion by Kirby Metoxen to approve the Gaming Capital Expenditure for the purchase of fifteen (15) slot machines from Everi in the amount of \$254,995.75. Seconded by Patrick Stensloff. Motion carried unanimously.

**4. Arrow AV Group – Sound System @ IMAC Amount: \$75,945.31**

Paul Hockers, Gaming Project Mgr. on behalf of Bingo

Jessalyn Harvath, Bingo Director

Paul explained the bidding process; the sound system is very old and past it's lifecycle; this upgrade would ensure the sound will not fail; this vendor selected as they also have a backup if there any type of failures; Kirby was concerned money is being wasted as the facility is due for demolition in a few years don't understand the need now; Chad noted this is a big money maker for gaming and plans for demolition will be brought to the BC later this month, but with planning and design work it will be more like 5-7 years out; Jessie also noted system will be able to be transferred to new facility if and when it occurs.

Motion by Jennifer Webster to approve the Gaming Capital Expenditure for the purchase of the sound system from Arrow AV Group in the amount of \$75,945.31. Seconded by Patrick Stensloff. Kirby Metoxen Opposed. Motion carried.

**VII. NEW BUSINESS:**

- 1. Outagamie County-NRCS Project, designs & Plans** **Amount: \$70,000.**  
Jonathan Habeck, GLRI

Jonathan was present and reviewed the project which is fully funded through grant dollars; there was some question on agreement with Outagamie County as presented to the BC by Legislative Affairs, but it was with an entity within the county.

Motion by Jennifer Webster to approve this request with Outagamie County for the NRCS Project that includes designs and plans in the amount from grant dollars of \$70,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

- 2. Cash Advance for Oneida Powwow** **Amount: \$69,500.**  
Michelle Danforth, Tourism Director &  
Tonya Webster, Oneida Pow-wow Council

Tonya and Michelle recapped the activities and the secure measures in place for the cash; there were questions on if the Powwow would take place as there was no statement from Public Health or information submitted about safety protocols; the group has been working with Public Health and outlined some of the changes for safety; it was asked if the Stay at Home order were to continue, can or should an exception be made for the Powwow. The requesters will follow up.

Motion by Jennifer Webster to approve the Cash Advance for use at the Oneida Powwow in the amount of \$69,500.00 contingent upon receiving a written approval from Public Health. Seconded by Patrick Stensloff. Motion carried unanimously.

Motion by Jennifer Webster for the requesters to seek an exception to the Stay at Home order for the Powwow to continue, should the order be extended. Seconded by Patrick Stensloff. Motion carried unanimously.

**VIII. COMMUNITY FUND:****Report:**

- 1. Monthly Community Fund Update for June 2021**  
Denise J. Vigue, Executive Assistant to the CFO

It was suggested during the report recap that since the CF requests exceed what remains in the fund, each request should receive partial funding from the total amount of funds remaining; this will bring the allocation for FY2021 to a zero balance.

Motion by Jennifer Webster to approve the Community Funds Update Report for June 2021. Seconded by Kirby Metoxen. Motion carried unanimously.

**Requests:****1. Equip: Inspire Bike****Amount: \$468.**

Requester: Nate Wisneski

Motion by Patrick Stensloff to approve from the Community Fund \$394.88 for the exercise equipment request for an Inspire Bike. Seconded by Kirby Metoxen. Motion carried unanimously.

**2. August 2021 Oneida Powwow****Amount: 100 Cases**

Requester: Tonya Webster, Oneida Powwow Council

Motion by Patrick Stensloff to approve from the Community Fund the Coca-Cola product request in the amount of One Hundred (100) Cases of product to be used by the volunteers at the August 2021 Oneida Powwow. Seconded by Jennifer Webster. Motion carried unanimously.

**3. Equip: Sco Bike Sub Cross****Amount: \$500.**

Requester: Alexandria Powless

Motion by Kirby Metoxen to approve from the Community Fund \$450.00 for the exercise equipment request for a Sco Bike Sub Cross. Seconded by Jennifer Webster. Patrick Stensloff abstained. Motion carried.

**4. Equip: LifePro Flexcycle Exercise Bike & Weights****Amount: \$500.**

Requester: Vickie Cornelius

Motion by Jennifer Webster to approve from the Community Fund \$450.00 for the exercise equipment request for a LifePro Flexcycle exercise bike and weights. Seconded by Kirby Metoxen. Motion carried unanimously.

**IX. EXECUTIVE SESSION: None****X. ADMINISTRATIVE /INTERNAL: None****XI. FOLLOW UP: None****XII. FOR INFORMATION ONLY:****1. Scientific Games (7) Lease Conversion Games**

David Emerson, Gaming Slots Dept.

David noted these are lease games, the conversions are the software; Larry noted information is on the agenda as an FYI mainly for transparency and for audit purposes.

Motion by Jennifer Webster to accept as FYI the Scientific Games (7) lease conversion games. Seconded by Patrick Stensloff. Motion carried unanimously.

**XIII. ADJOURN:** Motion by Patrick Stensloff to adjourn. Seconded by Kirby Metoxen.  
Motion carried unanimously. Time: 9:45 A.M.

Minutes submitted by:  
Denise J. Vigue, Executive Assistant to the CFO  
& Finance Committee Contact/Recording Secretary

*Finance Committee Approval Date of Minutes via E-Poll:* June 1, 2021

Accept the June 14, 2021, regular Finance Committee meeting minutes  
**Oneida Business Committee Agenda Request**

1. Meeting Date Requested: 6 / 23 / 21

**2. General Information:**

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

Agenda Header:

☒ Accept as Information only

☐ Action - please describe:

BC to accept the Finance Committee Meeting Minutes of June 14, 2021

**3. Supporting Materials**

☐ Report ☐ Resolution ☐ Contract

☒ Other:

1.

3.

2.

4.

☐ Business Committee signature required

**4. Budget Information**

☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted

**5. Submission**

Authorized Sponsor / Liaison:

Primary Requestor:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Additional Requestor:

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

Oneida Business Committee acceptance of Minutes for the June 14, 2021 Finance Committee meeting. The Finance Committee is a Standing Committee of the OBC.

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
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## ***INTERNAL MEMO***

**TO:** Finance Committee  
**FR:** Denise J. Vigue, Executive Assistant to the CFO &  
Finance Committee Support /Contact  
**DT:** June 14, 2021  
**RE:** E-Poll Results - FC Meeting Minutes of June 14, 2021

---

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of Jun. 14, 2021. The E-Poll and minutes were sent out and concluded today. The results of the completed E-Poll are as follows:

**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the Jun. 14, 2021 Finance Committee Meeting Minutes. FC Members voting included: Jennifer Webster, Patrick Stensloff, Larry Barton and Chad Fuss.**

These Finance Committee Minutes of Jun. 14, 2021 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.

E-Polls of the Finance Committee meeting minutes is part of the FC By-Laws and approval conducted per the FC SOP's on Electronic Voting.

---



**FINANCE COMMITTEE****REGULAR MEETING**

JUNE 14, 2021 ▪ Time: 9:00 A.M

Via Microsoft Teams

---

**REGULAR MEETING MINUTES****FC MEMBERS PRESENT (Via Teams):**

Cristina Danforth, Treasurer/FC Chair  
Jennifer Webster, BC Council Member  
Patrick Stensloff, Purchasing Director

Larry Barton, CFO/FC Vice-Chair  
Chad Fuss, Asst. Gaming CFO

**FC MEMBERS EXCUSED:** Kirby Metoxen, BC Council Member**OTHERS PRESENT (Via Teams):** Linda Jenkins, Amy Spears, Nathan Maufort, David Emerson, Sharon Mousseau, Justin Nishimoto and Denise J. Vigue, taking notes

- I. CALL TO ORDER:** The FC Meeting was called to order by the FC Chair at 8:59 A.M.
- II. APPROVAL OF AGENDA:** JUNE 14, 2021  
Motion by Larry Barton to approve the June 14, 2021 FC meeting agenda. Seconded by Jennifer Webster. Motion carried unanimously.
- III. FC MINUTES:** JUNE 1, 2021 (Approved via E-Poll on 06/01/21):  
Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on June 1, 2021 to approve the June 1, 2021 Finance Committee Meeting Minutes. Seconded by Larry Barton. Motion carried unanimously.
- IV. TABLED BUSINESS:** None
- V. CAPITAL EXPENDITURES:**

**1. TGHS, LLC – HVAC Unit Replacement – Packerland One Stop Amount: \$267,450.**

Timothy Skenandore, Gaming Facilities &  
Nathan Maufort, Gaming Facilities Project Manager

Nathan was present and provided an overview on this replacement; system is past life expectancy; upgrade includes current parts as many parts in the old system no longer serviceable; 6-8 weeks lead time with project completion by Sept. 15th.

Motion by Jennifer Webster to approve the Gaming Capital Expenditure with TGHS, LLC for HVAC Unit Replacement's at the Packerland One Stop in the amount of \$267,450.00. Seconded by Larry Barton. Motion carried unanimously.

**2. IGT (27) Slot Machine Purchase****Amount: \$333,200.**

David Emerson, Gaming Slots

David was present and provided details for this, one of the last purchases for the year per their budget; these are typical replacements; receiving a deep discount on these refurbished old-style reel games per the requests of patrons.

Motion by Patrick Stensloff to approve the Gaming Capital Expenditure for the purchase of twenty-seven (27) slot machines from IGT in the amount of \$333,200.00. Seconded by Jennifer Webster. Motion carried unanimously.

**VI. NEW BUSINESS:****1. Direct Care Inc.****Amount: \$180,432.**Fay Lemense & Sharon Mousseau, OTS  
Oneida Tribal School

Sharon was present and explained these are services that are contracted out and are grant funded; this one is for speech and language therapy for the 2021-22 school year and the following request is the same, only for occupational therapy.

Motion by Jennifer Webster to approve the request with Direct Care Inc for Speech and Language Therapy services in the amount of \$180,432.00, utilizing grant dollars. Seconded by Patrick Stensloff. Motion carried unanimously.

**2. Country Kids Inc.****Amount: \$51,840.**Fay Lemense & Sharon Mousseau, OTS  
Oneida Tribal School

Motion by Jennifer Webster to approve the request with Country Kids Inc for Occupational Therapy services in the amount of \$51,840.00, utilizing grant dollars. Seconded by Patrick Stensloff. Motion carried unanimously.

**VII. DONATIONS:****Report:****1. Monthly Donation Report for June 2021**Denise J. Vigue, Executive Assistant to the CFO  
& Finance Committee Contact /Support

Motion by Patrick Stensloff to approve the Monthly Donation Update Report for June 2021. Seconded by Jennifer Webster. Motion carried unanimously.

**Request(s):** None

**VIII. EXECUTIVE SESSION:** None**IX. ADMINISTRATIVE /INTERNAL:** None**X. FOLLOW UP:** None**XI. FOR INFORMATION ONLY:**

- Reminder: Due to the Fourth of July holiday being observed on a Monday, July 5th, the next FC meeting will be on Tuesday, July 6, 2021.

**XII. ADJOURN:** Motion by Larry Barton to adjourn. Seconded by Patrick Stensloff. Motion carried unanimously. Time: 9:09 A.M.

Minutes submitted by:  
Denise J. Vigue, Executive Assistant to the CFO  
& Finance Committee Contact/Recording Secretary

*Finance Committee Approval Date of Minutes via E-Poll:* June 14, 2021

Approve the travel request in accordance with §219.16-1 - Up to six (6) Oneida individuals - 2021 Special

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation                |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                      |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution                  |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet)      |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect         |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |  |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input checked="" type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable      | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Candace House, Chair/Oneida Election Board

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1

# MEMORANDUM

To: Oneida Business Committee

From: Candace House, Chair *CH*  
Oneida Election Board

Date: June 14, 2021

Subject: Election Board Travel Request  
Milwaukee, Wisconsin - July 9-10, 2021 (two nights)

---

On behalf of the Oneida Election Board, I hereby respectfully request approval for travel to the Milwaukee polling site for the 2021 Special Election scheduled for Saturday, July 10, 2021.

To be in compliance with the Election Law in regards to the election process, six (6) Election Board Members (including alternates) are required, one (1) Enrollments Department staff will be there to assist in the voter registration process, and one (1) Oneida Police Officers will be there for a total of eight (8).

We originally submitted this request on May 12, 2021 but the Business Committee deferred it due to questions regarding the request. At that time we did not yet receive applications for any alternates so our request covered the cost of having to send multiple people to Milwaukee, however, since then we've received seven (7) applications for alternates with five (5) applicants from the Milwaukee area.

Those applications are being forwarded to the Business Committee for appointment on June 23, 2021. If all five (5) Milwaukee area applicants are appointed this will reduce the number of individuals that have to travel to Milwaukee to three (3). This includes one (1) Election Board member, one (1) Enrollments staff and (1) OPD Officer.

This travel will be taken out of Tribal contributions. Costs will include mileage and per diem for all three days (7/9/2021 – 7/11/2021) and hotel for Friday night (7/9/2021) and Saturday night (7/10/2021). The OPD Officer will only require cost for hotel for Friday night (7/9/2021).

We are asking for travel consideration for up to six (6) individuals in case any Milwaukee alternates are not appointed and/or no longer able to assist on election day for some reason, but we are hoping we only need to submit travel for the three (3) individuals mentioned above.

We will not be using a Tribal vehicle. The OPD officer will be using their police vehicle and due to the difference in their job duties/requirements during the election process the Election Board member(s) and Enrollment staff will each be taking their own vehicles.

Thank you for your time and consideration regarding this matter.

## Requested action

Approve the Oneida Election Board travel request in accordance with §219.16-1 for up to six (6) individuals for the 2021 Special Election polling site – Milwaukee, WI

**VII. NEW BUSINESS****A. Review request and determine next steps - CIP #14-002 Cemetery Improvements (00:06:31)**

Sponsor: Nancy Barton, Tribal Member

Motion by Lisa Liggins to direct the General Manager in coordination with Land Management to bring back a status report at the January 27, 2021, regular Business Committee meeting, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

Motion by Brandon Stevens to direct the General Manager to bring back a status report on the maintenance contract at the January 27, 2021, regular Business Committee meeting, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

Motion by Lisa Liggins to direct the General Manager to bring back a status report on the monitoring wells, amount of acreage, and suitability at the January 27, 2021, regular Business Committee meeting, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**B. Review the special election recommendation and determine next steps (00:27:15)**

Sponsor: Candace House, Chair/Oneida Election Board

Motion by Lisa Liggins to set the 2021 special election on July 10, 2021, per § 102.12-6, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**C. Approve the reinstatement of the Oneida Nation Arts Board - Government Services Division (00:28:14)**

Sponsor: Debbie Thundercloud, General Manager

Motion by David P. Jordan to request an amendment to resolution # BC-11-24-20-C to reinstate the Oneida Nation Arts Board be brought back to the January 27, 2021, regular Business Committee meeting, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Jennifer Webster

**General Information**

Travel # TR / Supply # SU			
Employee Name	To be determined		
Employee number	TBD		
Destination	Milwaukee, WI		
Check Amount	n/a	Check #	n/a
Departure date	7/9/2021	Return date	7/11/2021
Charged GL Account	001-4273009-000-701000-000		

**Itemized Schedule of Daily Expenses**

Date	7/11					7/9	7/10	
Day	Sun	Mon	Tue	Wed	Thr	Fri	Sat	Total
Lodging						\$149.00	\$149.00	\$298.00
Meals	\$49.50					\$49.50		\$99.00
Taxi/Limo								
Parking/Tools								
Telephone								
Misc								
Totals								\$397.00

**Private car mileage Expenses**

Total miles	160 approx	Times mileage rate	.545 (Mileage rate)	\$ 87.00
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Total Amount Claimed \$ \_\_\_\_\_

Amount Due Traveler/Employee or Amount Due the Nation \$ \_\_\_\_\_

I certify that this statement, attachments, and amounts claimed, are true, correct, and complete to the best of my knowledge and that payment for this claim has not been received

**Signatures / Approvals**

	Signature	Date
Traveler/Employee		
Approved Signature		

All expenses being reimbursed to traveler/employee per diem and mileage must be supported by receipts. Per diem and mileage expense is reimburse according to Oneida Nation regulations and actual costs will not be reimbursed in excess of per diem amounts.

