

Oneida Nation

Post Office Box 365

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Oneida, WI 54155

BC Meeting Materials November 9, 2016

Open Session

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the following 220 pages are the Open Session meeting materials presented at a meeting duly called, noticed and held on the 9th day of November, 2016.

A handwritten signature in blue ink that reads "Lisa Summers". The signature is written in a cursive style and is positioned above a horizontal line.

Lisa Summers, Tribal Secretary
Oneida Business Committee



Oneida Business Committee

Executive Session
9:00 a.m. Tuesday, November 8, 2016
Executive Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
9:00 a.m. Wednesday, November 9, 2016
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

To get a copy of the agenda, go to: oneida-nsn.gov/government/business-committee/agendas-packets/

I. CALL TO ORDER AND ROLL CALL

II. OPENING

- A. Presentation of grant award to Pulaski School District for Oneida Language program** *pp. 8-9*
 Sponsor: Jennifer Webster, Councilwoman
- B. Special Recognition for Years of Service** *pp. 10-12*
 Sponsor: Geraldine Danforth, Area Manager/Human Resources Department

III. ADOPT THE AGENDA

IV. MINUTES

- A. Approve October 26, 2016, regular meeting minutes** *pp. 13-31*
 Sponsor: Lisa Summers, Tribal Secretary

V. RESOLUTIONS

- A. Adopt resolution entitled Opposition to Back 40 Mine Project in Michigan** *pp. 32-33*
 Sponsor: Nathan King, Director/Intergovernmental Affairs & Communications
- B. Adopt resolution entitled Adoption of Definition and Guidance Regarding “Day-to-Day”** *pp. 34-39*
 Sponsor: Lisa Summers, Tribal Secretary

VI. STANDING COMMITTEES**A. Legislative Operating Committee**

Chair: Brandon Stevens, Councilman

1. **Accept October 20, 2016, Legislative Operating Committee meeting minutes** pp. 40-43

B. Finance Committee

Chair: Trish King, Tribal Treasurer

1. **Approve October 31, 2016, Finance Committee meeting minutes** pp. 44-53

VII. APPOINTMENTS**A. Approve recommendation to appoint Vicki Cornelius, Floyd Silas Jr., and Yasiman Metoxen to the Oneida Pow Wow Committee**pp. 54-56

Sponsor: Tina Danforth, Tribal Chairwoman

VIII. UNFINISHED BUSINESS**A. Approve recommendations regarding vacancies on the Oneida Personnel Commission**pp. 57-58

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM OCTOBER 26, 2016: Motion by Lisa Summers to accept the request to defer the update regarding vacancies on the Oneida Personnel Commission to the November 9, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM OCTOBER 12, 2016: Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 14, 2016: Motion by Lisa Summers to defer this item back to Chair's Office regarding the (2) two Oneida Personnel Commission vacancies not filled through posting #3 which had the deadline of June 20, 2016, and the one (1) vacancy not filled through posting #4 which had the deadline of July 15, 2016; and to request clarifications be brought back to the October 12, 2016, regular Business Committee, seconded by Tehassi Hill. Motion carried with two abstentions.

EXCERPT FROM AUGUST 24, 2016: (1) Motion by David Jordan to approve the recommendation to appoint Leland Wigg-Ninham, Eric Krawczyk, and Jennifer L. Hill to Oneida Personnel Commission, seconded by Melinda J. Danforth. Motion carried with one abstention. (2) Amendment to the main motion by Lisa Summers to direct the Tribal Secretary to bring back a chronology of events for these particular vacancies for information to the Business Committee, seconded by Jennifer Webster. Motion carried unanimously.

B. Enter E-Poll results into the record in accordance with BC SOP Conducting Electronic Voting

Sponsor: Lisa Summers, Tribal Secretary

1. **Approved letter of support for the Menominee Nation opposing the Back Forty Mine** pp. 59-64

Requestor: Nathan King, Director/Intergovernmental Affairs & Communications

EXCERPT FROM OCTOBER 26, 2016: Motion by Jennifer Webster to defer this item for two (2) weeks with the understanding that Intergovernmental Affairs & Communications will submit an E-Poll request with the letter of support for the Menominee Nation opposing the Back Forty

Mine to Michigan Department of Environmental Quality, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to forward this item to the Intergovernmental Affairs & Communications Department to do further research; and for that area to bring back a report and proposed correspondence for the Business Committee to consider and support, to be conducted before the October 26, 2016, regular Business Committee meeting so that any action that may be taken can be accepted at the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

IX. NEW BUSINESS

- A. Review request from Tribal Member for assistance and donations to Standing Rock Sioux Tribe, Sacred Stone camp, and Oceti Sakowin Camps in their fight against Dakota Access Pipeline** *pp. 65-66*
Sponsor: Lisa Summers, Tribal Secretary
- B. Approve draft letter to President Barack Obama regarding Dakota Access Pipeline** *pp. 67-68*
Sponsor: Brandon Stevens, Councilman
- C. Review, discuss, and make any recommendations regarding letter from Ray Halbritter** *pp. 69-72*
Sponsor: Tina Danforth, Tribal Chairwoman
- D. Approve request to repost one (1) vacancy on the Southeastern Oneida Tribal Services Advisory Board, as there were no applications received** *pp. 73-75*
Sponsor: Tina Danforth, Tribal Chairwoman
- E. Approve request to post one (1) vacancy on the Southeastern Oneida Tribal Services Advisory Board, due to resignation** *pp. 76-77*
Sponsor: Lisa Summers, Tribal Secretary

X. TRAVEL

A. TRAVEL REQUESTS

- 1. Approve 100% grant funded travel request – Councilwoman Jennifer Webster – 2016 Head Start Program Performance Standards – Chandler, AZ – December 12-16, 2016** *pp. 78-80*

XI. REPORTS *(This section of the agenda is scheduled to begin at 1:30 p.m.)*

A. OPERATIONAL REPORTS

- 1. Accept Tribal Ombudsman FY '16 4th quarter report** *pp. 81-85*
(1:30 p.m.-1:50 p.m.)
Sponsor: Dianne McLester Heim, Tribal Ombudsman
- 2. Accept Human Resources Department FY '16 4th quarter report** *pp. 86-100*
(1:50 p.m.-2:10 p.m.)
Sponsor: Geraldine Danforth, Area Manager/Human Resources Department

3. **Accept Internal Services Division FY '16 4th quarter report** pp. 101-120
(2:10 p.m.-2:30 p.m.)
Sponsor: Joanie Buckley, Division Director/Internal Services
4. **Accept Governmental Services Division FY '16 4th quarter report** pp. 121-136
(2:30 p.m.-2:50 p.m.)
Sponsor: Liz Somers, Division Director/Governmental Services

B. BOARDS, COMMITTEES, AND COMMISSIONS

1. **Accept Oneida Election Board FY '16 4th quarter report** pp. 137-138
(2:50 p.m.-3:05 p.m.)
Chair: Racquel Hill
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman
2. **Accept Oneida Nation Commission on Aging FY '16 4th quarter report** pp. 139-147
(3:05 p.m.-3:20 p.m.)
Chair: Patricia Lassila
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman
3. **Accept Oneida Gaming Commission FY '16 4th quarter report** pp. 148-151
(3:20 p.m.-3:35 p.m.)
Chair: Mark A. Powless
Liaison: Brandon Stevens, Councilman

XII. GENERAL TRIBAL COUNCIL *(To obtain a copy of Members Only Materials, please visit the BC Support Office, located on the 2nd floor of the Norbert Hill Center and present Tribal I.D. card)*

A. Petitioners Madelyn Genskow and Yvonne Metivier: Incentive stipends for Oneida Nation elections starting 2017

1. **Accept legal analysis** pp. 152-165
Sponsor: Jo Anne House, Chief Counsel
2. **Accept financial analysis** pp. 166-170
Sponsor: Larry Barton, Chief Financial Officer