Travel Expense Voucher Instructions

Field	Description
Name of Traveler	Please print name. Please use your Legal name, not a nick name.
Employee number	Use your employee number. If not an employee, please write "Not an employee".
Destination	Please include the name of the hotel or other lodging facility, and the city and state. Include the country if outside the USA.
Departure date	The day you will depart
Return date	The day you will return
Purpose of travel	Please include enough information so the users of the form will know what the travel is for.  Example: Attend Infinium software training at the Sands Hotel in Las Vegas Nevada from 06/01/09 to 06/09/09.
Charged GL Account	The General Ledger number to be charged for the travel to include both the Fund Unit/PRT and the expense account.
Private Car Mileage	Make sure the traveler has current insurance coverage recorded at the Human Resources Department.
Taxi or car rental	Please make sure to obtain receipts as the receipts need to be attached to the expense report <b>For Car rental - make sure the traveler has current insurance coverage recorded at the Human Resources Department</b>
Traveler signature	The traveler must sign and date the request. The traveler phone number is needed in order to contact the traveler.
Program Director signature	The Program Director must sign and date the request. No phone number is needed.
General Manager signature	The General Manager's signature and date are needed only if the lodging rates exceed the GSA rates. No phone number is needed.

Updated 1/1/2017

Please email form to [CentralAccounting\\_Travel@oneidanation.org](mailto:CentralAccounting_Travel@oneidanation.org)CC: [Travel@oneidanation.org](mailto:Travel@oneidanation.org)



**Oneida Business Committee Travel Request**

Approve the travel request - Vice-Chairman Brandon Stevens - National Indian Gaming Tradeshow &amp;...

**1. OBC Meeting Date Requested:** 06 / 23 / 21 ☐ e-poll requested**2. General Information:**Event Name: National Indian Gaming Tradeshow & ConventionEvent Location: Las Vegas, NV Attendee(s): Brandon StevensDeparture Date: Jul 18, 2021 Attendee(s): Return Date: Jul 23, 2021 Attendee(s): **3. Budget Information:**☐ Funds available in individual travel budget(s)☐ Unbudgeted☒ Grant Funded or ReimbursedCost Estimate: 0**4. Justification:**

Describe the justification of this Travel Request:

As liaison to Oneida Gaming Commission, I am requesting to attend the National Indian Gaming Tradeshow & Convention, July 18-23 in Las Vegas, NV  
Travel costs are all covered by NIGA

**5. Submission**Sponsor: Brandon YellowBird-Stevens, Vice Chairman

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

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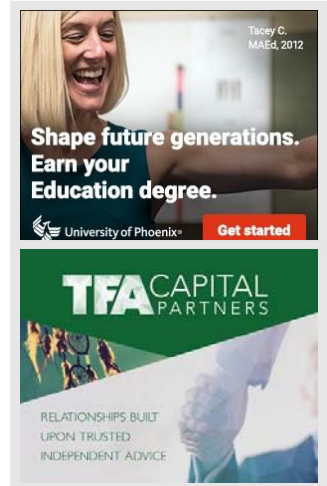
## EVENT SCHEDULE

The 2021 event schedule will continue to be updated as we get closer to the event. Please check back often for updates.

\*Times and dates subject to change

Monday, July 19, 2021	Event
10:00 AM - 5:00 PM	Registration
12:00 PM - 5:00 PM	Monday Conference Sessions
5:30 PM	Chairman's Welcome Reception, in conjunction with RES: Reservation Economic Summit
Tuesday, July 20, 2021	Event
7:30 AM - 6:00 PM	Registration
8:00 AM - 5:00 PM	Commissioner Certification Training
8:30 AM - 11:30 AM	NIGA Annual Meeting
9:00 AM - 5:00 PM	Native American Arts & Crafts Booths Open
9:00 AM - 5:30 PM	Conference Sessions Sponsored By:  
12:45 PM - 2:00 PM	Chairman's Leadership Awards Luncheon Featuring Special Honorees

Wednesday, July 21, 2021	Event
8:00 AM - 5:00 PM	Registration Open
8:00 AM - 5:00 PM	Commissioner Certification Training
8:00 AM - 5:00 PM	Cannabis Certification Session <a href="#">Separate registration required</a> - does not include access to workshops, meetings or tradeshow floor.
9:00 AM - 5:00 PM	Native American Arts & Crafts Booths Open
9:45 AM	Tradeshow Ribbon Cutting
10:00 AM - 4:00 PM	National Indian Gaming Association's 8 <sup>th</sup> Annual Giveaway Event *Bulova will also be doing a giveaway for eligible attendees.
10:00 AM - 5:00 PM	Tradeshow Floor Open
11:00 AM - 4:00 PM	Chairman's Lounge Presentations & Showcase Education Sessions
3:30 PM - 5:30 PM	



	AGEM Cocktail Reception 
Thursday, July 22, 2021	Event
8:00 AM - 12:00 PM	Commissioner Certification Training
8:00 AM - 3:00 PM	Registration
9:00 AM - 3:00 PM	Native American Arts & Crafts Booths Open
10:00 AM - 3:00 PM	Tradeshow Floor Open
10:00 AM - 3:00 PM	National Indian Gaming Association's 8 <sup>th</sup> Annual Giveaway Event *Bulova will also be doing a giveaway for eligible attendees.
11:00 AM - 3:00 PM	Chairman's Lounge Presentations & Showcase Education Sessions



Endorsed by:



**Oneida Business Committee Agenda Request**

Accept the Cultural Heritage strategic plan as information

**1. Meeting Date Requested:** 6 / 23 / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☒ Accept as Information only☐ Action - please describe:**3. Supporting Materials**☒ Report ☐ Resolution ☐ Contract☐ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☒ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter:   
Your Name, Title / Dept. or Tribal MemberAdditional Requestor:   
Name, Title / Dept.Additional Requestor:   
Name, Title / Dept.



A good mind. A good heart. A strong fire.

# Cultural Heritage

## Strategic Plan



# Contents

**Introduction**

**Context**

**Partners and Collaborators**

**Vision and Mission**

**Core Values**

**Strategies for Success**

**Next Steps**

## Introduction

### Plan Overview:

- Elevate Cultural Heritage in being an integral part of the Oneida organization,
- Define the purpose and functions within the Clan structure,
- Implement a decision-making process based on our Clan system/structure,
- Implement a new structure,
- Create a Traditional Healer position with apprentices,
- Promote, incorporate, and protect traditional medicines and practices.

### Purpose:

Ne; akweku shukwaliwi'sa?a;ni shukwaya'tisu tsi'nahte;shu ^twakwahati. Ya'?nahte teholiwa'?stou. Akakwe'ni ^twatloli tsi'nu tsyotahsawau tsi'?nu tyukwe'tu.

Ne; thone tsi'nahte;shu wahayanakw^talho'te tsi'yuhuntsya;te. Ona, lawe;lu ^yukwayanta'ke tsi'nahte ^twanuwelatu'tahkwahake, tho kwi tawatotahshyi kaye; niyoli;wake, ona ne' thone wahuwatanye't^she ts'?kay^ washukwanuhshyuni'te, tho'nu wakatlunta'ne kaniku'li;yo/Kayatla'slako: ona' kantho wahatatythewe he'twatate'k^ha. Ona' kwi nu wa wahately^tha;|^ shukwaya'tisu ne;tsi shahoti;nikulha' u'kwehu;we tsi'nahte washakotili'wake;lu 'she. Tho kwi nuwa waka'tlutane' kalihwi;yo tho' wahuwahtsyotu;se Skanyatali'yo ne' ^shakotiye'yahla'kw^ nahte ne; lotiy^; u'kwehu;we. Tho kwi; she'ku yukwahki'sluhati tsi'?niyole; ni;wehs.

In so speaking and putting the framework together, true we need to always bring forward of what we've been instructed to do, and it is to carry out the teachings that have been laid out to us, in which would always be a platform for our future generations, yet to be born. It has always been obvious to how it is with us today, trying to imagine to say, we are On^yote'?a;ka and what is the basis. So bringing forward always, and to always keep clear in our minds, our culture/language, history, and structure, environment, and spiritual context. And in the language it means to say, Tsi'?niyukwali'hot^.

~ Robert Brown, Bear Clan Chief

This plan is being created with advisement and collaboration of our Faithkeepers and Chief.

## Context

### Oneida Cultural Heritage includes:

- Administration
  - Manager
  - Administrative Assistant
  - Cultural Advisor
  - Language Archivist
- Tribal Historic Preservation Officer (THPO)
- Oneida Museum
  - Historical Archivist – to be retitled to Museum Registrar
- Oneida Library
- Traditional Healing (formerly, Cultural Wellness)
- Oneida Nation Arts Program

Below are job/program summaries.

**Cultural Advisor:**

Advise museums, staff and programs on Oneida Traditional Culture, language, interpretation and usage. Some specific areas this position advises are in repatriation, traditional collections, care counsel with external museums and federal agencies, counsel with traditional Haudenosaunee governments, individual families and handling ceremonial issues as needed and required.

**Language Archivist:**

The Language Archivist is responsible for ensuring all audio recordings and transcribed texts in Oneida language are digitally preserved and accessible for future generations. This position assisted with developing culture-based Oneida language teaching materials and provide cultural in-service workshops/presentations to the community.

**Tribal Historic Preservation Officer (THPO):**

The THPO provides leadership, planning, and administration for all components of the Tribal Preservation Office to include ensuring compliance of Oneida Nation to federal laws pertaining to Tribal Historic Preservation. This position develops a research process and conduct research through to completion in a timely manner.

**Oneida Museum:**

The Oneida Museum serves local, national and international visitors and is one of the older Native American museums within the United States. Educational and cultural events and workshops are offered year-round for a nominal fee. The Museum helps preserve cultural resources and assures their accessibility to the community and the public.

**Oneida Library:**

The Oneida Community Library operates two facilities. The Oneida libraries offer many programs including literacy programs for all ages from pre-school to elders. Our varied youth programs include learning skills, literacy, Oneida language lessons, and help with homework. Our adult programming focuses on providing literacy training to parents, guardians, and caregivers for their own benefit and to help them grow as a resource who can help the children in their care develop as readers and learners. We also provide adults and youth with training and access to computers and the Internet. The Oneida Nation libraries currently provide 26 public access computers, including printers, with wireless internet access that record an average of 1,648 sessions monthly. The Oneida libraries also hold many diverse community programs that address the needs of our community from art programs for community adults and elders, gardening

**Oneida Traditional Healing:**

Formerly, Oneida Cultural Wellness Program, uses a holistic non-fragmented, culture-based approach to wellness by addressing impacts that have occurred to the mind, heart, spirit, body, environment, society, and primary relationships. The Lotinuhsu·níhe? Creation story, Ceremonies, Medicines societies, Great Law, and the Kaliwiyo are the foundational beliefs on which this cultural intervention healing model is based upon Lotinuhsu·níhe? spirituality is taught and referred to



throughout the healing process. This process is intended to create a strong spiritual foundation while having a positive impact on the overall wellness through the reclamation of one's Oneida identity.

#### Oneida Nation Arts Program:

The Oneida Nation Arts Program provides diverse and comprehensive arts programs that feature support and develops the Oneida creative spirit by celebrating, challenging and promoting the individual. The department supports and encourages creative expression that embraces our heritage, comment on the present, and illuminate the future.

#### **Partners and Collaborators**

Collaboration with these partners is fundamental to the success of the Strategic Plan. These partners include:

- Faithkeepers and Chief
- Oneida Language Department
- Practitioners and Healers
- Oneida Elders
- Executive Leadership
- Oneida Business Committee
- Oneida Community Health Center
- Oneida Behavioral Health
- Oneida Human Resources

#### **Guiding Principles**

The following principles have been adopted from the First Nations Mental Wellness Continuum Framework:

- YukwatsístayΛ (Spirit-Centered)
- Twahwatsí·layΛ (Connected)
- Loti?nikuhkátste? (Resiliency)
- Yukyunhiyostakhwáheke? (Holistic Supports)
- Lotinhowanáhtu (Community Focused)
- AyethilíhwakwenyΛstáhake (Respectful)
- Tsa?tewahsánÁ TeyokalÁ·lu (Balanced)
- Ka?tshatstÁsla (Shared Responsibility)
- Tsi? NiyukwalihótΛ (Culturally Competent)
- TwalihowanΛhtúhake (Culturally Safe)
- Ka?nikuhli·yó (Good Mind)

#### **Governmental Services Division Vision**

An engaged and empowered healthy community built on Tsi?Niyukwaliho T^ instilled with respect, education and self-awareness.

#### **Cultural Heritage Mission**

To provide Lotinuhshu.ni' knowledge and resources to strengthen Tsi? NiyukwalihótΛ.

### **Job Descriptions**

Cultural Heritage job descriptions will require specific knowledge that will include a holistic understanding of traditional medicine. A work standard will outline the criteria and measures that will be used to determine proficiency for each job description. This policy will not only acknowledge a Traditional Healer for the important work they do but ensure that they are compensated appropriately.

Each Clan Manager will have specific roles and responsibilities within Cultural Heritage. Below are some of the functions within each clan structure:

- Bear Clan Manager
  - Medicine people
  - Sense of gathering – give recommendation of issues that come up
  - Coordinates all employee engagement, morale, etc
  - Coordinates all safety plans
  - Will manage the programs and services that provide help with issues.
    - Traditional Healer and Cultural Advisor
- Turtle Clan Manager
  - Understanding of the environment
  - Recognized as being the well – they have all the information that brings understanding of ideas to the people
  - Collaborates with all internal tribal resources
    - Coordinates the budget process for Cultural Heritage
  - Will manage the programs and services that are resources to the community and provide information to the people.
    - Arts Program, THPO, Library, and Museum
- Wolf Clan Manager
  - Pathfinders – give us the path of the direction we are going
  - Provides reports to Executive Leadership, BC Subcommittees, BC
  - Facilitates department meetings
  - Will manage the programs and services that provide direction and leadership.
    - Language Archivist and Administrative Assistant

### **Traditional Healing**

This is an area that will be developed to include a Traditional Healer and 2-3 apprentices. The job descriptions will be developed using the Work Standard mentioned above.

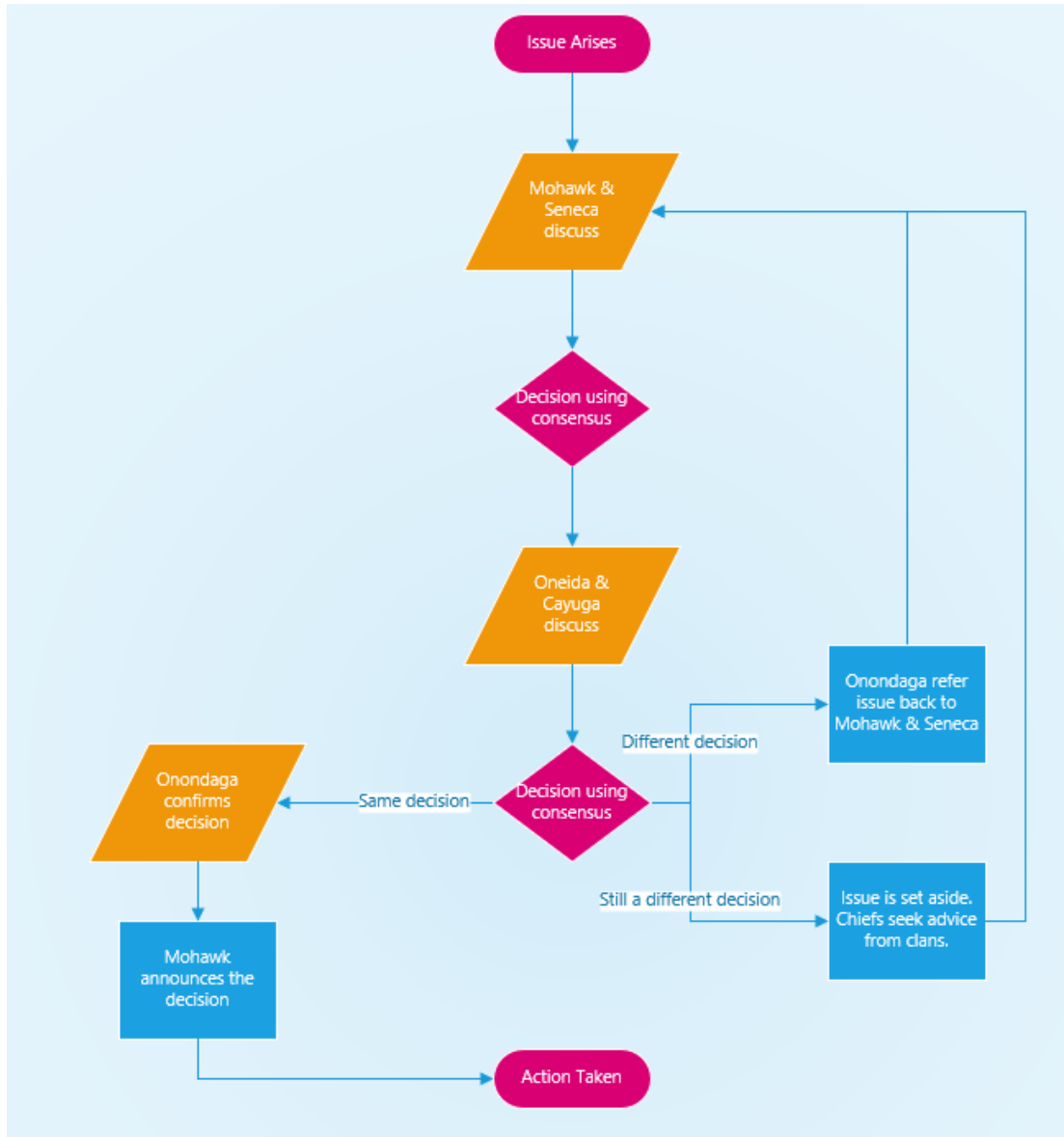
### **Decision by Consensus**

The Great Law allows everyone to voice opinions and agree upon decisions through consensus.

Consensus allows all people affected by a decision to have an equal voice.

For consensus to work, people must be open-minded and willing to think deeply about issues and what other people's ideas and suggestions are. Although the decision may not be their first choice, for what is best to all in the group, they must be willing to support it.

The Grand Council decision making process is outlined below.



There were times when the Grand Council were required to return to each chief's clan to hear what the clan thought about a certain topic. When this took place, there were certain steps taken to ensure the voice of the people was heard.

- Step 1: Clan meeting was held; men, women, children and elders were given a chance to speak
- Step 2: Clan mothers informed their chief what decision was made through consensus
- Step 3: Clan chief carried the decision to the Council of the Chiefs of the Nation
- Step 4: The Council of the Chiefs of the Nation brought the decision to the Grand Council

Cultural Heritage will implement this philosophy. Simply put, when an issue arises that will impact the department, the Bear Clan and Turtle Clan will work together and deliberate over the issue. When

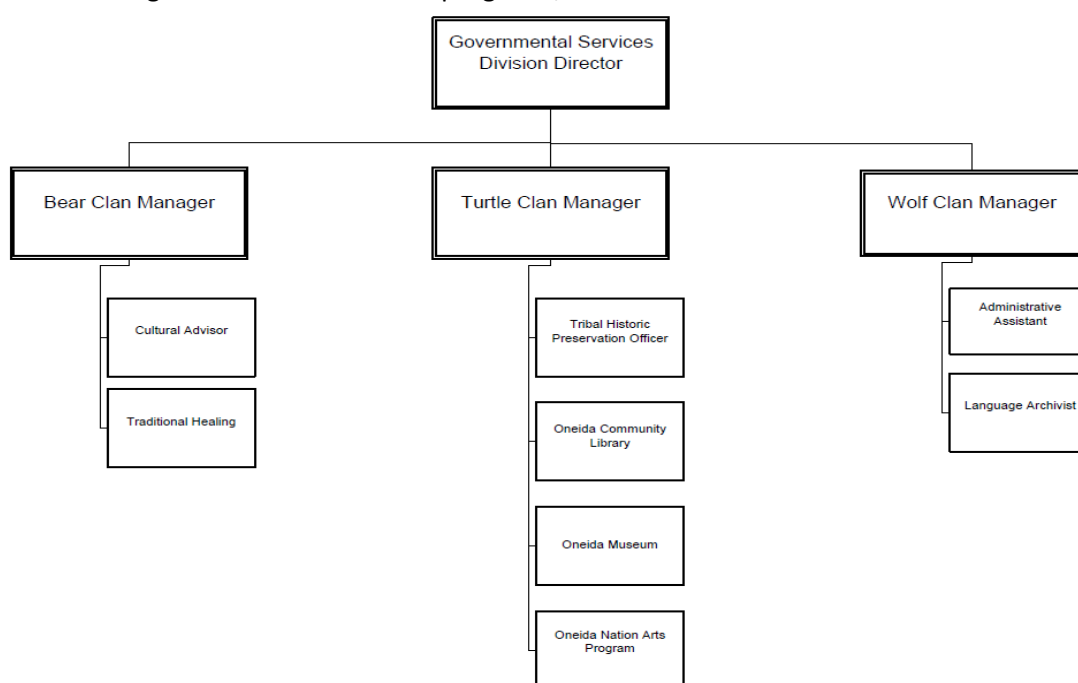
coming to an agreement (one mind), they will provide their recommendation to the Wolf Clan who provides the path to move forward and gives direction.

Below are some scenarios to explain the process in more detail:

- Issue or decision that will impact the department as a whole but not individuals throughout the department
- Issue or decision that will impact the employees throughout the department
- 

### **Proposed Organization Chart**

Cultural Heritage will consist of several programs/services under the direction of 3 Clans:



### **Strategies for Success**

Goal 1: Build an Understanding of Culture and Traditional Medicine

Strategy 1: Implement Cultural Competency Training

Strategy 2: Build an understanding of traditional/holistic wellness

Strategy 3: Model traditional wellness in the workplace

It is important to building an understanding of the Oneida culture and traditional medicine to improve health and healing that complements our current healthcare system.

Cultural awareness and competence need to be promoted and implemented throughout the organization. Currently, Oneida Comprehensive Health Division has a Cultural Awareness Standard Operating Procedure which created a team of individuals within the division to work with Cultural

Heritage in developing culture lessons with applications to healthcare. The curriculum could be used across the organization to help build awareness and understanding of our culture.

Modelling traditional wellness in the workplace will help support building understanding. Cultural Heritage will work with partners to incorporate traditional wellness into health planning and service delivery for worksite wellness programs.

**Goal 2: Develop Resources**

Strategy 1: Develop a resource list

Strategy 2: Support further development of tools/resources

Having resources can help support efforts to increase access to information about traditional medicines and practices. Facilitating and supporting the development of resources is necessary to incorporate tradition wellness in our organization.

**Goal 3: Increase Knowledge of Culture, Language and Traditional Medicine**

Strategy 1: Engage our youth

Strategy 2: Engage our elders

Strategy 3: Utilize technology to improve communication

Strategy 4: Improve access to learn

An important part of transferring knowledge to our youth, elders, employees, and community is to support healers in strengthening and sharing their gifts. Cultural Heritage will develop programs and services to educate youth, elders, employees, and the rest of the community. This can happen through existing programs that serve these populations such as Outdoor Adventures, language classes, and Recreation.

Throughout this pandemic, we have learned firsthand how to work virtually. In some cases, programs have seen more participation as a result. For instance, the Trauma Informed Parenting program has implemented a virtual curriculum which has increased participation and can now provide the program to community members located in Milwaukee or other parts of the state.

Not only can the use of technology improve access to traditional wellness, working collaboratively with our partners to incorporate cultural teachings and traditional wellness into their programs can improve access to traditional healers.

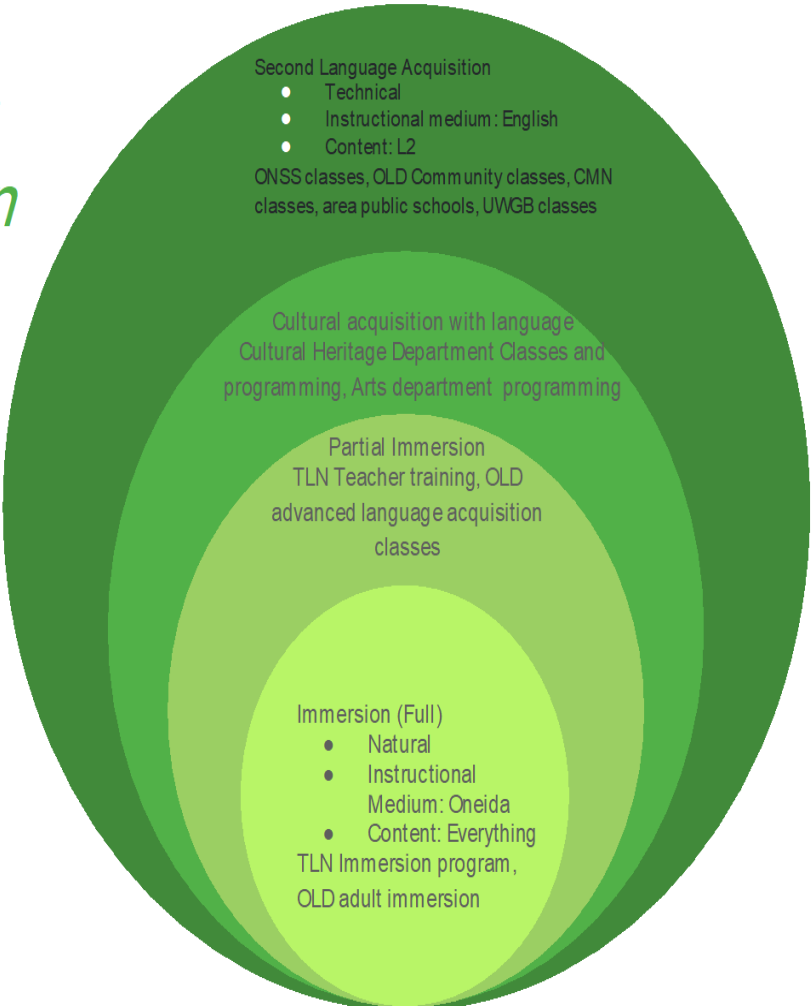
**Partner: Oneida Language Department**

This partnership will include knowledge, resources, community outreach, youth engagement, elder enrichment, ceremonial assistance, naming, presentations for tribal departments and community, virtual language classes, access to culturally relevant Oneida language courses for certificate...(add items here?)

The Oneida Language Department's mission is to increase the number of speakers in our community. We collaborate and teach our language to anyone who needs help and is

interested in to focus our language. We offer a spectrum of services to the community and schools. From second language acquisition services all the way to language immersion classes, we aim to address the needs of the individual as well as a group or department that we work with.

*Spectrum of Oneida  
Language Restoration*



The Spectrum of Language Learning facilitates language and culture initiatives offered within various methods of language learning in our community. In each section of the spectrum, we can find a place to begin, progress, maintain and speak our language. Each area of the spectrum also provides information on the kinds of services available and accessible. With this spectrum individuals, groups, tribal departments, schools and the community at large can discover how to value, support, participate and ensure the survival of our language and culture.

**Oneida Business Committee Agenda Request**

CDC # 20-101 - Approve two (2) actions

**1. Meeting Date Requested:** 6 / 23 / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☒ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter:   
Your Name, Title / Dept. or Tribal MemberAdditional Requestor:   
Name, Title / Dept.Additional Requestor:   
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

Purpose:

The project team is seeking approval of the project's Concept Paper and activation of the allocated CIP Budget funding. See attached.

Background:

The purpose of this project is to renovate the building at 760 Airport Drive (former Woodland Worship Center) to allow the relocation of the Oneida Museum into the building. The renovation will accommodate the functional and environmental control needs of the museum in a more visible location.

Approval of the project's Concept Paper will allow the project to proceed into the next phase of the process, completing a CDC Approval Package. The CDC Approval Package would be brought forward for approval before the project could proceed into construction.

Actions Requested:

1. Approve Concept Paper for project CDC #20-101 Museum Relocation.
2. Activation of \$150,000 from the approved FY2021 CIP Budget for CDC #20-101 Museum Relocation.

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

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

3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)



**CONCEPT PAPER**  
For  
**Museum Relocation**  
CDC #20-101

June 11, 2021

**I. Purpose:**

- A. The 1987 Comprehensive Plan noted the community wanted a cultural center to preserve and learn our history, culture, language and so on. With the current museum being built 40 years ago, the limited space, unstable environmental conditions and further deterioration of the building are not conducive to the protection, preservation, and exhibition of the Nation's collections, nor functionality of the museum and its programming.
- B. Issues with the current location/facility include, but are not limited to:
  - 1. The current Oneida Nation Museum is in an isolated area on the Reservation which does not support the Oneida Nation's tourism initiative to collectively establish the Oneida Nation as a premier destination.
  - 2. Because of the small 1,500 sq. ft. of exhibit space, only 20 visitors are allowed into the area at a time.
  - 3. A used trailer serves as a classroom to accommodate local school groups and host artist workshops. The trailer is not connected to the main building.
  - 4. The permanent collection of over 3000+ artifacts pertaining to Oneida culture and history are currently being housed at another offsite facility due to space limitations of the current museum.

**II. Project Analysis**

A. Project Description:

- 1. In 2018, the Oneida Nation purchased the property at 760 Airport Drive (HWY 172) in Oneida (former Woodland Worship Center). This brought forth the opportunity to relocate the existing museum to a more accessible and identifiable location and meet the GTC's desire noted in the Comprehensive Plan.
- 2. The project proposes to renovate the existing 19,400 sq. ft. building on this property to accommodate the functional and environmental (*heating, cooling, humidity control, infestation prevention, etc.*) needs of the Oneida Museum.

B. Assumptions:

- 1. That the Tribal organization will support the project moving forward.
- 2. That the Tribal organization supports the repurposing of the former Woodland Worship Center as a museum.
- 3. Funding will be available for developing the project.
- 4. Programming will be centralized with the renovation of the new facility.
- 5. A new facility will provide adequate space for the current and future needs of programs for the museum.
- 6. Adequate space and stable environmental conditions for the museum's

permanent collection and exhibition of artifacts.

7. That the Tribal organization will support the ongoing operational costs/needs of the new facility.

C. Operational Impact:

1. Development of another building requiring organization support may require additional staffing from DPW, Custodial, MIS, etc. A full evaluation will be included in the project's CDC Approval Package.
2. Increase in Museum personnel.

D. Organizational Goals: The project would support the following goals and objectives of the 2008 Comprehensive Plan for the Oneida Reservation and its 2014 update:

1. Plan Element: **Social Wellness** Skáná Ákahak
  - a) GOAL #1: Ensure overall wellness for Latiksa'shu ha tsi niyole lotiksta ho' ku' ha ("children as far as the old people").

Tsi' Niyukwaliho-ta (CULTURE and LANGUAGE)

(1) Objective 1.1 Preserve Oneida language and culture so that ayukwatenhotukwathat slayá-táke ("we (all) should have a key").

2. Plan Element: **Community Design**
  - a) GOAL #1: Create an Oneida community of wellness that supports the individual's tie to the land through a sense of place, identity, and appropriate development.

(1) Objective 1.1 Create a positive sense of place which identifies the Oneida community.

3. Plan Element: **Facilities, Utilities, Transportation**
  - a) GOAL #1: Enhance tribal sovereignty by investing in tribal infrastructure.

(1) Objective 1.2 Improve energy efficiency of tribal assets.