EXCERPT FROM OCTOBER 26, 2016: (1) Motion by Brandon Stevens to accept the updated legislative analysis, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Jennifer Webster to accept the progress report regarding the legal analysis, seconded by Lisa Summers. Motion carried unanimously. (3) Motion by Lisa Summers to accept the progress report regarding the financial analysis, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM AUGUST 24, 2016: (1) Motion by Lisa Summers to accept the verified petition submitted by Madelyn Genskow and Yvonne Metivier regarding incentive stipends for Oneida Nation elections starting 2017, seconded by Jennifer Webster. Motion carried unanimously. (2) Motion by Lisa Summers to send the verified petition to the Law, Finance, and Legislative Reference, and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed, seconded by Fawn Billie. Motion carried unanimously. (3) Motion by Lisa Summers to direct the Law, Finance, and Legislative Reference Offices to submit their analyses to the Tribal Secretary's Office within sixty (60) days; and that a progress report be submitted in forty-five (45) days, seconded by Jennifer Webster. Motion carried unanimously. (4) Motion by Lisa Summers to direct the Direct Report Offices to submit appropriate administrative analyses regarding the petition to be submitted to

the Tribal Secretary's Office within thirty (30) days, seconded by Jennifer Webster. Motion carried unanimously.

- B. Accept status update on the Emergency Food Pantry Implementation** pp. 171-172
Sponsor: Lisa Summers, Tribal Secretary
- EXCERPT FROM OCTOBER 26, 2016: Motion by Lisa Summers to accept the Tribal Member's request; and to direct a written update be provided at the November 9, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.*
- C. Approve the 2017 Annual General Tribal Council meeting agenda, noting the remaining back-up materials must be submitted by Noon on Friday, November 18, 2016** pp. 173-176
Sponsor: Lisa Summers, Tribal Secretary
- D. Forward resolution entitled Designation of the Oneida Judiciary as the Judiciary Authorized Pursuant to Article V – Judiciary of the Oneida Nation Constitution, to the General Tribal Council for consideration** pp. 177-188
Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman
- E. Accept petition submitted by Frank Vandehei regarding support for Oceti Sakowin Camp and the Standing Rock Sioux Tribe in their battle against the Dakota Access Pipeline, as information only, as it does not meet the number of required signatures in accordance with the Oneida Nation Constitution and By-laws to call a special GTC meeting; and direct the Tribal Secretary to notify the petitioner of the action taken** pp. 189-198
Sponsor: Lisa Summers, Tribal Secretary

XIII. EXECUTIVE SESSION

A. UNFINISHED REPORTS

- 1. Accept Intergovernmental Affairs & Communications report – Nathan King, Director** pp. 199-205
- EXCERPT FROM OCTOBER 26, 2016: Motion by Jennifer Webster to defer the Intergovernmental Affairs & Communications report to the November 9, 2016, seconded by Lisa Summers. Motion carried unanimously.*

B. REPORTS

- 1. Accept Chief Counsel report – Jo Anne House, Chief Counsel** p. 206

C. STANDING ITEMS

- 1. Land Claims Strategy (*No Requested Action*)**

D. AUDIT COMMITTEE

Chair: Tehassi Hill, Councilman

- 1. Approve Table Games audit and lift confidentiality requirement to allow Tribal Members to view the audit** pp. 207-227

E. UNFINISHED BUSINESS

- 1. Accept close-out report and recommendations regarding complaint # 2016-DR07-01** pp. 228-233
Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM OCTOBER 26, 2016: Motion by Lisa Summers to accept the update; and to acknowledge that a close-out report with the final recommendations will be made for the November 9, 2016, regular Business Committee meeting agenda, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to accept the verbal update; and to request an update be brought back in two (2) weeks, seconded by Jennifer Webster. Motion carried unanimously.

F. NEW BUSINESS

- 1. Approve limited waiver of sovereign immunity Ignite Payments, LLC. – contract # 2016-0979** *(This item is scheduled at 9:00 a.m.)* pp. 234-299
Sponsor: Joanie Buckley, Division Director/Internal Services
- 2. Accept Final Monitoring Report regarding on-site performance review of Indian Housing Block Grant and Indian Community Development Block grant programs; and defer concern # 2016IHBG-1, concern # 2016-IHBG-2, finding # 2016-IHBG-3, and finding # 2016IHBG-4, to the appropriate parties for follow-up** pp. 300-373
(This item is scheduled at 1:30 p.m.)
Sponsor: Lisa Summers, Tribal Secretary
- 3. Review request regarding Right-of-Way and Signage Issue** pp. 374-376
Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman
- 4. Review, discuss and make any recommendations regarding amendment agreement – contract # 2014-1164** pp. 377-383
Sponsor: Tina Danforth, Tribal Chairwoman
- 5. Review, discuss and make any recommendations regarding amendment agreement – contract # 2012-1280** pp. 384-390
Sponsor: Tina Danforth, Tribal Chairwoman
- 6. Review, discuss and make any recommendations regarding amendment agreement – contract # 2012-1281** pp. 391-397
Sponsor: Tina Danforth, Tribal Chairwoman
- 7. Approve appointment termination of Oneida Library Board member** pp. 398-399
Sponsor: Fawn Billie, Councilwoman; Liaison/Oneida Library Board
- 8. Approve Fletcher Law, PLCC. – contract # 2016-1209** pp. 400-416
Sponsor: Larry Barton, Chief Financial Officer
- 9. Review, discuss, and make any recommendations regarding directive from October 30, 2016, General Tribal Council meeting regarding reappointments of Oneida Total Integrated Enterprise Board** pp. 417-418
Sponsor: Tina Danforth, Tribal Chairwoman
- 10. Accept update regarding attendance of direct reports at mandatory active shooter training as information** pp.419-421
Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

- 11. Review and determine next steps regarding request from Attorney Sam Wayne** *pp. 422-427*
Sponsor: Tina Danforth, Tribal Chairwoman
- 12. Enter E-Poll results into the record in accordance with BC SOP Conducting Electronic Voting**
Sponsor: Lisa Summers, Tribal Secretary
- a. Approved draft correspondence regarding Ancillary Facilities for Tribal Chair's signature** *pp. 428-441*
Requestor: Jo Anne House, Chief Counsel
- 13. Review request to reconsider denial of Oneida Personnel Commission – Attorney Retainer Agreement – contract # 2016-1084** *pp. 442-456*
Sponsor: David Jordan, Councilman; Liaison Alternate/Oneida Personnel Commission
- 14. Accept concern # 2016-CC-19 as information** *pp. 457-458*
Sponsor: Tina Danforth, Tribal Chairwoman
- 15. Review complaint # 2016-DR06-06** *pp. 459-481*
Sponsor: Lisa Summers, Tribal Secretary
- 16. Review complaint # 2016-DR06-07** *pp. 482-493*
Sponsor: Lisa Summers, Tribal Secretary
- 17. Review complaint # 2016-DR11-01** *pp. 494-508*
Sponsor: Lisa Summers, Tribal Secretary
- 18. Review complaint # 2016-DR14-01** *pp. 509-523*
Sponsor: Lisa Summers, Tribal Secretary

XIV. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov, at 4:30 p.m., Friday, November 4, 2016, pursuant to the Open Records and Open Meetings Law, section 7.17-1.

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: <https://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.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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: Brian A. Doxtator, Executive Assistant to Treasurer Trish King
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:

Background: On May 25, 2016, the Oneida Business Committee officially supported a language fund initiative for \$15,000 to the Pulaski School District Oneida Language program. Due to the timing of the O.B.C. motion and the budgeting process, the \$15,000 was not budgeted within the Governmental Services Division.