### III. Market

A. Market Served:

1. We plan to target the market segments pertaining to the 14% interested in Historical sites/museums and the 10% interested in Cultural Events/Festivals.
2. Based on the national levels and the resident numbers within 50 miles of Oneida, we have a market segment of 140,000. We currently attract almost 10% of the market segment.
3. The resident market has almost 1 million residents within 50 miles of Oneida (22% school age), and some 35% of households have children living at home. Indices for cultural participation are about average; many households are middle

class with some concentration of lifestyle segments of family households and others with “recent empty nesters”.

4. The visitor market peaks in summer months, with festival and special events as the major draws to the area. The most important attractions for visitors are Green Bay Packer games, camps, and our gaming operation.

B. Competition: The primary competition for patrons in the local market would be:

1. Neville Public Museum, White Pillars Museum, National Railroad Museum, Heritage Hill State Park, Hazelwood Historic House Museum, Children’s Museum of Green Bay.
2. Green Bay Botanical Garden, Bay Beach Amusement Park, Bay Beach Wildlife Sanctuary, NEW Zoo & Adventure Park.
3. Lambeau Field and Atrium, Packer Hall of Fame.

#### **IV. Potential Risk:**

- A. Change in Tribal political climate.
- B. Effects of the ongoing and/or a future pandemic.
- C. Failure to meet and fulfill the Comprehensive Plan’s goals and objectives supported by this project.
- D. Personnel changes at leadership roles.
- E. Tribal Budget Constraints which would prohibit the development of this type of project.
- F. No funding support from BC or GTC.
- G. No land/facility improvement support from the Oneida Land Commission.

#### **V. Potential Investment**

A. Funding Sources: Potential funding sources for this project include:

1. Institution of Museum and Library Services (IMLS) grants
2. National Endowment for the Humanities (NEH) grants
3. National Trust for Historic Preservation (NTHP) grants
4. CIP Budget

B. Funding Sources: Potential funding sources to offset operational costs of the completed project include:

1. Gift Shop revenue
2. Admissions and Tour fees
3. Facility rentals

Concept Paper  
CDC #20-101

- C. Development Costs: The project will require funding for completing the project's CDC Approval Package if the Concept Paper is approved. Funds are needed for: developing business plan, space programming, preliminary design, etc.) The intention would be to utilize this project's FY2021 CIP Budget allocation of \$150,000 for these services.
- D. Construction Cost Target:
1. Construction cost is targeted to be in the \$150 - \$250 Per square foot range for the building renovation only. Site work, soft and miscellaneous costs, furniture, fixtures, equipment, and contingency are in addition to this construction cost.
  2. The project's CDC Approval Package will identify the total project budget estimate.

**VI. Time Line**      Upon approval of the Concept Paper:

- |   |          |
|---|----------|
| A. CIP Phase I – CDC Approval Package         | 30 weeks |
| B. CIP Phase II -Project Ranking and Approval | 36 weeks |
| C. CIP Phase III –Design                      | 45 weeks |
| D. CIP Phase IV- Construction                 | 45 weeks |

**VII. Recommendations**

- A. It is recommended strong consideration be given to this project to help the Oneida Nation Museum accomplish goals and objectives in their work plans as well as those set in the Oneida Reservation Comprehensive Plan.
- B. Approve activation of the allocated CIP funds for the project.

**VIII. Client Approval**      A signed copy of the CIP-05 Form is attached indicating approval by client's division director.

ATTACHMENT: FORM CIP-05

## Capital Improvement Process (CIP) - Client Division Director Approval Form

To: Tina M. Jorgensen - Governmental Services Division Director  
Through: Stacy Coon - Museum Director  
From: Paul J. Witek – Engineering Director / Senior Architect  
Date: June 11, 2021  
Re: Museum Relocation - CDC #20-101

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

- ☒ Concept Paper – dated: June 11, 2021  
☐ CDC Approval Package – dated:



Digitally signed by Tina Jorgensen, MS,  
RDN  
Date: 2021.06.11 12:05:47 -05'00'

---

Tina M. Jorgensen - Governmental Services Division Director

---

Date

CIP BUDGET ACTIVATIONS 2021

Revised: 06/11/21

Project No.	Project Title	CIP \$ App'd FY 2021	Activated Amount	Date Activation Approved	Unactivated Balance	Notes
07-009	Building Demolitions	155,000			155,000	A
20-101	Museum Relocation	150,000			150,000	A
TOTALS:		305,000	0		305,000	

Adjustments


Notes:

A. Funding source: Tribal Contribution

**Oneida Business Committee Agenda Request**

CIP # 07-009 - Activate funding for Building Demolitions

**1. Meeting Date Requested:** 6 / 23 / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☒ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter:   
Your Name, Title / Dept. or Tribal MemberAdditional Requestor:   
Name, Title / Dept.Additional Requestor:   
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

Purpose:

The project team is seeking approval to activate the allocated project funding in order to proceed with the project.

Background/History:

The original project scope included demolition of four buildings, the former Anna John Nursing Home, the former Oneida Health Center, the Tribal Building and the White Building. The noted building demolitions were completed. The Project Team then received approval through the CIP Package Amendment to continue the project to demolish any applicable building(s) required when numerous building deficiencies and problems exist that make their reuse not economically viable and/or the presence of the unoccupied structure poses a liability exposure to the Nation.

The project's remaining unobligated funds were removed in 2020 due to the economic conditions caused by the pandemic, however, the need to demolish structures remained, so funding was allocated in the FY2021 CIP Budget for the project.

The OBC approved the the project's CIP Package on 11/15/2013 and the OBC approved the project's CIP Package Amendment on 1/08/2020.

Funding for the project was included in the OBC approved FY2021 CIP Budget at \$155,000.

While funding was allocated from the Economic Development, Diversification and Community Development (EDDCD) Fund to the Land Commission for some residential demolitions, there is still a need for additional residential, agricultural, and commercial demolitions; those demolitions would be addressed under this CIP Project.

Action Requested:

1. Activation of \$155,000 from the approved FY2021 CIP Budget for CIP #07-009 Building Demolitions.

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

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

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



**BUILDING DEMOLITIONS**

CIP #07-009

**Potential Demolition List: (being evaluated by Demo Team)**

June 15, 2021

**Residential Properties:**

Address	Parcel #	Notes:
2908 Commissioner Street	HB-1304-2	
3140 Jonas Circle	HB-861	
W386 Crook Road	17-0-2121-07	
894 Riverdale Drive	HB-1428-B	
1200 Orlando Dr	HB-335	
W132 Service Road - Garage	170223400	Demo funded by EDDCD Fund allocation to LC
4045 Hillcrest Dr	HB-723	Demo funded by EDDCD Fund allocation to LC
3703 Hillcrest Dr - House	HB-753	Demo funded by EDDCD Fund allocation to LC
N7890 Cooper Rd	170051700	Demo funded by EDDCD Fund allocation to LC
N6522 County Rd E	170215000	Demo funded by EDDCD Fund allocation to LC
2621 Dorn Court	HB-863-1	Demo funded by EDDCD Fund allocation to LC
1156 Riverdale Drive	HB-726-1	Demo funded by EDDCD Fund allocation to LC
1160 Riverdale Drive	HB-726-1	Demo funded by EDDCD Fund allocation to LC
2686 West Point Rd	6H-1125-5	Demo funded by EDDCD Fund allocation to LC
W2458 County Rd EE	170106400	Demo funded by EDDCD Fund allocation to LC
3140 Jonas Circle	HB-861	Demo funded by EDDCD Fund allocation to LC

**Agricultural Properties:**

Address	Parcel #	Notes:
W1774 CTY EE	170111401	

**Commercial Properties:**

Address	Parcel #	Notes:
2860 W. Mason Street	6H-1148	
2611 Dorn Court	HB-863	
3703 Hillcrest Dr - Barn	HB-753	Cultural Heritage Barn

CIP BUDGET ACTIVATIONS 2021

Revised: 06/11/21

Project No.	Project Title	CIP \$ App'd FY 2021	Activated Amount	Date Activation Approved	Unactivated Balance	Notes
07-009	Building Demolitions	155,000			155,000	A
20-101	Museum Relocation	150,000			150,000	A
TOTALS:		305,000	0		305,000	

Adjustments


Notes:

A. Funding source: Tribal Contribution

Determine next steps in accordance with §105.9-1 regarding oaths of office for Oneida Election Board...

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: June 17, 2021

RE: Alternate arrangement to administer Oaths of Office for Oneida Election Board Alternates

---

### Background

I submitted an agenda request for the June 23, 2021 BC Meeting to appoint seven (7) alternates to the Oneida Election Board for the 2021 Special Election. If appointed, these applicants will need to be administered their oaths of office as soon as possible. The Special election is on Saturday, July 10, 2021 which is before the next regular BC meeting on July 14, 2021.

The BC approved the Election Boards request to post for alternates on 3/24/21 and these positions were posted since then, but only received alternate applications to submit for appointment recently.

According to the Boards, Committees and Commissions law;

105.9-1. All appointed and elected positions are official upon taking an oath during a regular or special Oneida Business Committee meeting, or at an alternative time and location as determined by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon taking the oath. The Nation's Secretary shall notify the chosen persons when they shall appear for taking the oath.

(a) When taking an oath, the appointed or elected member shall appear in person to take his or her oath, except if granted permission by the Secretary to appear through video conferencing, or through other telecommunications.

(b) If an oath is administered outside of an Oneida Business Committee meeting, a quorum of Oneida Business Committee members shall be present to witness the oath.

### Background

Approve request to schedule a special BC meeting or make alternate arrangements in accordance with §105.9-1.

Post one (1) vacancy - Oneida Nation Arts Board

---

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: June 7, 2021

RE: Post one (1) vacancy – Oneida Nation Arts Board

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### Background

There is one (1) vacancy on the Oneida Nation Arts Board (ONAB) that needs to be posted due to the resignation of Frances Brigham on June 6, 2021, the vacancy is for a term ending March 31, 2024.

### Action requested:

Post one (1) vacancy for the Oneida Nation Arts Board.

Accept the Special Committee on State-Tribal Relations update

---

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                               | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)                 | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence            | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                     | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                     | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up               | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: Attached memo provided as FYI |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

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# Wisconsin Legislative Council

Anne Sappenfield  
Director



TO: MEMBERS OF THE SPECIAL COMMITTEE ON STATE-TRIBAL RELATIONS

FROM: Anne Sappenfield, Director

DATE: June 11, 2021

The Joint Legislative Council voted by mail ballot to introduce the following bill drafts, which were recommended by the Special Committee on State-Tribal Relations:

- **LRB-0213/1**, relating to battery or threat to an officer of the court in a tribal proceeding and providing a penalty. The motion to introduce the bill draft was approved by a vote of Ayes, 22; Noes, 0.
- **LRB-0216/1**, relating to the membership of the Higher Educational Aids Board. The motion to introduce the bill draft was approved by a vote of Ayes, 22; Noes, 0.
- **LRB-0227/2**, relating to notification to tribal chairs and tribal law enforcement agencies for a sexually violent person being placed on supervised release in a county in which the tribe is located. The motion to introduce the bill draft was approved by a vote of Ayes, 22; Noes, 0.

A copy of the bills and the Joint Legislative Council Report of the Special Committee will be available on the Special Committee's webpage (<https://docs.legis.wisconsin.gov/misc/lc/study/2020/2079>) at a later date. You will be notified of any hearings on the bills that are scheduled by the standing committees to which the bills are referred.

If you have any questions, please feel free to contact Steve McCarthy, or myself, at the Legislative Council staff office.

Thank you for your service on the Special Committee.

AS:kms



Enter the e-poll results into the record regarding the approved Headstart request to post one (1) grant...

## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

---

**From:** Secretary  
**Sent:** Tuesday, June 15, 2021 8:25 AM  
**To:** Tehassi Tasi Hill; Brandon L. Yellowbird-Stevens; Cristina S. Danforth; Lisa A. Liggins; Daniel P. Guzman; David P. Jordan; Kirby W. Metoxen; Ethel M. Summers; Jennifer A. Webster; BC\_Agenda\_Requests; Geraldine R. Danforth; Deborah J. Thundercloud; Jacqueline M. Smith; Maureen A. Metoxen  
**Cc:** Secretary; Kristal E. Hill; Rhiannon R. Metoxen; Danelle A. Wilson  
**Subject:** E-POLL RESULTS: Approve the Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor for a Special Summer School Session

### E-POLL RESULTS

The e-poll to Approve the Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor for a Special Summer School Session, **has carried**. As of the deadline, below are the results:

Support: Daniel Guzman, David Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
oneida-nsn.gov

"The best way to predict the future is to create it." – Abraham Lincoln  
"In every deliberation, we must consider the impact on the seventh generation..." –  
Haudenosaunee Great Law



A good mind. A good heart. A strong fire.

---

**From:** Secretary  
**Sent:** Friday, June 11, 2021 5:31 PM  
**To:** Tehassi Tasi Hill; Brandon L. Yellowbird-Stevens; Cristina S. Danforth; Lisa A. Liggins; Daniel P. Guzman; David P. Jordan; Kirby W. Metoxen; Ethel M. Summers; Jennifer A. Webster  
**Cc:** Secretary; Kristal E. Hill; Rhiannon R. Metoxen; Danelle A. Wilson  
**Subject:** E-POLL REQUEST: Approve the Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor for a Special Summer School Session  
**Attachments:** Approve the Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor for a Special Summer School Session.pdf  
**Importance:** High

### E-POLL REQUEST

**Summary:**

Headstart will be offering a Special Summer Session for four-year-old going into Kindergarten in the Fall from June 14, 2021 – July 8, 2021. Cohort A will attend on Monday/Tuesday. Cohort B will attend Thursday/Friday for four weeks. This will allow for socialization, assessment and skill building and Kindergarten Readiness activities to take place in an in-classroom environment, which the children did not get to experience during the normal year due to virtual learning activities because of the Pandemic.

**Justification for E-Poll:** Notice of Award for \$201,012.00 in ARPA Supplemental Funding was received yesterday, Thursday June 10, 2021. The Special Summer School session starts June 14, 2021 and the next Business Committee meeting is not until June 23, 2021.

**Requested Action:**

Approve the Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor for a Special Summer School Session

**Deadline for response:**

Responses are due no later than **4:30 p.m., MONDAY, June 14, 2021.**

**Voting:**

1. Use the voting button above, if available; OR
2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office

**Oneida Business Committee Agenda Request****1. Meeting Date Requested:** 6 / 11 / 21**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:

Headstart is requesting approval to post for an Emergency Temporary Bus Monitor for a Special Summer School Session being held June 14, 2021 through July 8, 2021. We recieved our Notice of Award for \$201,012.00 in ARPA Supplemental Funding yesterday. The Position is not currently in our Work Force Levels and wasn't budgeted. Both the HR Manager and CFO support the request.

**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☒ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter: Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

**Oneida Business Committee Agenda Request****6. Cover Memo:**

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

Headstart will be offering a Special Summer Session for our four year old going into Kindergarten in the Fall from June 14th - July 8th. Cohort A will attend on Mon/Tues. Cohort B will attend Thurs/Fr. for four weeks. This will allow for socialization, assessment and skill building and Kindergarten Readiness activities to take place in an in-classroom environment, which the children did not get to experience during the normal year due to virtual learning activities because of the Pandemic.

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

Oneida Nation  
PO Box 365 • Oneida, WI 5455-0365  
oneida-nsn.gov



# Request to Recall or Fill a position

*For new, 100% Grant funded positions only<sup>1</sup>*

## INSTRUCTIONS:

1. Complete this form
2. Submit it along with any supporting documents to the Chief Financial Officer ([lbarton@oneidanation.org](mailto:lbarton@oneidanation.org)); Cc the HRD Area Manager ([gdanfor1@oneidanation.org](mailto:gdanfor1@oneidanation.org))
  - a. Required supporting documents:
    - ☒ Job Description
    - ☒ Re-entry Training
    - ☐ Safety Plan
    - ☒ Workforce Level Assessment.
3. Chief Financial Officer will review and submit a recommendation to the requestor and the HRD Area Manager.
4. HRD Area Manager will submit the request to the BC for consideration (BC Agenda or E-poll).

<b>TYPE OF REQUEST:</b>	RECALL AN EMPLOYEE / FILL A VACANCY			
<b>DEPARTMENT:</b>	Headstart			
<b>COST:</b>	Weekly Personnel Cost: \$300.00	Fringe/Indirect Cost: \$57.90	Total Weekly Cost: \$357.90	Need for remainder for FY-21: 4 weeks \$1,432.00
<b># OF EMPLOYEES:</b>	1			
<b>TITLE:</b>	Bus Monitor			
<b>POSITION NUMBER:</b>				
<b>DATE NEEDED:</b>	6-14-21			
<b>RECALL PROCEDURE USED:</b>	Beyond Recall Date			
<b>TRIBAL PREFERENCE USED:</b>	YES / NO / N/A	Explanation:	Yes, will post with Preference	
<b>NARRATIVE/JUSTIFICATION:</b>	Needed for Special Headstart Summer Session, paid out of ARPA Grant			

<sup>1</sup> Please see resolve #4 of resolution BC-11-24-20-F.

**APPLY IN PERSON AT:**

Human Resources Department  
909 Packerland Drive  
Green Bay, WI 54303



# ONEIDA

A good mind. A good heart. A strong fire.

**OR MAIL TO:**

Human Resources Department  
P.O. Box 365  
Oneida, WI 54155-0365

Phone: (920) 496-7900

Fax: (920) 496-7490

Job Line: 1-800-236-7050

**APPLY ONLINE AT:**

<http://oneida-nsn.gov>

**POSITION TITLE:** Bus Monitor –Half-time  
**POSITION NUMBER:** New  
**DEPARTMENT:** Head Start  
**LOCATION:** Varies  
**DIVISION:** Governmental  
**RESPONSIBLE TO:** Program Manager  
**SALARY:** NE1 \$10.10/Hr (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)  
**(Employees will receive 5% below the negotiated pay rate during their probationary status.)**  
**CLASSIFICATION:** Non-Exempt  
**POSTING DATE:**  
**CLOSING DATE:**  
**Transfer Deadline:**  
**Proposed Start Date:** As Soon As Possible

---

### **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

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### **POSITION SUMMARY**

This position will ride on the bus and monitor the children. Continuation of this position is contingent upon funding allocations.

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**DUTIES AND RESPONSIBILITIES:**

1. Check children on/off bus.
2. Assist in buckling and unbuckling seat harnesses.
3. Monitor and control student behaviors on the bus.
4. Assist with emergency evacuation procedures.
5. Assist Bus Driver with completing post trip checks to ensure no child is left behind on the bus.
6. Walk children to/from bus to the building.
7. Respond to emergencies.
8. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
9. The above duties and responsibilities are not an all inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently sit; reach with hands and arms.
2. Occasionally stand, walk, bend/stoop, reach above shoulder level, carry and lift up to twenty-five (25) pounds.
3. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter as required.

**STANDARD QUALIFICATIONS:**

1. The ability to read and comprehend simple instructions.
2. The ability to be able to deal with the general public and Tribal employees with tact, courtesy, respect, objectivity and maturity.
3. The ability to make quick decisions in the case of an emergency.

**JOB DESCRIPTION****Bus Monitor****STANDARD QUALIFICATIONS: (Cont.)**

4. Ability and willingness to obtain Oneida Certification on reporting Child Abuse and Neglect is required with ninety (90) days of employment.
5. Ability to obtain Shaken Baby Syndrome training within ninety (90) days of employment.
6. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
7. Must be willing and able to obtain additional education and training.
8. Must pass a pre-employment drug screening. Must adhere to the Tribe=s Drug and Alcohol Free Workplace Policy during the course of employment.
9. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.

**PREFERRED QUALIFICATIONS:**

Applicants please clearly state on the application/resume if you meet these qualifications.

1.

**MINIMUM QUALIFICATIONS:**

Applicants please clearly state how you meet these qualifications on the application/resume.

1. Must be at least 18 years of age.
2. Must have a High School Diploma, HSED Certification or GED Certification.

**ITEMS TO BE SUBMITTED:**

- 1.
- 2.



## **Headstart Bus Monitor Emergency Temporary Position**

**June 14- July 8, 2021**

### **Workforce Level Assessment**

**Issue** – Oneida Headstart has surveyed Parents of enrolled four year old who will be going onto Kindergarten in the fall of 2021 to see if their child would participate in an in-classroom setting for a four week Special Summer Session due to the minimal contact hours that were created by the COVID Pandemic this school year. We received an overwhelming positive response. We will be holding a Summer Session from June 14- July 8, 2021, which will be paid through our American Rescue Plan Act (ARPA) Special Funding. We will need a Bus Monitor to assist with one of our bussing routes as soon as possible.

**Workforce Level Assessment** – Headstart did not include this position in it's FY '21 Budget, as we were not aware of the Special Funding Award until this spring. We were noticed of an award of \$201,012.00 and have submitted our application for the award. We are awaiting Headstarts approval and final notice of award. We have asked for a quick review in order to offer our summer programming, which Headstart has encouraged.

**Action Requested** – I am requesting approval to post an Emergency Temporary Bus Monitor for our Summer Session.

**HRD Manager and CFO Support of Request for ET Bus Monitor for Special Headstart Summer Session**

**Please see excerpts below identifying the recommendation of supporting the posting and hiring of a Bus Monitor.**

**From:** Lawrence E. Barton <[lbarton@oneidanation.org](mailto:lbarton@oneidanation.org)>  
**Sent:** Thursday, June 10, 2021 2:11 PM  
**To:** Jacqueline M. Smith <[jsmith@oneidanation.org](mailto:jsmith@oneidanation.org)>  
**Subject:** Re: E&T Area Manager Approves Head Start Summer School Session

Jacqueline, I support the request; Obligation of the Rescues Funds is approved by the Business Committee by Resolution, thanks, Lary Barton

---

FW: Requesting approval to proceed with an OBC e-poll request

I have reviewed and support the request.

yaw^?kó• (Thank you!)

Geraldine R. Danforth  
Human Resources Area Manager  
Skenandoah Complex  
909 Packerland Drive  
(920)496-7358



A good mind. A good heart. A strong fire.

# ONEIDA NATION HEADSTART AND EARLY HEAD START

## Program Plan – A/B + Home/Virtual During COVID-19

### Mission:

*The mission of the Oneida Nation Head Start and Early Head Start is to provide education and family support services that promote healthy prenatal and child outcomes, enhance and nurture the development of young children, and foster the well-being of families while respecting cultural values.*

Table of Contents

Section 1: Introduction & HS/EHS -Virtual & On-Site- A/B Option..... 2

Section 2: Classroom Daily Schedule & Center A/B Schedule ..... 3

Section 3: Safety Protocols..... 4

Section 4: Health and Symptom Checks..... 5

Section 5: Healthy Hand Hygiene ..... 7

Section 6: Child Medication - Nebulizers..... 8

Section 7: Exclusion Policies, COVID-19 Symptom Identification, and Sick Protocols ..... 8

Section 8: CHILD DROP-OFF AND PICK-UP ..... 9

Section 9: Transportation – bussing ..... 10

Section 10: Meals ..... 11

Section 11: Communicating with Families ..... 11

Section 12: GROUPS, MEETINGS, FAMILY ACTIVITIES ..... 11

Section 13: EHS Home Visiting & Family Partnership Services-Head Start ..... 11

Section 14: Resources.....18

## Section 1: Introduction & HS/EHS -Virtual & On-Site- A/B Option

In Response to the COVID Pandemic, Oneida family and community needs, health and safety protocols, the ONHS/EHS program has developed program option(s) to provide educational and family support services. In accordance the CDC recommendations, Oneida Health Care, Oneida COVID Team, and Wisconsin State Child Care Licensing, we are offering a virtual only learning option and will add on-site learning in classroom instruction using a blended A/B option. Group A will attend on Monday and Tuesday and Group B on Thursday and Friday. Wednesday's are reserved for teacher prep, virtual learning experiences, staff training, and disinfecting of the centers. Families may, upon request, opt to have their child participate in virtual only learning for the entire program year.

### **Head Start/Early Head Start Center-based Services: A/B On-Site + Virtual Learning Options**

1. The Head Start program will operate from the Three Sisters Head Start site, and the Norbert Hill Head Start site will be temporarily closed.
2. The Early Head Start program will operate from the EHS center to provide virtual home-based and center-based services. The EHS center-based classroom will open for on-site services when it is safe to do so.
3. Individualized learning packets that are developmentally appropriate will be mailed and/or dropped off for enrolled HS/EHS children during the virtual learning only option.
4. Families will be encouraged to support their child's learning experience using Seesaw, and online educational learning platform. Parents/guardians will be provided instructions and an invite to use Seesaw.
5. Those children who opt to participate in virtual learning only when the center opens for A/B On-Site learning will continue to receive educational packets weekly and participate virtually through Seesaw.
6. All enrolled children will be given the opportunity to attend 2 days a week when the A/B on-site option is offered.
7. Up to Ten (10) children will be assigned to either the A or B group with a lead teacher and teacher assistant.
8. Children will continue to receive home learning packets as needed to meet the individualized child's learning needs and reinforce learning activities when the center opens for A/B On-site services.
9. Each family will be assigned a family service worker to assist and guide families with family partnerships, child attendance, health concerns, family status updates, transportation needs, technology assistance, parent educational opportunities, and community resources.
10. Teaching staff will provide child screenings for children using the ASQ-3 Developmental and ASQ-Social Emotional screens.
11. HS/EJS families will be scheduled to participate in virtual parent/teacher conferences in the fall, winter, and spring to discuss child progress. EHS families will have an additional summer parent/teacher conference.
12. Upon receiving and incorporating technology resources – Educational tablets will be utilized to provide virtual screenings, home visits, parent/teacher conferences, regular parent/family contacts, shared child learning experiences, child development and school readiness goals, lesson plans, child learning activities, child age appropriate applications that align with Creative curriculum and HS Early Learning Outcomes Framework, and parent educational opportunities
13. Educational tablets, that provide preschool learning apps, group and individualized learning activities and are aligned with school readiness skills, may be checked-out when available, by each enrolled family

## ONEIDA NATION HEADSTART AND EARLY HEAD START

## Section 2: Classroom Daily Schedule &amp; Center A/B Schedule

**Child daily classroom schedule:** Staggered arrival and drop off times & departure and pick up times

8:30 (3 Sisters Grp.) 9:00 (NHC Grp.)	Drop off/Busses arrive
8:30-9:00 (3 Sisters Grp.) 9:00-9:30 (NHC Grp.)	Breakfast
9:00 (3 Sisters Grp.) & 9:30 (NHC Grp.)	Group instruction
9:15	Individualized/centers
10:15 & 11:00 (3 Sisters Grp.) 11:30 & 12:15 (NHC Grp.)	Outside/Gross Motor
10:15-11:00	Read Aloud & Music & Movement
11:30; 11:45; 12:00	Lunch
12:30 (3 Sisters Grp.) & 1:00 (NHC Grp.)	Depart

## HS Three Sisters &amp; EHS Center A/B Schedule

3 Sisters Site	Monday	Tuesday	Wednesday	Thursday	Friday
1:10 Teacher/Child Ratio			VIRTUAL LEARNING (LEARNING PACKETS & SEESAW) VIRTUAL PARENT MTG.S CLEANING & SANITIZING		
80 HS CHILDREN	<b>Group A</b>	<b>Group A</b>		<b>Group B</b>	<b>Group B</b>
	Class #1 Cohort 1 = 10 Children	Class #1 Cohort 1 = 10 Children		Class #1 Cohort 2 = 10 children	Class #1 Cohort 2 = 10 Children
	Class #2 Cohort 1 = 10 Children	Class #2 Cohort 1 = 10 Children		Class #2 Cohort 2 = 10 Children	Class #2 Cohort 2 = 10 Children
	Class #3 Cohort 1 = 10 children	Class #3 Cohort 1 = 10 children		Class #3 Cohort 2 = 10 Children	Class #3 Cohort 2 = 10 Children
	Class #4 Cohort 1 = 10 children	Class #4 Cohort 1 = 10 children		Class #4 Cohort 1 = 10 children	Class #4 Cohort 1 = 10 children
<b>EHS Center- Based Classroom (1) 8 Infants &amp; Toddlers Hours: 9-3</b>	Classroom (1) 1 Cohort = 8 children	Classroom (1) 1 Cohort = 8 Children	VIRTUAL LEARNING & LEARNING PACKETS VIRTUAL PARENT MTG.S Cleaning & Sanitizing	Classroom (1) 1 Cohort = 8 children	Classroom (1) 1 Cohort = 8 Children

- Head Start & Early Head Start program calendar days of operation will be followed

## Section 3: Safety Protocols

### Safety Protocols & Training

Oneida Nation HS/EHS program will have the following safety protocols in place for children:

- a) Children over 2 years old will be required to wear masks, provided by the program, while at the center.
- b) Children with asthma or other respiratory conditions, a disability or for medical reasons will not be required to wear a mask.
- c) Children with developmental or behavioral reasons as specified by the parent/guardian will not be required to wear a mask.
- d) Cloth masks will not be worn by children during gross motor activity, outdoor play, during nap time, or mealtime.
- e) If children do not want to wear a mask, struggle with keeping a mask on, repeatedly touch the mask, etc., the mask will be removed, and the child allowed to continue their educational day without a mask on. Staff may make these decisions as appropriate.
- f) Children will not be permitted to wear cloth face coverings brought from home.
- g) Children will receive education by teaching staff on the importance of wearing masks and not touching their masks, hand hygiene, covering their cough, and maintaining physical distancing.
- h) Hand washing signs demonstrating proper hand hygiene is posted at every sink.
- i) Face Mask posters on proper wear for children posted within and outside of classrooms.
- j) If a child falls unconscious or becomes incapacitated, their face covering will be removed immediately while emergency services are called.
- k) Thermometers for health screening will be made available for child use per parent request.
- l) Child bedding, cloth masks, smocks, etc. will be cleaned daily by staff.
- m) Toothbrushing is temporarily restricted at the center. Families will be encouraged to brush their child's teeth prior to arriving at school. A *Brushing our Teeth* packet will be sent home for enrolled families, providing a child toothbrush and educational teeth brushing materials.

### Classroom

- a) Children's cubbies and classroom personal storage bins will be clearly labeled with child's name with individual supplies (i.e. Crayons, scissors, glue stick, etc.).
- b) Classrooms have been arranged to maximize space available to children with spacing 6 feet apart, and include a variety of small, clearly defined learning areas.
- c) Posters and signs (i.e. Handwashing, mask wearing, physical distancing, etc.) are posted in the classroom and throughout the center(s).
- d) Items that cannot be easily disinfected will not be in the classroom (i.e. pillows without removable covers, play dough, etc.).
- e) Children will not be able to bring any items from home to use while at the center (blankets, pillows, toys, etc.)
- f) Additional learning materials have been added to the classroom as needed to ensure children have access to a variety of materials that support different kinds of learning and exploration.
- g) Cribs will be arranged as far apart as feasible, but away from cords, drapes, blinds, etc. Child cots will be 6 feet apart for nap time.
- h) Markers (e.g., cones, stickers, tape, etc.) will help to guide children with physical distancing.

## ONEIDA NATION HEADSTART AND EARLY HEAD START

- i) Children will have individual bins with covers for classroom supplies.
- j) Children will use visual timers near classroom sinks to promote hand washing for at least 20 seconds.
- k) Child classroom space will ensure separation of children and proper seating arrangements are 6 feet apart.
- l) Outdoor classroom furniture and learning materials for planned outdoor learning sessions will be available weather permitting.