On May 25, 2016, the Oneida Business Committee approved the Oneida Business Committee Special Projects Budget. On September 30, 2016, the Oneida Business Committee adopted a Continuing Budget Resolution 09-30-16-A.

The \$15,000 has been identified within the O.B.C. Special Projects and is in compliance with Fiscal Year 2016 spending levels as stated within 09-30-16-A. In addition, the granting of \$15,000 which supports the continuance of Oneida Language, to the Pulaski Community School District, aligns to the Four Strategic Directions, Seven Practical Visions, our Mission and our Oneida Vision.

Action Requested: Provide Grant Check to Pulaski Community Schools Superintendent.

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 Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Presentation of Years of Service Certificates to twelve (12) employees by their immediate supervisor along with the Business Committee.

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: Maureen Metoxen, Exec Assist
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:

HRD coordinates efforts on a quarterly basis, with all supervisors and the Business Committee to recognize employees who have reached the 25+ years milestone. With the assistance from each supervisor, HRD will create the certificate to be presented to the Years of Service recipient.

- 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

Name	Supervisor Name	ADOH	Years	
4th Quarter November 9th				
METOXEN,JEAN A	DENNY,JACK E	6/14/1981	35	Rec'd Certificate
CORNELIUS,DEBRA J	LALUZERNE,KIM A	7/19/1991	25	Rec'd Certificate
GRISSMAN,GAIL K	BRAATEN,BLAIR A	7/22/1991	25	Rec'd Certificate
CORNELIUS,JR,ORVILLE J	LALUZERNE,KIM A	8/7/1991	25	Rec'd Certificate
DANFORTH,REYNOLD T	POWLESS,SR,MARK A	8/7/1991	25	Final Reminder no response
LAITINEN-WARREN,LAURA E	NEVILLE,LUCY A	8/7/1991	25	Rec'd Certificate
DANFORTH,MARSHA J	STEVENS,CHERYL R	8/8/1991	25	Rec'd Certificate
METOXEN,MICHAEL J	DANFORTH-ANDERSON,MICHELLE M	8/25/1991	25	Unable to Attend
KOHLWEY,TRUDELL A	GRAVES,TODD P	8/30/1991	25	Rec'd Certificate
NUNIES,FRANCES M	WURTH,RONALD J	8/30/1991	25	Unable to Attend
PELTIER,VIRGINIA A	GRAVES,TODD P	8/30/1991	25	Rec'd Certificate

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header: Minutes

Accept as Information only

Action - please describe:

Approve October 26, 2016, regular meeting minutes

3. Supporting Materials

Report Resolution Contract

Other:

1. AUfaTW\$(t\$" #(!dWg'Sd_ VW[Y_ [gfVø 3.

2. 4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: >[eS Eg_ _ VdF Fq[TS^EWbWfSk

Primary Requestor/Submitter: EgT_ [ffW Tk, : VsfZVd: VgVd; Xaž? Y_ fzEbWfS fef! 45 Egbbad A XfUW
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

DRAFT**Oneida Business Committee****Executive Session****9:00 a.m. Tuesday, October 25, 2016****Executive Conference Room, 2nd floor, Norbert Hill Center****Regular Meeting****9:00 a.m. Wednesday, October 26, 2016****BC Conference Room, 2nd floor, Norbert Hill Center****Minutes – DRAFT****EXECUTIVE SESSION**

Present: Vice-Chairwoman Melinda J. Danforth, Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster;

Not Present: Chairwoman Tina Danforth (*personal*);

Arrived at: Councilman Brandon Stevens at 11:00 a.m.;

Others present: Jo Anne House, Liz Somers, Chris Johns, Dale Wheelock, Larry Barton, Louise Cornelius, Michelle Danforth, Joanie Buckley, Geraldine Danforth, Chris Johns, Bobbie Webster, Phil Wisneski;

REGULAR MEETING

Present: Vice-Chairwoman Melinda J. Danforth, Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, David Jordan, Jennifer Webster;

Not Present: Chairwoman Tina Danforth, Councilman Tehassi Hill;

Arrived at: Councilman Brandon Stevens at 9:02 a.m.;

Others present: LouAnn Green, Heather Heuer, Weldon “Ted” Hawk, Jo Anne House, Nancy Barton, Jen Falck, Debbie Danforth, Clorissa Santiago, Ed Delgado, Chris Johnson, Krystal John, Taniquelle Thurner, Gina Buenrostro, Brad Graham, Bill Graham, RaLinda Ninham-Lamberies, Madelyn Genskow, Chris Johns, Carol Silva, Lisa Liggins, Mike Hill, Tonya Webster, Kristi Giltner, Felicia Bernhardt via Polycom;

I. CALL TO ORDER AND ROLL CALL by Vice-Chairwoman Melinda J. Danforth at 9:01 a.m.

For the record: Chairwoman Tina Danforth is out of the office on personal time.
Councilman Tehassi Hill is attending the Fox River Trustee meeting in Green Bay, WI.

II. OPENING**III. ADOPT THE AGENDA (00:00:37)**

Motion by David Jordan to adopt the agenda with the following change: [Add-on to Executive Session – New Business item 13.E.04. “Review request regarding hiring of critical key management position”], seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

Councilman Brandon Stevens arrives 9:02 a.m.

DRAFT**IV. OATHS OF OFFICE (00:01:20)** administered by Secretary Lisa Summers

- A. Environmental Resources Board** – Weldon “Ted” Hawk
- B. Southeastern Oneida Tribal Services Advisory Board** – Felicia Bernhardt (*via Polycom*)

V. MINUTES (00:04:35)**A. Approve October 12, 2016, regular meeting minutes**

Sponsor: Lisa Summers, Tribal Secretary

Motion by Jennifer Webster to approve the October 12, 2016, regular meeting minutes, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

VI. RESOLUTIONS**A. Adopt resolution entitled Back Pay Law Amendments (00:04:47)**

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee

Motion by Brandon Stevens to adopt resolution # 10-26-16-A Back Pay Law Amendments with the following changes: [Revise “average hours worked instead” of “earnings” in lines 203 and 208; revise “average weekly wage” to “back pay” in line 207; and revise “Oneida Contract Health” to “Purchased Referred Care” in lines 10 and 13], seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

B. Adopt resolution entitled Election Law Permanent Amendments (00:09:03)

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee

Motion by Brandon Stevens to accept the Election Law Permanent Amendments; and to forward the Election Law Permanent Amendments to the 2017 Annual General Tribal Council meeting agenda, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

DRAFT**C. Adopt resolution entitled Leasing Law Amendments (00:23:33)**

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee

Motion by Brandon Stevens to adopt resolution # 10-26-16-C Leasing Law Amendments, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

Amendment to the main motion by Lisa Summers to request a status report regarding the implementation of the Leasing Law and how it is working be brought back to the Business Committee in six (6) months, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

Secretary Lisa Summers departs at 9:50 a.m.

Secretary Lisa Summers returns at 9:56 a.m.

D. Adopt resolution entitled Drug & Alcohol Free Workplace Policy Emergency Amendments (00:36:08)

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee

Motion by Brandon Stevens to adopt resolution # 10-26-16-D Drug & Alcohol Free Workplace Policy Emergency Amendments, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

Motion by Lisa Summers to request that a similar policy for appointed and elected officials also be developed and provided by the Legislative Operating Committee, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Trish King, Lisa Summers, Jennifer Webster, Brandon Stevens

Not Present: Tina Danforth, Tehassi Hill

Treasurer Trish King departs at 10:03 a.m.