Group size & Cohorts:

- a) Head Start: Maximum child group size per classroom is 10.
- b) Early Head Start: Maximum group size per classroom 8 - 10 (including staff).
- c) To the greatest extent possible, classes must include the same group each day, and the same staff will remain with the same group each day.
- d) Siblings should be placed in classrooms together whenever possible (i.e., close enough in age).
- e) Classroom groups will not be mixed. This includes staggering playground and bathroom times and keeping groups separate for special activities, such as art, music, library, gross motor and in the hallways.

Child Health & Screening

- a) Children who are at higher risk for severe illness will be accommodated through virtual programming.
- b) Parent/Guardian will be required to complete a daily health screening of their child before getting on the bus or dropping the child off at the center. This can be completed in writing on a health screening form provided by the program or completed verbally with a staff member.
- c) If a child becomes ill while at the center, they will be placed in the Health Room, and monitored by staff until the parent/guardian picks them up.
- d) Parent/Guardian is required to pick their child up within 30 minutes of being called.
- e) Parents are required to provide a primary and emergency number for their child.

Local Guidance

Latest Oneida Nation Health Department and WI State Child Care licensing guidance has been received and a plan has been created to address any potential COVID-19 exposures/notifications. The HS/EHS department staff will continually monitor for updates and earliest announcements from the surrounding community and Oneida Nation.

## Section 4: Health and Symptom Checks

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Children - Daily Child Health Symptoms Check (Arrival)

HS/EHS is committed to completing daily health symptom checks for all students upon entry to maintain a safe environment. It is our goal to complete these in a way that limits interruptions to instructional time and respects our partnership with families. Daily Child Health Symptoms Checks will be completed by a consistent team of trained individuals (lead teacher, teacher assistant, family service worker, manager), assigned to a regular



## ONEIDA NATION HEADSTART AND EARLY HEAD START

schedule/rotation, as coordinated by the Center Director that allows for children, families and staff to become familiar with one another and limit cross group interaction.

There are three primary components of Daily Child Health Symptom Checks as outlined below:

- a. Non-contact temperature check- Temperature screen for elevated temperature.
- b. Result in forehead temperature screening of less than 100.4 F (CDC)
- c. Use non-contact forehead thermometer
- d. Screeners always wear a face covering and gloves
  - i. Other available and recommended PPE include a face shield, protective eyewear, gown
- e. Ensure access to hand washing or sanitizing and disinfectant
- f. Sanitize or wash hands and equipment between screenings, if any contact was made
- g. Follow manufacturer's instructions for completing screenings for advised screening distance and use of equipment for accurate testing

While observing the child for any visible symptoms COVID-19 and MIS-C (visible noted with\* below), parent/guardian will be asked to confirm any of the following symptoms in their child within the past 24 hours:

#### COVID-19 Symptoms

- Fever (100.4 F) or greater
- Cough (be aware of children with asthma and seasonal allergies)
- Difficulty breathing\*
- Sore throat
- Chills; repeated shaking with chills\*
- Muscle pain
- Headache
- New loss of taste or smell

#### MIS-C

- Fever (100.4 F) or greater
- Abdominal pain, neck pain
- Vomiting
- Diarrhea (typical)
- Swollen or new rash (not eczema or dermatitis) \*
- Bloodshot eyes\*
- Feeling extra lethargic

#### 9. Medication and Exposure Check

- Any medication given in the past 24 hours?
  - If yes, what kind? Alert for fever-reducing medications (Motrin, Tylenol). Asthma medications.
  - Confirm symptoms/reason for giving medication
  - Note on Screening Form
- In close contact with someone who was diagnosed with COVID-19 within the past 14 days?
  - If yes, ask to describe the timeframe. Follow CDC self-quarantine guidance.

#### Documentation

Documentation will be completed on the child:

- Has a fever 100.4 F or higher

## ONEIDA NATION HEADSTART AND EARLY HEAD START

- Has any symptoms of COVID-19, MIS-C, or any other excludable symptoms noted by local health department and childcare licensing
- Used any medication in the past 24 hours
- Has been in close contact with someone who has been diagnosed with COVID-19; or someone who has COVID-19 symptoms within the past 14 days

*The Health Screening Symptom Send Home Notice* for any children who display signs/symptoms of illness that prevents attendance will be completed and provided to the parent/guardian.

- Send Home Notice advises what type of follow-up, clearance, and documentation is required to return.
- Provide a copy to the family and keep a copy.

#### Return to HS/EHS Center after Exclusion

Return to HS/EHS requirements after being sent home or excluded due to symptoms or exposure, reflect local health department and childcare licensing. These requirements will be clearly communicated and documented using the provided Health Screening Symptom Send Home Notice.

#### Staff and Public Screening and Symptom Checks

All adults must complete a temperature and symptom check upon entering the center. Staff information will be captured on an Employee Screening Form. Any staff with a temperature of 100.4°F or more, or symptoms of COVID-19, must leave the center immediately. See *Exclusion Policies* below for more information.

## Section 5: Healthy Hand Hygiene

### Hand Washing & Hygiene

Proper handwashing practices must be emphasized with children and procedures (i.e., wash with soap and water for 20 seconds) are posted next to every changing table and every sink in the center. Visual timers will be used, if available. As a reminder, all persons (staff, children) must wash their hands at the following times:

- When entering a center
- When entering a classroom
- Before and after putting on a face mask
- Before putting on gloves and immediately after removing them
- Before and after giving/taking medication
- Before and after bandaging or treating a wound, or receiving such treatment
- After playing in water used by more than one person
- Before and after food preparation, handling, consumption, or any food-related activity
- Before and after diapering and toilet use, and assisting with toilet use
- After handling bodily fluids (mucus, blood, vomit), from sneezing, wiping and blowing noses, from mouths, or from sores
- After handling pets or other animals
- After cleaning or handling the garbage
- After playing in sandboxes
- When returning from outside

## ONEIDA NATION HEADSTART AND EARLY HEAD START

Staff should avoid touching eyes, nose, and mouth and support children in learning about this healthy practice while helping them put it into practice through positive means (e.g singing a song to remind children to avoid touching their face, reading stories about it, and engaging in conversations about how to stay healthy).

Hand Sanitizer

If hand washing stations are not available, hand sanitizer with at least 60% alcohol will be available and in high-traffic areas (i.e., entrances, lobby, break rooms, etc.). Hand sanitizer will be kept out of children's reach and supervised use at all times. Sanitizing should only be used if hands are not visibly dirty.

## Section 6: Child Medication - Nebulizers

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Experts suggest using inhalers for asthma symptoms instead of nebulizers when possible during the COVID-19 crisis. Nebulizers create a mist and if someone with COVID-19 uses a nebulizer, the mist could carry the virus to others. Currently enrolled, returning families of children who receive nebulizer treatments will be advised to talk to their child's medical provider about whether the child should switch to an inhaler prior to returning. New children entering the program are encouraged to bring in an asthma inhaler vs. a nebulizer medication if advised by the child's physician.

If a child requires a nebulizer, instead of an inhaler per physician's orders, staff will minimize exposure by limiting the number of other people in the room, opening a window/outside door, or administering the nebulizer outside for better air circulation. The program will supply sufficient replacement for nebulizer filters, masks and tubing.

## Section 7: Exclusion Policies, COVID-19 Symptom Identification, and Sick Protocols

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Children

Children who are ill should not come to Head Start or Early Head Start. Parents and guardians are expected to notify the center if their child(ren) becomes sick with COVID-19 symptoms, tests positive for COVID-19, or have been exposed to someone with COVID-19 symptoms or a confirmed or suspected case.

In addition to the existing list of excludable symptoms and illnesses stated by local childcare licensing, children who display any of the following symptoms will be sent home:

- COVID-19: Cough, shortness of breath or difficulty breathing, fever, chills, muscle pain, sore throat, new loss of taste or smell
- Multisystem inflammatory syndrome in children: fever, abdominal pain, vomiting, diarrhea, neck pain, rash, bloodshot eyes, feeling extra tired

Children who have been in close contact with someone who has been diagnosed with COVID-19 must remain home and self-quarantine. Parents should continue to monitor their symptoms. The child may return back to the center with a written statement from their medical provider.

Guidance for readmittance after being sent home due to illness greatly depends on local licensing and health department regulations. Specific guidance for the family will be provided on the Health Screening Symptom Send Home Notice.

Emergency Illness in Children

## ONEIDA NATION HEADSTART AND EARLY HEAD START

HS/EHS staff will seek emergency medical services should a child display any of the following emergency warning signs of MIS-C or other concerning signs:

- Trouble breathing
- Pain or pressure in the chest that does not go away
- New confusion
- Inability to wake or stay awake
- Bluish lips or face
- Severe abdominal pain

Children with COVID-19 or MIS-C symptoms at HS/EHS will be immediately separated from other children and staff in a separate room, with a designated staff member to monitor the child's condition. The sick child will be cared for by a designee who will monitor the child and their symptoms. The staff will wear the following PPE: gloves, mask, face shield, and a smock or gown. The child's parent/guardian will be called and required to pick up their child. A staff member will call 911 immediately if a child displays life-threatening symptoms, as noted above.

Children with COVID symptoms:

Parent/Guardian must contact their healthcare provider for evaluation and possible COVID-19 test. If the child tests negative, they may return to the center. Prior to returning to the classroom written documentation from a health care provider must be provided to the program.

Children who test positive for COVID-19 must begin quarantine at home for the period recommended by their provider. Clearance for return must be in writing from the medical provider and provided to program staff prior to return to the classroom.

COVID-19 Testing

Currently, COVID-19 testing provides a single point in time assessment of a person's virus status which can change from day to day. Any child who has symptoms of COVID-19 or has come into close contact with someone who has tested positive for COVID-19 will be required to stay home until a medical provider has cleared the individual.

## Section 8: CHILD DROP-OFF AND PICK-UP

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Location

Parents should drop-off and pick-up their children outside of the door or in the lobby of the center. In cases of inclement weather parents should drop-off and pick-up children in the center's lobby.

Sign-In/Sign-Out Protocols

Name of the authorized adult dropping off and picking up the child, will be noted on Daily Check-in Form. Staff will initial next to the adult's name.

Staggered Scheduling

Drop-off and pick-up times will be staggered to the greatest extent possible. This will help to reduce crowding of families and expedite health screening protocols. Drop off will begin at 8:15 a.m. (Group A) and 8:30 a.m. (Group B). Children must be picked up by 12:30 (Group A) and 1:00 p.m. (Group B).

Pick Up/Drop Off Protocols:

## ONEIDA NATION HEADSTART AND EARLY HEAD START

- a) No non-essential staff or visitors will not be permitted on-site, including parent/guardians and volunteers.
- b) Parents must call ahead so staff can escort your child to the car if they are being picked up or into the center if they are being dropped off if it is not the usual pick-up or drop-off designated time.
- c) As feasible, it is recommended that the same person, who is not vulnerable or at high risk, drop-off and pick-up their child every day.
- d) All adults including parents, guardians, staff are required to wear a mask during drop-off and pick-up, and when getting your child off or on the bus.
- e) During drop-off and pick-up, remind parents to keep 6 feet of distance between each other and staff members.
- f) Stickers, cones, or other markers are required to help remind families to keep social distance while waiting to drop-off or pick-up their children.
- g) As a reminder, staff will not be shaking hands, hugging, etc.

**Hand Hygiene Reminder**

All children, families, or anyone entering the center, must wash their hands upon entry. Hand hygiene stations should be set up at the entrance of the facility, so that children can clean their hands before they enter. If a sink with soap and water is not available, hand sanitizer with at least 60% alcohol, will be provided. Hand-sanitizer will be kept out of children's reach and with supervised use. Sanitizing should only be used if hands are not visibly dirty.

**Daily Health Screening & Temperature**

All enrolled children will be required to have a health screening completed before entering the center. A temperature will be taken at the temperature kiosk and recorded on the health screening form completed and/or turned in by parents daily. The staff person and the parent of the child will sign in and out on the daily attendance log that is provided by the entrance door.

**If a child has a temperature above 100.4 or symptoms they will not be allowed to stay and must go home with the adult who brought them to the center.** If a child rides the bus the parent must complete the health screening form prior to the child getting on the bus.

## Section 9: Transportation – bussing

---

The bussing will be provided through a contract with Lamer Bus Lines. Busses will be provided for children and families that have no other means to transport their child to and from Oneida Head Start.

- a.) Busses will have one assigned bus monitor on each route.
- b.) Bus Monitor will complete a bus inspection before the route begins.
- c.) Bus Monitor will have all sanitization supplies, gloves, face mask, health report, route attendance and emergency supplies on board.
- d.) Before a child is allowed on the bus, a health report (see Daily Health Report) is completed – temperature taken and documented. If the child has a temperature above 100.4 or symptoms, they may not board the bus or attend Head Start. Parents/Guardians must follow up with their child's physician and may only return when cleared by the physician or clinic medical professional. Written verification must be provided to the school/program. Parents/Guardians will be notified by management when the child can return.
- e.) He/she is given a face mask and it is placed on the child.
- f.) Child boards the bus, assigned to consistent seat, and secured with seat belts.
- g.) He/she will sit with siblings.
- h.) Every other seat will be occupied by a child.

## ONEIDA NATION HEADSTART AND EARLY HEAD START

- i.) Seating will begin at the back of the bus moving forward with seating arrangements and are established and consistent every day, in the am and pm.
- j.) No child shall be seated in the first two seats behind the driver on either side of the aisle.
- k.) At the end of the a.m. route, all attendance sheets will be verified, and the children will be guided to their classrooms.
- l.) Cleaning and disinfecting will be completed by the bus company.

## Section 10: Meals

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Family style meal service is suspended during this time. All meals will be pre-plated in the kitchen and brought to the classroom. All meal components will be sent to the classroom – separate bowls for additional serving. The teacher will be the only person who will touch the serving utensils and will serve all children at the table.

### EHS Infant Meal Service

The program will maintain systems and documentation that provide compliance with our current policies and procedures for infant feedings.

## Section 11: Communicating with Families

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The HS/EHS department will continue to use a variety of platforms to communicate with parents and guardians including text message, phone call, letter, etc. As the pandemic continues to evolve and HS/EHS continues to monitor and adjust as a result, Families can expect communication from the program regarding safety precautions, updates to protocols and policies, potential exposure, center closings, and all other matters.

To ensure the department can safely reach the family in the event of an emergency, Family Service Workers, Home Visitors and other staff will be in contact with families prior to center reopening to update emergency contact information.

## Section 12: GROUPS, MEETINGS, FAMILY ACTIVITIES

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### Family Events, Socializations, parent-teacher/staff meetings/Home Visits:

All in-person gatherings, events, and meetings will be held virtually until it is deemed safe by the Oneida Nation Public Health Officer to hold them in-person.

## Section 13: EHS Home Visiting & Family Partnership Services-Head Start

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### Home Visiting:

- a. Home Visits/Parent Meeting will be conducted either virtually by computer, laptop, or cell phone or as a phone call visit if the family does not have access to the internet with a device other than a cell phone.

## ONEIDA NATION HEADSTART AND EARLY HEAD START

- b. Parent/Guardian will provide information to their home visitor or family services worker about their internet capability and type(s) of devices available.
- c. Parent/Guardian will provide staff with a working email address and staff will provide parent/guardian with their employee email address.
- d. Parent/Guardian may use Microsoft TEAMS platform for virtual/video home visits. Staff will provide parent/guardian with Teams Parent Instructions “preparing for Microsoft TEAMS video Home Visit” prior to visit/meeting.
- e. Materials/handouts for home visits or parent meetings will be emailed to the parent/guardian or dropped off at the home by staff prior to the visit or meeting.
- f. Parent/guardian will be asked to sign HS/EHS “COVID-19 Pandemic Virtual Services Addendum” prior to the initial virtual visit.
- g. Each family may be assigned a tablet to be able to have access to virtual meetings, educational materials and to have continual access to the EHS staff home visitor and HS Family Service Worker when available.

**Drop Off of Materials/Resources, etc.**

- a) When dropping off activities to homes, staff and parent/guardian must wear a mask.
- b) Parent will be asked to have a container or spot that is clearly identified on the porch or in garage where materials, resources, activities are to be placed.
- c) Parent will be contacted prior to drop off; wave at children, safely speak with parents from more than 6 feet apart. Parents will be asked to wear a face mask or be provided a face mask if they do not have one.

**In-Person Home Visits and Other Contacts: (when deemed safe by the Oneida Public Safety Officer)**

- a) Staff may schedule home visits/meetings at the home, center and/or a designated spot if social distancing of 6 feet is possible. Visits may be scheduled outside if possible, with social distancing of 6 feet.
- b) PPE & Safety Measures must be followed, by both staff and all adults in the home during the visit or meeting.
- c) Any items, learning materials that are used to conduct home visits must be non-porous and able to be cleaned and sterilized after each use.
- d) Other items shared with families, shall be left with the family.
- e) Parent/Guardian and staff will practice hand hygiene during and after every visit.

**EHS Group Socializations/Family Events**

- a) Virtual Socializations will occur as regularly scheduled, two times per month via TEAMS.
- b) Parent Education may occur via TEAMS
- c) Family events will occur virtually and/or as drive-by events

**In-Person Group Socialization and Small Groups (when deemed safe by the Oneida Public Safety Officer)**

- a) Socializations may be held outside depending on the weather.
- b) Families must pre-register and complete health screen upon arrival.
- c) Group size is limited to 10.
- d) Enrolled child only and 1 parent may participate in a group socialization/event/activity.
- e) Everyone over the age of 2 must wear a mask.



## ONEIDA NATION HEADSTART AND EARLY HEAD START

- f) Individual boxed lunches, snacks/water bottles only-no shared food or meals will be served.
- g) Handwashing to get dirt off, then approved hand sanitizer.
- h) Physical distance as much as possible. If group physical activity, have children and adults stand at least 6 feet apart.
- i) Plan individualized activities for child to do with their parent alone before coming back together as a group (Example: art activity, then milestones, a nature walk, scavenger hunt)
- j) Time is limited to 1 hour for group activity.
- k) Health check must be completed prior to entering the socialization space.

## POSTERS; HEALTH & SAFETY CHECKLIST

Sample Sanitation Reminder Posters- Linked here: <https://waterandhealth.org/resources/posters/#COVID-19>



Posters are available for download at [www.waterandhealth.org/resources/posters](https://www.waterandhealth.org/resources/posters)





## Postings

[Symptoms of Coronavirus](#)[Stop the Spread of Germs](#)

## Symptoms of Coronavirus (COVID-19)

Know the symptoms of COVID-19, which can include the following:



Symptoms can range from mild to severe illness, and appear 2-14 days after you are exposed to the virus that causes COVID-19.

**\*Seek medical care immediately if someone has emergency warning signs of COVID-19.**

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face

This list is not all possible symptoms. Please call your medical provider for any other symptoms that are severe or concerning to you.



[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

17 MAY 2020 9:00 AM

## Stop the Spread of Germs

Help prevent the spread of respiratory diseases like COVID-19.



[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

17 MAY 2020 9:00 AM

## ONEIDA NATION HEADSTART AND EARLY HEAD START

Hand washingCoverings

### How to Safely Wear and Take Off a Cloth Face Covering

Accessible: <https://www.cdc.gov/coronavirus/2019-nCoV/prepare-getting-ready-for-a-cloth-face-covering.html>

#### WEAR YOUR FACE COVERING CORRECTLY

- Wash your hands before putting on your face covering
- Put it over your nose and mouth and secure it under your chin
- Try to fit it snugly against the sides of your face
- Make sure you can breathe easily
- Do not place a mask on a child younger than 2

#### USE THE FACE COVERING TO HELP PROTECT OTHERS

- Wear a face covering to help protect others in case you're infected but don't have symptoms
- Keep the covering on your face the entire time you're in public
- Don't put the covering around your neck or up on your forehead
- Don't touch the face covering, and, if you do, clean your hands

#### FOLLOW EVERYDAY HEALTH HABITS

- Stay at least 6 feet away from others
- Avoid contact with people who are sick
- Wash your hands often, with soap and water, for at least 20 seconds each time
- Use hand sanitizer if soap and water are not available

#### TAKE OFF YOUR CLOTH FACE COVERING CAREFULLY, WHEN YOU'RE HOME

- Untie the strings behind your head or stretch the ear loops
- Handle only by the ear loops or ties
- Fold outside corners together
- Place covering in the washing machine
- Wash your hands with soap and water

Cloth face coverings are not surgical masks or N-95 respirators, both of which should be saved for health care workers and other medical first responders.

For instructions on making a cloth face covering, see: [cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

Safe and Healthy Diapering

### Safe and Healthy Diapering to reduce the spread of germs

Keep a hand on the child for safety at all times!

- 1. PREPARE**
  - Cover the diaper changing surface with disposable liner.
  - If you will use diaper cream, dispense it onto a tissue now.
  - Bring your supplies (e.g., clean diaper, wipes, diaper cream, gloves, plastic or waterproof bag for soiled clothing, extra clothes) to the diapering area.
- 2. CLEAN CHILD**
  - Place the child on diapering surface and unfasten diaper.
  - Clean the child's diaper area with disposable wipes. Always wipe front to back.
  - Keep soiled diaper/clothing away from any surfaces that cannot be easily cleaned. Securely bag soiled clothing.
- 3. REMOVE TRASH**
  - Place used wipes in the soiled diaper.
  - Discard the soiled diaper and wipes in the trash can.
  - Remove and discard gloves, if used.
- 4. REPLACE DIAPER**
  - Slide a fresh diaper under the child.
  - Apply diaper cream, if needed, with a tissue or a freshly gloved finger.
  - Fasten the diaper and dress the child.
- 5. WASH CHILD'S HANDS**
  - Use soap and water to wash the child's hands thoroughly.
  - Return the child to a supervised area.
- 6. CLEAN UP**
  - Remove liner from the changing surface and discard in the trash can.
  - Wipe up any spills and with damp paper towels or a baby wipe.
  - Wet the entire surface with disinfectant; make sure you read and follow the directions on the disinfecting spray, fluid or wipe. Choose disinfectant appropriate for the surface material.
- 7. WASH YOUR HANDS**
  - Wash your hands thoroughly with soap and water.

Centers for Disease Control and Prevention  
National Center for Emergency and zoonotic Infectious Diseases

## ONEIDA NATION HEADSTART AND EARLY HEAD START

[Health & safety Checklists](#)

SERVICE AREA RESOURCE GUIDE FOR EXCELLENCE  
 Tool: Facilities & Ongoing Monitoring  
 PAGE 1 OF 1

**Center Health & Safety Daily Checklist-COVID-19**

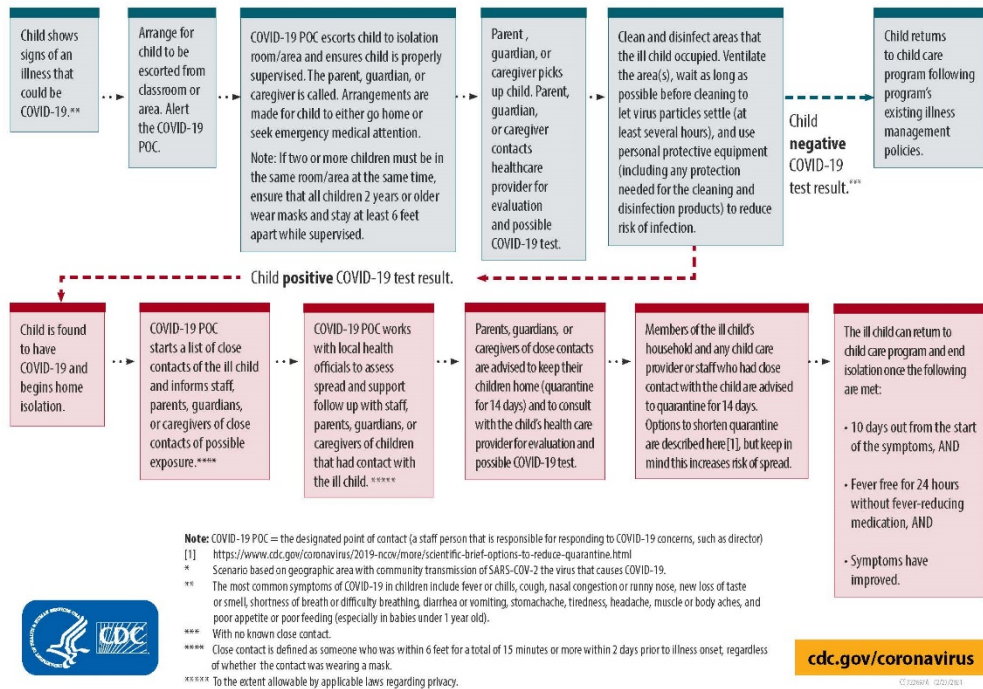
Center: \_\_\_\_\_ Week of: \_\_\_\_\_ Monitored by: \_\_\_\_\_

*Instructions: To be filled out by center staff member each morning upon arrival at center. Please review and initial each item; if a concern is identified, leave that box blank and address concern immediately (submitting a help desk ticket as needed). This form should be posted in Center Director's office during the week and filed when complete.*

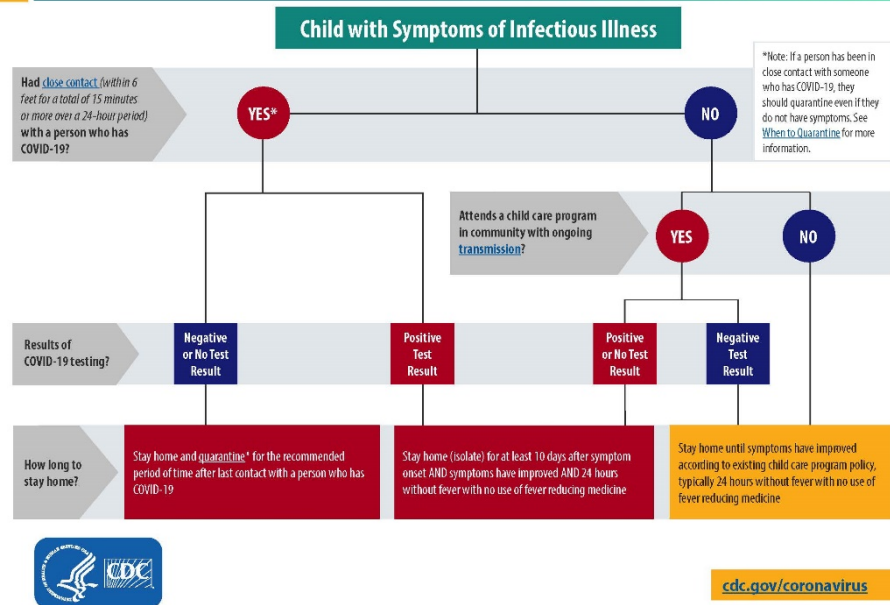
Compliance Item	M	T	W	Th	F	If needed: Date ticket submitted and number
1. The exterior sidewalks and areas around the center are clean and free from any debris, clutter or litter, social distancing reminders are in place, and salted during inclement weather.						
2. All signage and banners are securely affixed to the building, including COVID-19 related signage.						
3. Trash bins have lids that are closed; recycling is neatly broken down and tied up on pick-up days.						
4. All hallways and internal shared spaces (conference rooms, staff work areas) are clean, free from clutter, hand sanitizer is available, and any exposed outlets are covered.						
5. All floors in hallways are clean and free of litter.						
6. There is no evidence of water damage, mold, or peeling paint in any shared hallway, center meeting room or staff area.						
7. Adult bathrooms and (shared) child bathrooms were cleaned, and toilet tissue and paper towels re-stocked, by evening cleaning crews.						
8. There are no cleaning supplies or other items potentially hazardous to children (such as construction materials, tools) left out in center public spaces accessible to children.						
9. Confidential records and papers are not left out on staff desks or in staff offices when not in use.						
10. Daily trackers in classrooms match all currently enrolled children (printed every morning).						
11. Child-occupied indoor temperatures are in accordance with state regulations (~65-82 degrees F).						
12. Classrooms are identified by number or name, with labels posted outside of classroom.						
13. Mechanisms on doors for lockdowns are intact (e.g., lockdown magnets).						
12. Stop Signs are posted and in good condition all center/classroom entrances and exits children utilize.						

## ONEIDA NATION HEADSTART AND EARLY HEAD START

## WHAT TO DO IF A CHILD BECOMES SICK OR RECEIVES A NEW COVID-19 DIAGNOSIS AT YOUR CHILD CARE PROGRAM\*



## COVID-19 CHILD CARE PROGRAM SYMPTOM SCREENING FLOWCHART



## Section 14: RESOURCES

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Accelero Learning, 7833 W Capitol Dr., Milwaukee, WI, 53222 – <https://alwi.acelero.net>

American Academy of Pediatrics (AAP)

Centers for Disease Control and Prevention (CDC) – [cdc.gov/coronavirus\\_Office of Head Start \(OHS\)](https://www.cdc.gov/coronavirus/2019-ncov/office-of-head-start/)

CDC's Interim Guidance for Administrators of US Childcare Programs and K-12 Schools to Plan, Prepare, and Respond to Covid-19 webpage

GSA Fleet Vehicle Cleaning & Disinfecting Guidance for COVID-19. Updated on April 6, 2020 <https://www.gsa.gov/cdnstatic/GSA%20Vehicle%20Cleaning%20%20Disinfecting%20Guidance%20for%20COVID-19.pdf>

Oneida Nation of Wisconsin

Substance Abuse and Mental Health Services Administration – (SAMHSA) [www.samhsa.gov](https://www.samhsa.gov)

*Tips for Supporting Infants & Young Children's Transition as we Reopen*, Wisconsin Alliance for Infant Mental Health: [www.wiimh.org/covid19-resources](https://www.wiimh.org/covid19-resources)

Wisconsin Department of Children and Families, Wisconsin Administrative Code, Division of Early Care and Education, DCF 251 Licensing Rules for Group Care Centers and Child Care Programs, 4/1/20 – <https://dcf.wisconsin.gov/cclicensing/rules>

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/schools-childcare/child-care-what-if-child-becomes-sick-flowchart.pdf>

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/schools-childcare/childcare-program-symptoms-flowchart.pdf>

Accept the Public Works Division FY-2021 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 06/23/21

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Jacque Boyle, Division Director/Public Works

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1



# FY-2021 2nd Quarter Report

PUBLIC WORKS DIVISION/JACQUE BOYLE

**Public Works currently includes the following areas/departments:**

**Public Works** – Automotive, Facilities, Wells/Septic, Utilities, Custodial, Groundskeeping/Parks, Indian Preference

**Community Development Area** – Engineering, Zoning, GIS/Planning, Tribal Transportation

**Comprehensive Housing** – Income based and general rentals, Rent-to-own, Residential leasing, home ownership mortgages, HBO sites, HUD Housing Development, CARES and ARPA HUD funding plans and implementation

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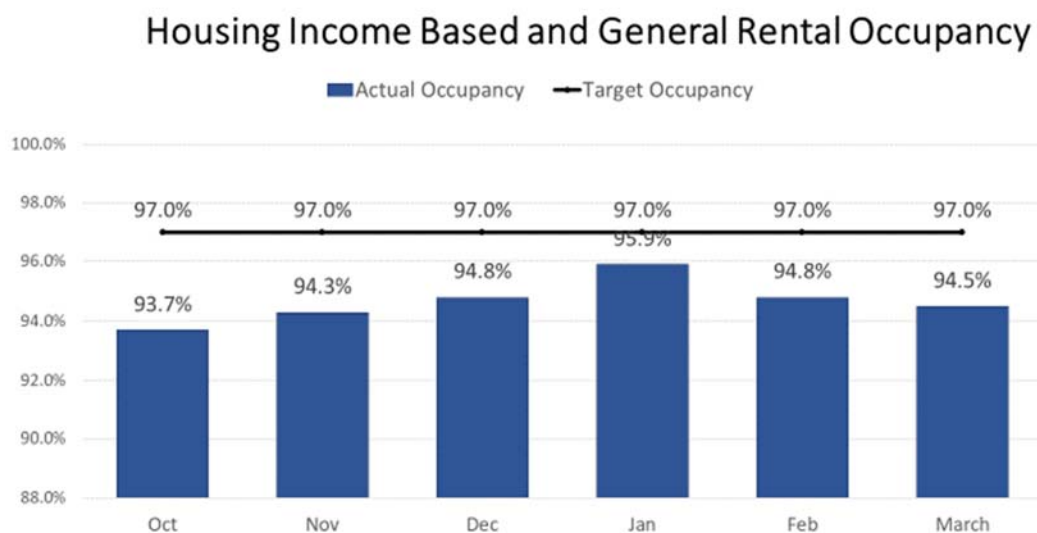
## Outcome/Goal # 1

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 indicates the occupancy rate for October 2020 through March 2021. For a reference point, the occupancy rate for May 2020 was 91.8%, which means that we have been headed in the right direction. Many variables impact the occupancy rate including the size of the unit, condition of the unit, reason it was vacated, material availability, and the number of units vacated in any 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 each month to monitor progress and address any issues related to completion. In May 2020 there were 36 vacant rental units as compared to 24 vacant units in March 2021.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Increase monthly occupancy rate of rental units
  - MS2 and CCS Property Services have met with Housing to develop plan on addressing the scope of work, estimates, and remodeling of the units that will require extreme rehab. Crews have been reorganized to focus on the vacant units.
- Implement a turnaround grading system (duration of time unit is vacant)
- Establish standardized report on vacant homes including plans and status
  - Various reports are being reviewed including inventory report, vacancy reports, completed units report, and move in report to prepare a standardized consolidated report addressing vacancies.
- Identify funding for loan programs to be re-established for home/land purchases and home improvement
  - Two BC resolutions have addressed this by using The Economic and Community Development fund to reacquire homes, fund HIP purchases, perform demos to create HBO lots, and provide funding for home improvement necessary to advertise for resale



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

Covid continues to play a role in the delay of turning units due to the long lead times of appliances, lumber and various other materials and supplies. In addition, the costs of materials and appliances are increasing.