VII. STANDING COMMITTEES**A. Legislative Operating Committee**

Sponsor: Councilman Brandon Stevens, Chair

1. Accept October 5, 2016, Legislative Operating Committee meeting minutes (1:04:17)

Motion by David Jordan to accept the October 5, 2016, Legislative Operating Committee meeting minutes, seconded by Lisa Summers. Motion carried with one abstention:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers

Abstained: Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**B. Finance Committee**

Sponsor: Tribal Treasurer Trish King, Chair

1. Approve October 17, 2016, Finance Committee meeting minutes (1:05:42)

Motion by David Jordan to approve the October 17, 2016, Finance Committee meeting minutes, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

VIII. UNFINISHED BUSINESS**A. Review final report and accept recommendation regarding Medicare Part B Research (1:14:44)**

Sponsors: Debra Danforth Division Director/Comprehensive Health Operations; Dr. Ravinder Vir, Division Director/Medical Operations

EXCERPT FROM OCTOBER 12, 2016: Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM APRIL 08, 2015: Motion by Melinda J. Danforth to defer the Medicare Part B research back to the Comprehensive Health Division Directors and to comeback with a report in 90 days that researches the opportunities we would have to provide insurance to those individuals of 65 and over that are Oneida Tribal members and have a work meeting with the directors to clarify and develop the scope, seconded by Lisa Summers. Motion carried unanimously

EXCERPT FROM FEBRUARY 11, 2015: Motion by Melinda Danforth to accept the Oneida Nation Commission on Aging report and that the request from ONCOA regarding researching whether or not the Tribe should pay for Medicare Part B benefits for Tribal members who use the Oneida Health Center be assigned to the Comprehensive Health Division Directors to research and bring back in 60 days, seconded by Lisa Summers. Motion carried unanimously.

Motion by Lisa Summers to accept the report; and to defer this discussion to a Business Committee work meeting for further conversation, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Councilman David Jordan departs at 10:37 a.m.

Councilman David Jordan returns at 10:46 a.m.

DRAFT**B. Accept close-out report regarding 340-B certification and determine next steps (1:23:27)**

Sponsors: Debra Danforth Division Director/Comprehensive Health Operations; Dr. Ravinder Vir, Division Director/Medical Operations

EXCERPT FROM OCTOBER 12, 2016: Motion by Fawn Billie to accept the close-out report; to include the sales comparison; and request the report to be released from executive session by placing it into open session for the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to accept the close-out report regarding 340-B certification, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Jennifer Webster to request this item go to the 2017 Annual General Tribal Council as part of the Oneida Business Committee's report, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

C. Defer update regarding vacancies on the Oneida Personnel Commission to the November 9, 2016, regular Business Committee meeting (1:49:11)

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM OCTOBER 12, 2016: Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 14, 2016: Motion by Lisa Summers to defer this item back to Chair's Office regarding the (2) two Oneida Personnel Commission vacancies not filled through posting #3 which had the deadline of June 20, 2016, and the one (1) vacancy not filled through posting #4 which had the deadline of July 15, 2016; and to request clarifications be brought back to the October 12, 2016, regular Business Committee, seconded by Tehassi Hill. Motion carried with two abstentions.

EXCERPT FROM AUGUST 24, 2016: (1) Motion by David Jordan to approve the recommendation to appoint Leland Wigg-Ninham, Eric Krawczyk, and Jennifer L. Hill to Oneida Personnel Commission, seconded by Melinda J. Danforth. Motion carried with one abstention. (2) Amendment to the main motion by Lisa Summers to direct the Tribal Secretary to bring back a chronology of events for these particular vacancies for information to the Business Committee, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to accept the request to defer the update regarding vacancies on the Oneida Personnel Commission to the November 9, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously:

Secretary Lisa Summers departs at 11:07 a.m. before voting occurs.

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King, Lisa Summers

Secretary Lisa Summers returns at 11:12 a.m.

DRAFT**D. Accept report and proposed correspondence regarding request from Environmental Resources Board to support Menominee Nation in opposing the Back Forty Mine (Not Submitted) (2:09:25)**

Sponsor: Nathan King, Director/Intergovernmental Affairs & Communication

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to forward this item to the Intergovernmental Affairs & Communications Department to do further research; and for that area to bring back a report and proposed correspondence for the Business Committee to consider and support, to be conducted before the October 26, 2016, regular Business Committee meeting so that any action that may be taken can be accepted at the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to defer this item for two (2) weeks with the understanding that Intergovernmental Affairs & Communications will submit an E-Poll request with the letter of support for the Menominee Nation opposing the Back Forty Mine to Michigan Department of Environmental Quality, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

E. Approve request to schedule a special executive session Business Committee meeting on Friday, December 16, 2016, at 9:00 a.m. to review, approve, and forward Year End Financial Statements and presentation to the 2017 Annual General Tribal Council meeting (2:13:42)

Sponsor: Councilman Tehassi Hill, Chair/Audit Committee

Motion by David Jordan to schedule a special executive session Business Committee meeting on Friday, December 16, 2016, at 9:00 a.m. to review, approve, and forward Year End Financial Statements and presentation to the 2017 Annual General Tribal Council meeting, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

IX. NEW BUSINESS**A. Approve limited waiver of sovereign immunity for CIP project # 14-008 Uskah Village infrastructure – Wisconsin Public Service – contract # 2016-1173 (2:14:32)**

Sponsor: James Petitjean, Assistant Division Director/Development

Motion by Lisa Summers to approve the limited waiver of sovereign immunity for CIP project # 14-008 Uskah Village infrastructure – Wisconsin Public Service – contract # 2016-1173, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**B. Approve revised Oneida Business Committee SOP entitled Conducting Electronic Voting****(2:14:56)**

Sponsor: Lisa Summers, Tribal Secretary

Motion by Jennifer Webster to approve the revised Oneida Business Committee SOP entitled Conducting Electronic Voting, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

X. TRAVEL**A. TRAVEL REQUESTS****1. Enter E-Poll results into the record in accordance with BC SOP Conducting Electronic Voting:**

Sponsor: Lisa Summers, Tribal Secretary

a. Failed reconsidered travel request– Chairwoman Tina Danforth and up to three (3) Business Committee members – National Congress of American Indians (NCAI) conference – October 9-13, 2016 (2:15:27)

Motion by Lisa Summers to enter the E-Poll results into the record for the failed reconsidered travel request– Chairwoman Tina Danforth and up to three (3) Business Committee members – National Congress of American Indians (NCAI) conference – October 9-13, 2016, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Brandon Stevens to recess at 12:01 p.m. until 1:30 p.m., seconded by Lisa Summers. Motion carried unanimously: **(3:00:00)**

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Meeting called to order by Vice-Chairwoman Melinda J. Danforth at 1:32 p.m.

Chairwoman Tina Danforth, Treasurer Trish King, and Councilman Tehassi Hill not present.

DRAFT**XI. REPORTS** *(This section of the agenda is scheduled to begin at 1:30 p.m.)***A. UNFINISHED REPORTS****1. Accept Oneida Nation Arts Board FY '16 4th quarter report***(1:30 p.m.-1:45 p.m.) (3:00:13)*

Chair-Elect: Dawn Walschinski

Liaison: Jennifer Webster, Councilwoman

*EXCERPT FROM OCTOBER 12, 2016: Motion by Jennifer Webster to defer the Oneida Nation Arts Board FY '16 4th quarter report to the October 26, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.*Motion by Fawn Billie to accept the Oneida Nation Arts Board FY '16 4th quarter report, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

B. OPERATIONAL REPORTS*Councilman Brandon Stevens departs at 1:49 p.m.**Councilman Brandon Stevens returns at 1:51 p.m.**Secretary Lisa Summers departs at 2:29 p.m.**Secretary Lisa Summers returns at 2:33 p.m.***1. Accept Oneida Housing Authority FY '16 4th quarter report***(1:45 p.m.-2:05 p.m.) (3:13:20)*

Sponsor: Dale Wheelock, Executive Director/Oneida Housing Authority

Motion by David Jordan to accept the Oneida Housing Authority FY '16 4th quarter report, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Amendment to the main motion by Lisa Summers that the first Indian Housing Plan discussion for 2017 be held at the December 2016 Business Committee work meeting with Oneida Housing Authority and that it specifically includes emergency housing and sustainable development, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Amendment to the main motion by Lisa Summers to request the Oneida Housing Authority Director to include pictures of units that are being rehabbed; and to include in future reports the cost analysis of the difference between what the normal wear-and-tear is and what happens when a full rehab has to take place, seconded by Jennifer Webster. Motion carried unanimously.