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Outcome/Goal # 2

Expand the use of technology to enhance 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
  - a. Housing is working with MIS to obtain network connectivity to the Warehouse. This will allow for the maintenance personnel to use a Kronos clock instead of manually recorded time cards that have to be entered into the system each week. It will also create access to the workorder system for the Maintenance Supervisors to aid in the planning of work assignments and scheduling of workorders.
  - b. The Utilities Department had 32 transactions through their online payment module 1<sup>st</sup> quarter and it has increased to 154 transactions in 2<sup>nd</sup> quarter. We expect this to keep increasing as customers become more familiar with it. This saves on manually processing payments.
2. The number of personnel who have training and access to the GIS data
  - a. Groundskeeping employee with landscaping architecture degree and interest in utilizing and developing skills is working within the GIS area to learn and assist with GIS requests.
3. The number of GPS systems installed in Oneida Nation vehicles
  - a. Due to limited funding, the only vehicles with this equipment installed to date are the large dump trucks. This equipment was purchased through the Tribal Transportation roads budget.
4. Use of power apps to automate record keeping and reporting
  - a. Housing, Land, Environmental, MIS, and Community Development are working on the NEPA process flow as it is being implemented in an electronic format. This will allow for monitoring the approvals, reduce paper transactions, and streamline the overall process.
5. Track utilization of automated equipment such as mower and custodial equipment

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The GIS area has initiated the digital transformation of work process flow and document handling to leverage technology to accomplish more with less staff available. The GIS system is currently being prepared by our internal MIS resources to become external to our Oneida Nation internal domain users and available for Oneida Nation employees to securely connect with the dataset from a mobile device. This means fewer trips back to the office for field staff to review internal mapping and other existing GIS datasets. They will soon be available on any mobile device whose user has been granted the security rights to connect to the GIS data. Technicians who are working out in the field collecting data, can easily capture and update existing GIS data from remote locations. Additionally, this will allow us to connect vehicles, other equipment and people with mobile devices – to improve efficiency and optimize Divisional work performance with fewer resources.

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

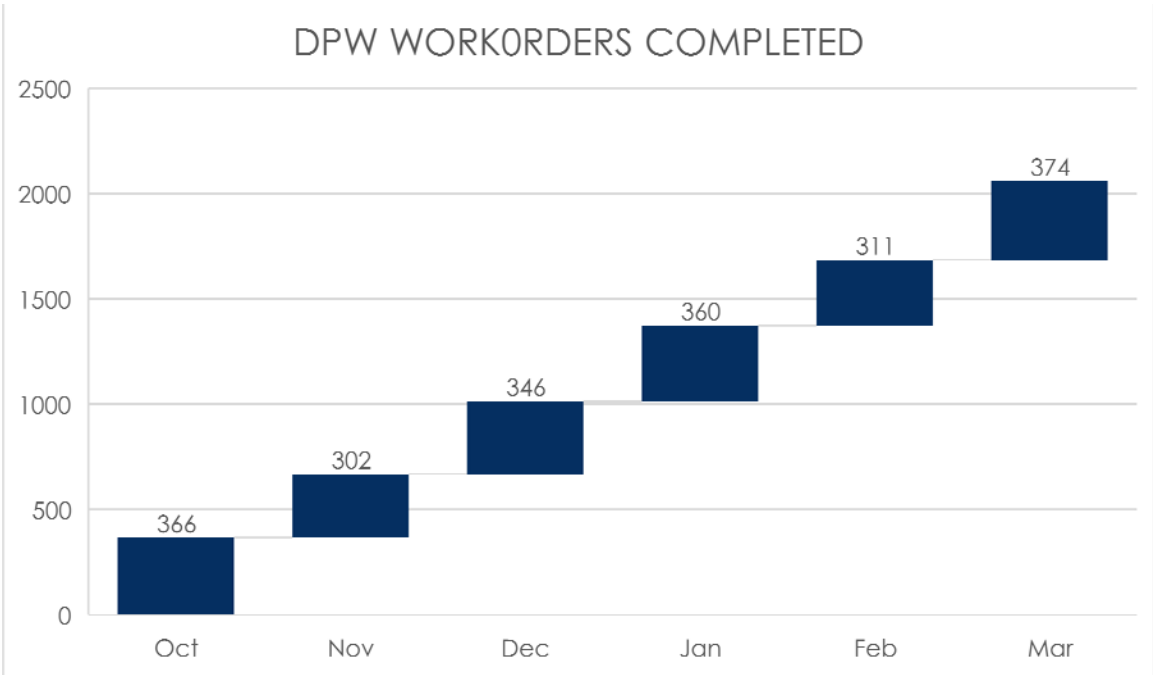
HOW HAS THE COVID-19 PANDEMIC IMPACTED THE OUTCOME/GOAL:

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.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Even with reduced staffing levels, the various departments are maintaining systems and completing projects in their respective areas according to plans and budgets that were developed for this year. It has become necessary to contract out some of the services that we may have been able to provide previously, but this decision is evaluated based on schedules, cost effectiveness, and competing work demands. A few of the larger projects that have been completed or are currently in progress include: Provide new electrical service to the bridge lights, Replace Skenandoah roof top units, Transitional Homeless shelter (HVAC, Electrical, and Plumbing Departments are performing various aspects of the work), Install new electrical service at Mission Park, HVAC upgrade at Community Education Center, Continue replacing fluorescent fixtures throughout the buildings with LED flat panel fixtures (energy savings, do not require bulb replacements, do not collect flies), Boiler Replacements at the Turtle school (BIA funded), and installation of new Generator at the Health Center.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

There is a focus on maintaining and upgrading water and wastewater equipment for reliability and energy efficiency. Several Capex projects have been recently completed and/or are in progress at the Waste water treatment facility. These included replacing variable frequency drives, adding back-up generator to No. 1 lift station, and replacing the Headworks HVAC system. Also there is a project funded through IHS to address maintenance and repairs needed to the community sewer system. There is a list of other major projects that we did not receive funding through IHS as anticipated and will be submitting those through the ARPA funding process as they should easily qualify based on the criteria to address infrastructure.

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

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.

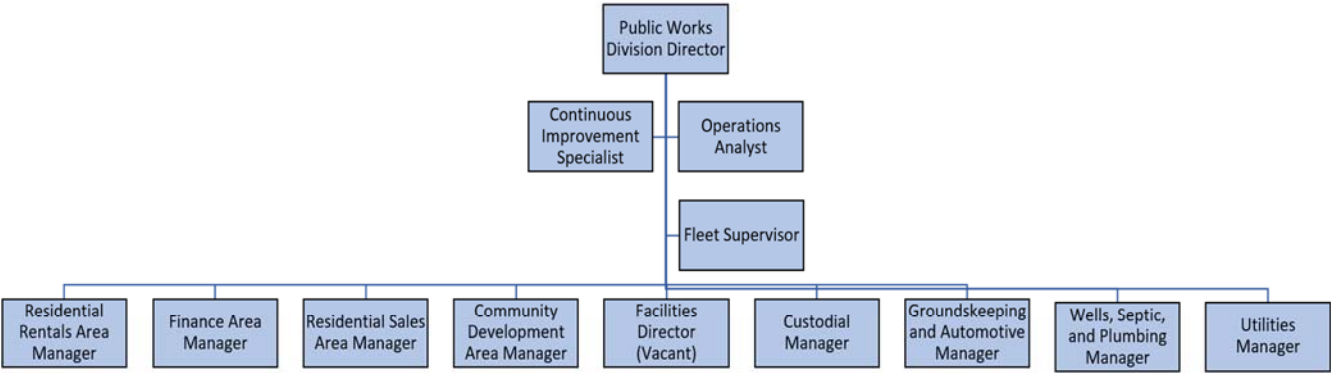
**Organization Changes**

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



Contact Info

CONTACT:                   Jacque Boyle

TITLE:                     Public Works Director

PHONE NUMBER:         (920) 562-4655

E-MAIL:                  jboyle@oneidanation.org

MAIN WEBSITE:         oneida-nsn.gov

**DRAFT****Accept the Oneida Golf Enterprise FY-2021 2nd quarter report****B. CORPORATE BOARDS****1. Accept the Bay Bancorporation Inc. FY-2021 2nd quarter report (02:40:05)**

Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lisa Liggins to accept the Bay Bancorporation Inc. FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**2. Accept the Oneida ESC Group, LLC FY-2021 2nd quarter report (02:40:27)**

Sponsor: John L. Breuninger, Chairman/Oneida ESC Group, LLC

Motion by Jennifer Webster to accept the Oneida ESC Group, LLC FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**3. Accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter report (02:40:46)**

Sponsor: Kathy Hughes, Chairwoman/Oneida Airport Hotel Corporation

Motion by Kirby Metoxen to accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**4. Oneida Golf Enterprise FY-2021 2nd quarter report (02:41:15)**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Jennifer Webster to defer the Oneida Golf Enterprise FY-2021 2nd quarter report to the June 23, 2021, regular Business Committee meeting agenda, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**DRAFT****B. CORPORATE BOARDS****1. Accept the Bay Bancorporation Inc. FY-2021 2nd quarter report (02:40:05)**

Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lisa Liggins to accept the Bay Bancorporation Inc. FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**2. Accept the Oneida ESC Group, LLC FY-2021 2nd quarter report (02:40:27)**

Sponsor: John L. Breuninger, Chairman/Oneida ESC Group, LLC

Motion by Jennifer Webster to accept the Oneida ESC Group, LLC FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**3. Accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter report (02:40:46)**

Sponsor: Kathy Hughes, Chairwoman/Oneida Airport Hotel Corporation

Motion by Kirby Metoxen to accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**4. Oneida Golf Enterprise FY-2021 2nd quarter report (02:41:15)**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Jennifer Webster to defer the Oneida Golf Enterprise FY-2021 2nd quarter report to the June 23, 2021, regular Business Committee meeting agenda, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers



## Oneida Golf Enterprise Corporation

### Fiscal year-To-Date Reporting for period Ending:

**March 2021**

The Oneida Golf Enterprise Corporation (OGEC) is a corporation of the Oneida Nation established to oversee and manage the business known as Thornberry Creek at Oneida.

## **Narrative Report**

### ***Business Overview***

#### **2nd Quarter FY21 – January, February & March**

The 2<sup>nd</sup> quarter continued to show many successes with the launch of the COVID-19 vaccine, loosening of pandemic restrictions and warm weather to open golf earlier than normal. Due to strong golf numbers and increased activity in events and dining, Net Operating Income (NOI) exceeded budget by \$75,923 for the Quarter and \$289,439 for the year. The team continues to drive revenue and cut expenses, while focusing on customer experience and TrueService.

- Golf opened nearly one month earlier than normal, which increased revenue in all areas of the business.
- The TCO Team developed and executed many creative internal events during Q2 to drive revenue during the off season.
- Overall revenues exceeded budget by 30% or \$43,550 and exceeded PY by \$46,027
- Payroll expenses operated at a 2.3% savings (\$5,921) vs budget and 19.4% vs LY.
- Operating expenses saved 49% or \$110,207 compared to budget and \$23,260 compared to PY.
- **Q2 Net Operating Income is at a savings of \$75,923 vs budget and \$233,262 better than PY.**

#### **Personnel Update:**

- General and Administrative
  - Holly Williams – General Manager
  - Kathleen Kaminski – Controller
- Course & Grounds
  - Steve Archibald – Golf Course Superintendent (furlough for the month of January)
  - Pete Nowak – Assistant Golf Course Superintendent



- Ed Brusky – Golf Course Fleet Mechanic
- Golf
  - Justin Nishimoto – Head Golf Professional
- Food and Beverage
  - Adam Marty – Executive Chef and Food & Beverage Director
  - Banquet Chef – Oakley Arnold Hired with April start date
  - Brittnei Hemauer – Food & Beverage Manager
  - Joy Lundberg – Event & Catering Manager
- Clubhouse Maintenance
  - Mike Gottfried – Clubhouse Supervisor (reduced to part-time hours November 1<sup>st</sup> through March or as determined necessary)
  - Cleaning contract has been eliminated and full-time staff are cleaning the clubhouse. The cleaning services will be restarted for the golf season.
- Sales and Marketing
  - Director, Sales & Marketing – Chelsea Kocken
  - Manager, Marketing & Events – Tawny Casey

**Key Performance Highlights Q2:**

- Overall golf rounds were up 4,113 rounds YTD compared to LY with total paid rounds up 2,896.
- Annual Pass and Fringe Benefit Cards brought in \$58,268 during the months of January, February and March, which is almost \$33K above budget.
- The following creative internal events were created to drive revenue during the off season: Yoga for Golfers, Concealed Carry Class, Wedding Open House, Pig Roast, Super Bowl Squares, Winter Beer Garden, Valentine's Wine Dinner, Winter Fest, Winter BRRR Run, March Madness Bracket Challenge and Spirits Dinner with Driftless Glenn. Winter Fest and Winter Beer Garden had 600+ in attendance. The Beer Garden events continue to be popular in the community and the Winter version added a Luminary Walk and outdoor fires to stay warm.
- The March Madness Bracket Breakdown activities drove revenue in Food and Beverage, which allowed that department to exceed budgeted revenue for the month of March.

**Key Performance Issues Q2:**

- The late fall aeration did not allow the turf to have enough time to heal before the winter, so the aeration holes are still visible. A heavy topdressing will be applied in April to fill remaining holes and promote growth.
- The cart paths on Iroquois continue to be a hazard due to the movement of pavers. Cart path projects will begin in April to include repairing the area around hole #4, which was heaved due to tree root growth and edging the paths.
- The fabric placed in the bottom of several bunkers on the Legends Course continues to be a nuisance and will be removed in the month of April.

**Player Development Q2:**

- Leagues and Junior Golf Programming was launched to the public at the beginning of January
- Pro Tip Tuesday has returned to social media and content has been scheduled through August
- Activities for Player Development Month and Women's Golf Day in June are being prepared and will launch to the public in May.