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**C. BOARDS, COMMITTEES, AND COMMISSIONS****1. Accept Oneida Nation Veterans Affairs Committee FY '16 4th quarter report
(2:05 p.m.-2:20 p.m.) (3:01:00)**

Chair: Mike Hill
Liaison: Jennifer Webster, Councilwoman

Motion by Lisa Summers to accept the Oneida Nation Veterans Affairs Committee FY '16 4th quarter report, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

**2. Accept Oneida Pow Wow Committee FY '16 4th quarter report
(2:20 p.m.-2:35 p.m.) (4:03:00)**

Chair: Tonya Webster
Liaison: Fawn Billie, Councilwoman

Motion by David Jordan to accept the Oneida Pow Wow Committee FY '16 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

**3. Accept Oneida Police Commission FY '16 4th quarter report
(2:35 p.m.-2:50 p.m.) (3:05:16)**

Chair: Bernie Johns-Stevens
Liaison: Lisa Summers, Tribal Secretary

Motion by David Jordan to accept the Oneida Police Commission FY '16 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to send the recommendations provided in the report to create a tribal criminal code, tribal traffic code, tribal public peace laws to exercise the Nation's sovereignty and jurisdiction, and curfew to the Legislative Operating Committee for consideration, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

**4. Accept Southeastern Oneida Tribal Services Advisory Board FY '16 4th quarter report
(2:50 p.m.-3:05 p.m. via Polycom) (3:12:35)**

Chair: Daniel Schiller
Liaison: Tina Danforth, Tribal Chairwoman

Motion by David Jordan to accept the Southeastern Oneida Tribal Services Advisory Board FY '16 4th quarter report, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**XII. GENERAL TRIBAL COUNCIL** *(To obtain a copy of Members Only Materials, please visit the BC Support Office, located on the 2nd floor of the Norbert Hill Center and present Tribal I.D. card)***A. Petitioners Madelyn Genskow and Yvonne Metivier: Incentive stipends for Oneida Nation elections starting 2017****1. Accept legislative analysis (2:36:25)**

Sponsor: Brandon Stevens, Councilman

Motion by Brandon Stevens to accept the updated legislative analysis, seconded by Lisa Summers.
Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

2. Accept progress report regarding legal analysis (2:41:59)

Sponsor: Jo Anne House, Chief Counsel

Motion by Jennifer Webster to accept the progress report regarding the legal analysis, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

3. Accept progress report regarding financial analysis (2:42:52)

Sponsor: Larry Barton, Chief Financial Officer

Motion by Lisa Summers to accept the progress report regarding the financial analysis, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

EXCERPT FROM AUGUST 24, 2016: (1) Motion by Lisa Summers to accept the verified petition submitted by Madelyn Genskow and Yvonne Metivier regarding incentive stipends for Oneida Nation elections starting 2017, seconded by Jennifer Webster. Motion carried unanimously. (2) Motion by Lisa Summers to send the verified petition to the Law, Finance, and Legislative Reference, and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed, seconded by Fawn Billie. Motion carried unanimously. (3) Motion by Lisa Summers to direct the Law, Finance, and Legislative Reference Offices to submit their analyses to the Tribal Secretary's Office within sixty (60) days; and that a progress report be submitted in forty-five (45) days, seconded by Jennifer Webster. Motion carried unanimously. (4) Motion by Lisa Summers to direct the Direct Report Offices to submit appropriate administrative analyses regarding the petition to be submitted to the Tribal Secretary's Office within thirty (30) days, seconded by Jennifer Webster. Motion carried unanimously.

DRAFT**B. Accept verified petition submitted by Edward Delgado regarding Oneida panel of educators and retention of kindergarten students; and request appropriate analyses (2:43:26)**

Sponsor: Lisa Summers, Tribal Secretary

Motion by Lisa Summers to accept the verified petition submitted by Edward Delgado regarding Oneida panel of educators and retention of kindergarten students; and to request appropriate analyses, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to send the verified petition to the Law, Finance, Legislative Reference, and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to direct the Law, Finance, and Legislative Reference Offices to submit their analyses within sixty (60) days; and that a progress report be submitted within forty-five (45) days, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to direct the Direct Reports Offices to submit the appropriate administrative analysis to the Tribal Secretary's Office within thirty (30) days, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

C. Approve Tribal Member's request to provide an update on status, report, and timelines for opening emergency food pantry per General Tribal Council directive from the October 2, 2016, reconvened special GTC meeting (2:45:54)

Sponsor: Lisa Summers, Tribal Secretary

Motion by Lisa Summers to accept the Tribal Member's request; and to direct a written update be provided at the November 9, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**XIII. EXECUTIVE SESSION** *(The Business Committee is scheduled to recess at 11:15 a.m. and to reconvene at 1:30 p.m. to attend the Voices for Oneida Conduit event)***A. REPORTS****1. Accept Intergovernmental Affairs & Communications report – Nathan King, Director (2:16:07)**

Motion by Jennifer Webster to defer the Intergovernmental Affairs & Communications report to the November 9, 2016, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

2. Accept Chief Counsel report – Jo Anne House, Chief Counsel (2:16:33)

Motion by Lisa Summers to accept the Chief Counsel report dated October 25, 2016, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

3. Accept Chief Financial Officer report – Larry Barton, Chief Financial Officer (2:16:56)

Motion by Jennifer Webster to accept the Chief Financial Officer report, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

B. STANDING ITEMS**1. Land Claims Strategy (No Requested Action)****2. Oneida Golf Enterprise – Ladies Professional Golf Association (2:17:29)**
(This item is scheduled to begin on 10:30 a.m.)

Sponsor: Trish King, Tribal Treasurer

Motion by Lisa Summers to accept the update from the Oneida Golf Enterprise regarding the Ladies Professional Golf Association, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

C. AUDIT COMMITTEE

Sponsor: Councilman Tehassi Hill, Chair

1. Accept September 29, 2016, Audit Committee meeting minutes (2:18:05)

Motion by David Jordan to accept the September 29, 2016, Audit Committee meeting minutes, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**2. Approve Department of Public Works – Cemetery Maintenance audit and lift confidentiality requirement to allow Tribal Members to view the audit (2:18:21)**

Motion by Lisa Summers to approve the Department of Public Works – Cemetery Maintenance audit and lift confidentiality requirement to allow Tribal Members to view the audit, seconded by David Jordan.

Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

3. Approve Card Games and Poker Rules of Play audit and lift confidentiality requirement to allow Tribal Members to view the audit (2:18:39)

Motion by Jennifer Webster to approve the Card Games and Poker Rules of Play audit and lift confidentiality requirement to allow Tribal Members to view the audit, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

4. Approve Craps Rules of Play audit and lift confidentiality requirement to allow Tribal Members to view the audit (2:18:58)

Motion by David Jordan to approve the Craps Rules of Play audit and lift confidentiality requirement to allow Tribal Members to view the audit, seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

D. UNFINISHED BUSINESS**1. Accept final close-out report regarding Print Shop – Mail Center Operation plan (This item is scheduled to begin at 9:00 a.m.) (2:19:17)**

Sponsor: Joanie Buckley, Division Director/Internal Services

EXCERPT FROM JULY 13, 2016: (1) Motion by Lisa Summers to accept the Oneida Printing October-May 2016 report; and to request a final close-out report be brought back in ninety (90) days which includes any final transition items and timelines, seconded by Brandon Stevens. Motion carried unanimously. (2) Motion by Lisa Summers to request the Internal Services Division Director to start including transitioning this item into their quarterly report, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM APRIL 13, 2016: Motion by Fawn Billie to accept the Print Shop – Mail Center Operational plan as information and to request an update for the July 13, 2016, regular Business Committee meeting, seconded by Melinda J. Danforth. Motion carried unanimously. EXCERPT FROM MARCH 30, 2016: No formal action was taken on this item.

EXCERPT FROM DECEMBER 9, 2015: (1) Motion by David Jordan to accept the report, seconded by Fawn Billie. Motion carried unanimously. (2) Motion by Lisa Summers to require the next update be brought back to the March 23, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 23, 2015: Motion by Brandon Stevens to accept the update as information, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: (1) Motion by Jennifer Webster to accept this item as information, seconded by Lisa Summers. Motion carried unanimously. (2) Amendment to the main motion by Melinda J. Danforth to request the Internal Services Director bring back

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the assessment to the Business Committee in three (3) months, seconded by Lisa Summers. Motion carried unanimously.

Motion by Lisa Summers to accept the final close-out report regarding the Print Shop – Mail Center Operation plan; and for future updates to be included in the Internal Services Division quarterly report, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

2. Review report regarding request from Tribal Member's concern over depletion of Bureau of Indian Affairs – General Assistant Grant funds (Not Submitted) (2:19:59)

Sponsors: Chris Johns, Coordinator/Self-Governance; Liz Somers, Division Director/Governmental Services

EXCERPT FROM OCTOBER 12, 2016: Motion by David Jordan to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM AUGUST 24 & 29, 2016: (1) Motion by Jennifer Webster to accept the request as information; and to request the Governmental Services Division and Self-Governance Director to provide a report, seconded by Lisa Summers. Motion carried unanimously. (2) Amendment to the main motion by Lisa Summers to defer this item to a Business Committee Officer's for continued monitoring and follow-up; and to request the initial report be brought back within thirty (30) days, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM AUGUST 10, 2016: Motion by Trish King to defer the remaining agenda items to the August 24, 2016, regular Business Committee meeting..., seconded by Lisa Summers. Motion carried unanimously.

Motion by Lisa Summers to accept the update; to request a follow-up report to be completed by the Governmental Services Division Director and Self-Governance Coordinator; and to direct the issue to the Intergovernmental Affairs & Communications Director for the coordination of legislative follow-up at the federal level, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

3. Review complaint # 2016-DR06-05 and determine appropriate next steps

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM OCTOBER 12, 2016: Motion by David Jordan to accept the draft memorandum; and to direct the memorandum be forwarded to the appropriate parties, seconded by Brandon Stevens. Motion carried with one with one abstention.

Motion by Lisa Summers to defer this item to the end of the agenda to go back into executive session, seconded by David Jordan. Motion carried unanimously: **(2:24:06)**

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Fawn Billie to go into executive session at 2:39 p.m., seconded by David Jordan. Motion carried unanimously: **(4:06:22)**

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

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Motion by David Jordan to come out of executive session at 3:42 p.m., seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Jennifer Webster that in accordance with the Standard Operating Procedure, the Business Committee deems this complaint as having no merit; the motion made at the October 12, 2016, regular Business Committee meeting to send a memorandum to the appropriate parties continues to stand; and to direct the Vice-Chair to follow-up and close-out this complaint, seconded by Brandon Stevens. Motion carried with two abstentions: **(4:06:56)**

Ayes: David Jordan, Brandon Stevens, Jennifer Webster
Abstained: Lisa Summers, Fawn Billie
Not Present: Tina Danforth, Tehassi Hill, Trish King
For the record: Vice-Chairwoman Melinda J. Danforth stated Secretary Summers and Councilwoman Fawn Billie have recused themselves from this matter.

4. Accept update regarding complaint # 2016-DR07-01 (2:25:56)

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to accept the verbal update; and to request an update be brought back in two (2) weeks, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to accept the update; and to acknowledge that a close-out report with the final recommendations will be made for the November 9, 2016, regular Business Committee meeting agenda, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

5. Discuss request for job title change of Medical Director to Comprehensive Health Division Director-Medical (This item is scheduled to begin at 10:00 a.m.) (2:26:33)

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM OCTOBER 12, 2016: Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee in order to allow for additional information to be followed up on, seconded by Tehassi Hill. Motion carried with one unanimously.

Motion by Jennifer Webster to approve the request for job title change of Medical Director to Comprehensive Health Division Director-Medical, noting there is no salary change associated with this request, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT**6. Review financial update regarding release of confidential employee information**

Sponsor: Larry Barton, Chief Financial Officer

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to request the Finance Department to identify cost and funds to potentially provide identity theft insurance to the thirty-eight (38) employees; and to direct that report to come back in two (2) weeks, seconded by Jennifer Webster. Motion carried with one unanimously.

Motion by Lisa Summers to defer this item to the end of the agenda, seconded by Fawn Billie. Motion carried unanimously: **(2:27:01)**

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to accept the written recommendations with a change to provide the cost up front to the employees affected; and that the approved plan be the standard plan, seconded by Jennifer Webster. Motion carried unanimously: **(4:07:52)**

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to request the Law Office to complete the Norbert Hill Building Access Standard Operating Procedure as soon as possible; and to bring it back to Business Committee for approval and implementation, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

a. Accept verbal update regarding concern # 2016-CC-15

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM SEPTEMBER 28, 2016: (1) Motion by Tehassi Hill to request the Human Resources Department to expedite their investigation regarding concern # 2016-CC-15, seconded by Jennifer Webster. Motion carried with one abstention. (2) Motion by Tehassi Hill to request the Law Office to complete a legal opinion on the potential liability to the Oneida Nation for the disclosure of confidential information, seconded by Jennifer Webster. Motion carried with one abstention.

No action taken on item 13.D.06.a. during the October 26, 2016, regular Business Committee meeting.

DRAFT**E. NEW BUSINESS****1. Review personnel related request and determine next steps (2:27:42)**
(This item is scheduled to begin at 9:30 a.m.)

Sponsor: Dale Wheelock, Executive Director/Oneida Housing Authority

Motion by Lisa Summers to decline the title reassignment request, seconded by Jennifer Webster.

Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to include the wage assessment request to the FY18 budget or wage compensation plan, whichever comes first, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to direct the Vice-Chair and one other Officer to conduct the requested expectations follow-up with the Oneida Housing Authority Director, seconded by Jennifer Webster.

Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

2. Approve limited waiver of sovereign immunity – Wells Fargo Merchant Services – contract # 2016-1136 (2:28:58)

Sponsor: Larry Barton, Chief Financial Officer

Motion by Jennifer Webster to approve the limited waiver of sovereign immunity – Wells Fargo Merchant Services – contract # 2016-1136, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

3. Approve Attorney Retainer Agreement – contract # 2016-1084 (2:30:44)

Sponsor: Councilman David Jordan, Liaison Alternate/Oneida Personnel Commission

Motion by Lisa Summers to deny the request to approve the Attorney Retainer Agreement – contract # 2016-1084, noting the request is inconsistent with the Continuing Budget Resolution, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Motion by Lisa Summers to request the Law Office to administer an RFP for an attorney to work with the Oneida Personnel Commission, noting the contract quadrupled in a one (1) year period, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

DRAFT

4. Review request regarding hiring of critical key management position (2:35:47)

Sponsor: Louise Cornelius, Gaming General Manager

Motion by Lisa Summers to not approve the request for reconsideration; and to forward the identified concerns to the next Business Committee work meeting for follow-up, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

XIV. ADJOURN

Motion by David Jordan to adjourn at 4:02 p.m., seconded by Lisa Summers. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Lisa Summers, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King

Minutes prepared by Heather Heuer, Information Management Specialist
Minutes approved as presented/corrected on _____.

Lisa Summers, Secretary
ONEIDA BUSINESS COMMITTEE

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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 supporting Menominee's opposition to Back 40 Mine Project.

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 Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # _ - _ - _ Opposition to Back 40 Mine Project in Michigan

WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

WHEREAS, the Oneida Nation stands with the Menominee Nation and the residents in opposition to the proposed Back Forty Mine. The location on the Menominee River is historically and culturally significant to the Menominee people due to the existence of cultural properties by way of raised agricultural fields, funerary objects, multiple mounds, burial sites, and villages and is the place of origin for the Menominee people; and

WHEREAS, Oneida opposes any proposed mine that has any adverse impacts on the environment, health and well-being of the people of Wisconsin; and

WHEREAS, the Aquila Resource, Inc. will utilize open-pit mining for extraction and a removal process which has historically caused detrimental impacts to the water, environment, wildlife, animals, and cultural properties as demonstrated with other similar mines; and

WHEREAS, the Oneida Nation is determined to uphold and respect our original instructions to care for and protect Mother Earth. We are instilled with the responsibility to leave this place better than we found it, to uphold the next seven generation philosophy, and to promote sustainability in our daily decisions; and

WHEREAS, it is well known that the impacts of mining activities are widespread and long lasting and it also well known that corrective measures must be put in place to protect the long-term interests of the people and the environment in which we live; and

WHEREAS, the harm this proposal will inflict on residents of both the State of Michigan and State of Wisconsin, the environment, and the tourism industry cannot be justified by the mining industry and should not be permitted; and

NOW THEREFORE BE IT RESOLVED, the Oneida Nation urges the State of Michigan to include the Menominee Nation and other tribes in full and early participation in "purpose and need" infrastructure permitting decisions.

NOW THEREFORE BE IT FINALLY RESOLVED, the State of Michigan should establish a consultation process with the Menominee Nation to make certain open communication and engagement occurs and to ensure Tribal sacred places and vital cultural resources are protected.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Adopt resolution entitled Adoption of Definition and Guidance Regarding "Day-to-Day"

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: Lisa Liggins, Executive Assistant II
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:

****Background****

The Business Committee directed Chief Counsel, Jo Anne House, to develop the attached resolution regarding the definition and guidance regarding "day-to-day" on Wednesday, October 19, 2016, following the Business Committee's two-day retreat.

A draft was completed on October 19, 2016. The draft was reviewed by the Business Committee on November 1, 2016.

Revisions were made and the final resolution is being presented to the Business Committee for adoption at the November 9, 2016, regular Business Committee meeting. The resolution has been submitted to the Legislative Reference Office for a Statement of Effect.

****Request Action****

Adopt resolution entitled Adoption of Definition and Guidance Regarding "Day-to-Day"

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 # _____ Adoption of Definition and Guidance Regarding “Day-to-Day”

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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, over the years the General Tribal Council has taken direct action or ratified actions of the Oneida Business Committee which provide guidance regarding authorities, responsibilities and limitations of the Oneida Business Committee regarding its actions on behalf of the Oneida Nation, for example, the Oneida Administrative Procedures Act adopted by Oneida Business Committee resolution # BC-05-02-90-A which was ratified by the General Tribal Council by resolution # GTC-08-19-91-A and Addendum and which was replaced by the Legislative Procedures Act by adoption of resolution # GTC-01-07-13-A, which provided the same delegations and guidance regarding legislative authority and responsibilities; and

WHEREAS, the Oneida Business Committee adopted the Tribal Management System by motion at the May 5, 1975, meeting and that action was ratified by the General Tribal Council by motion at the February 8, 1977, meeting, and which have been in place consistently since that time and are now known as the Personnel Policies and Procedures; and

WHEREAS, the General Tribal Council, at the February 14, 1976, adopted resolution # GTC-02-14-76 which directed that members of the Oneida Business Committee could not hold employment positions in the Tribe, and in Whereas #2 and #7 identified that the Oneida Business Committee is “the policy making body of the Tribe” and that “there is a need to “maintain a separation of the legislative and administrative responsibilities of the Tribe”; and

WHEREAS, the General Tribal Council in 1982 adopted resolution # GTC-2-25-82 which recognized in Whereas #2 the growth and complexity of the Tribe which required “technical skills of trained administrators” and in Whereas #3 that “the elected officials need to maintain a separation of the legislative and administrative responsibilities of the Tribe”; and

WHEREAS, the 1982 resolution of the General Tribal Council in Resolve #2 directed the Oneida Business Committee to be “actively involved in the legislative areas” and in Resolve #1 directed that a General Manager be hired to be “directly responsible for the programs and enterprises of the Tribe;” and

WHEREAS, at the July 30, 1990, meeting the General Tribal Council, after several meetings, adopted “job descriptions” for the Oneida Business Committee members outlining their responsibilities and focusing on governing versus administration activities; and

46 **WHEREAS,** at the January 17, 1998, meeting the General Tribal Council adopted a motion to "make
47 further clarification that the Oneida Business Committee's involvement and/or activity is
48 hereby restricted to legislative policy development and not in day-to-day personnel/HRD
49 matters including restriction of their involvement on various committees related to HRD
50 and personnel matters or activity;" and
51

52 **WHEREAS,** in 2011 the Oneida Business Committee adopted a series of resolutions which
53 implemented at July 2000 General Tribal Council motion adopting "Plan B" which resulted
54 in the removal of the General Manager and Chief of Staff positions from the
55 organizational structure and identified that until such time as "Plan B" could be updated
56 the Division Directors would be reporting directly to the Oneida Business Committee; and
57

58 **WHEREAS,** the Oneida Business Committee reported out the challenges of updating the
59 organizational structure and need for additional time to finalize which is now being
60 finalized by the current Oneida Business Committee; and
61

62 **WHEREAS,** the Oneida Business Committee has taken action to further clarify terms to provide
63 additional guidance when needed, for example, resolution # BC-01-14-09-D, Definition of
64 Oversight and resolution # BC09-24-14-C, Adopting Standards for the Roles and
65 Responsibilities for Oneida Business Committee Liaison Assignments; and
66

67 **WHEREAS,** the Oneida Business Committee has recognized the long history of the demand to refrain
68 from day-to-day activities and the lack of clear definition or direction regarding the term
69 day-to-day activities and has determined that defining this term is in the best interests of
70 the Nation and its legislative and administrative activities; and
71

72 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby defines "day-to-day" in
73 regards to the directions of the General Tribal Council in 1976, 1982, 1994 and 1998, as follows.
74

75 Day-to-day refers to the action of addressing an individual issue rather than a policy direction;
76 day-to-day concerns the use of one's office to influence or change the outcome of a decision or
77 action of a program, service, business unit of the organization rather than a change in the
78 legislative directions set forth in laws, rules, and policies of the Nation; and, day-to-day refers to
79 the restraints placed on the Oneida Business Committee to address the policy direction of the
80 Nation by the General Tribal Council.
81

82 **NOW THEREFORE BE IT FINALLY RESOLVED,** the Oneida Business Committee directs that it is not a
83 violation of the day-to-day restrictions set by the General Tribal Council to listen to individual questions or
84 concerns and guide those individuals to the proper office or forum that can provide direction or resolution
85 to their questions or concerns and that such responsibility is an inherent responsibility of an elected
86 official to their constituents.



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



Statement of Effect

Resolution: Adoption of Definition and Guidance Regarding “Day-to-Day”

Summary

Over the years, General Tribal Council (GTC) has taken actions which established the role of the Oneida Business Committee (OBC). One requirement has been reiterated by GTC - that the OBC is responsible for policymaking and is not to be involved in “day to day” personnel matters. The GTC has not provided a specific definition for “day-to-day.”

This resolution is adopting a definition for “day-to-day” in regards to the directions of GTC;

- refers to addressing an individual issue rather than a policy direction;
- concerns the use of one’s office to influence or change the outcome of a decision or action of a program, service, business unit of the organization rather than a change in the legislative directions set forth in laws, rules, and policies of the Nation; and,
- refers to the restraints placed on the OBC to address the policy direction of the Nation by GTC.

The resolution also “directs” that it is not a violation of GTC’s day-to-day restrictions for the OBC to listen to individual questions or concerns, and to guide those individuals to the proper office or forum to provide direction or resolution. Instead the resolution states that doing so is in fact the OBC’s inherent responsibility as elected official to their constituents.

Submitted by: Tani Thurner, Staff Attorney, Legislative Reference Office

Analysis by the Legislative Reference Office

The resolution finds that over the years, GTC has provided guidance as to the authorities, responsibilities and limitations of the OBC both through taking direct actions and by ratifying actions taken by OBC.

One example of direction provided by GTC stems from a motion adopted at the January 17, 1998 GTC meeting, which stated, in part, “the Oneida Business Committee’s involvement and/or activity is hereby restricted to legislative policy development and not in day-to-day personnel/HRD matters[.]”

This resolution finds that the OBC has:

- recognized the long history of “the demand” to refrain from day-to-day activities, and
- determined that there is a lack of clear definition or direction regarding the term “day-to-day activities”
- determined that defining this term is in the best interests of the Nation and its legislative and administrative activities.

Oneida Law

The Constitution creates and establishes the role of the OBC. Art. III, Section 3 states that the OBC shall “perform such duties as may be authorized by the General Tribal Council.”

The Constitution identifies responsibilities for each of the officer positions on the OBC – i.e. the Chairman presides over GTC meetings, performs the “usual duties” of a chairman, and exercises any authority delegated by GTC; the Vice-Chairman assists the chairman when called upon do so, and presides in the absence of the Chairman; the Secretary is responsible for conducting all tribal correspondence and creating/maintaining records of GTC matters, and the Treasurer has various responsibilities related to keeping and reporting on funds in the custody of GTC.

These requirements do not specifically identify the duties or responsibilities of the OBC as a body – instead, GTC is responsible for defining the exact parameters of OBC’s role.

Conclusion

This resolution does not conflict with any of the Nation’s laws.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 9 / 16

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: Jennifer Falck, LRO Director
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:

- 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
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES

Business Committee Conference Room-2nd Floor Norbert Hill Center

October 20, 2016 9:00 a.m.

Present: Brandon Stevens, Tehassi Hill, Jennifer Webster, David P. Jordan, Fawn Billie

Others Present: Jennifer Falck, Tani Thurner, Clorissa Santiago, Maureen Perkins, Rhiannon Metoxen, Cathy Bachhuber, Krystal John, Terry Cornelius

I. Call to Order and Approval of the Agenda

Brandon Stevens called the October 20, 2016 Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jennifer Webster to adopt the agenda; seconded by Tehassi Hill. Motion carried unanimously.

II. Minutes to be approved

1. October 5, 2016 LOC Meeting Minutes

Motion by David P. Jordan to approve the October 5, 2016 LOC meeting minutes; seconded by Fawn Billie. Motion carried, with Jennifer Webster abstaining.

III. Current Business

1. Back Pay Amendments

Motion by David P. Jordan to approve the Back Pay law adoption packet, including the financial impact statement, and to forward to the Oneida Business Committee for consideration; seconded by Tehassi Hill. Motion carried unanimously.

2. Election Law Amendments

Motion by Tehassi Hill to approve the Election Law Amendments adoption packet and to forward to the Oneida Business Committee for consideration; seconded by David P. Jordan. Motion carried unanimously.

3. Leasing Law Amendments

Motion by Tehassi Hill to approve the Leasing Law Amendments adoption packet, with the addition of an Oneida translation to the title and forward to the Oneida Business Committee for consideration; and direct the Legislative Reference Office to prepare a submittal packet for BIA review upon adoption; seconded by Fawn Billie. Motion carried unanimously.

4. Budget Management and Control Law

Motion by Jennifer Webster to accept the Budget Management and Control Law draft and forward to the LRO for a legislative analysis; seconded by Tehassi Hill. Motion carried unanimously.

5. Employment Law

Motion by David P. Jordan to approve the Employment Law packet and forward to the Oneida Business Committee to be placed on the Annual General Tribal Council meeting agenda for January 2017; seconded by Fawn Billie. Motion carried unanimously.

IV. New Submissions**1. Drug and Alcohol Free Workplace Policy Emergency Amendments**

Motion by Fawn Billie to add Drug and Alcohol Free Workplace Policy Amendments to the active files list with Fawn Billie and Jennifer Webster as co-sponsors; Seconded by David P. Jordan. Motion Carried unanimously.

Motion by Fawn Billie to approve the emergency adoption packet and forward to the Oneida Business Committee for consideration; seconded by David P. Jordan. Motion carried unanimously.

2. Petition: Genskow/Metivier

Motion by David P. Jordan to add Genskow/Metivier petition to the active files list with Brandon Stevens as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Fawn Billie to approve the statement of effect and forward to the Oneida Business Committee for consideration; seconded by Jennifer Webster. Motion carried unanimously.

V. Additions**VI. Administrative Updates****1. Election Law – Campaign Finance Memo**

Motion by Jennifer Webster to accept the Election Law-Campaign Finance memo as information; seconded by Fawn Billie. Motion carried unanimously.

VII. Executive Session**VIII. Recess/Adjourn**

Motion by David P. Jordan to adjourn the October 20, 2016 Legislative Operating Committee meeting at 9:16 a.m.; seconded by Jennifer Webster. Motion carried unanimously.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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: Denise Vigue, Executive Assistant /Finance Administration
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 approval is required to approve all Finance Committee meeting actions as the FC 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

ONEIDA NATION

P.O. Box 365



Oneida, WI 54115

MEMORANDUM

TO: Finance Committee
CC: Business Committee
FR: Denise Vigue, Executive Assistant
DT: November 1, 2016
RE: **E-Poll Results of: FC Meeting Minutes of Oct. 31, 2016**

An E-Poll vote of the Finance Committee was conducted to approve the October 31, 2016 Finance Committee meeting minutes. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority 4 YES votes from Larry Barton, Patrick Stensloff, Jennifer Webster, and Wesley Martin, Jr. to approve the OCTOBER 31, 2016 Finance Committee Meeting Minutes.

The minutes will be placed on the next BC agenda of Nov 9, 2016 for approval and the next Finance Committee agenda of Nov 14, 2016 to ratify this E-Poll action.

Yawλko

* Per the Finance Committee By-Laws Article III-Meetings, 3-4 Quorum. Four (4) members of the Finance Committee shall constitute a quorum & 3-6 Voting. (d) The Finance Committee shall act by a majority of vote of the quorum present at any meeting.



ONEIDA FINANCE COMMITTEE

STRATEGIC FINANCIAL PLANNING MEETING

October 31, 2016 – 9:00 A.M.
BC Executive Conference Room

REGULAR MEETING

October 31, 2016 – 10:00 A.M.
BC Executive Conference Room

REGULAR MEETING MINUTES

FC SFP Meeting:

Patricia King, Treasurer/FC Chair
Jenny Webster, BC Council Member

Larry Barton, CFO/FC Vice-Chair
Wesley Martin, Jr., Community Elder Member

Excused: David Jordan, BC Council Member, Patrick Stensloff, Purchasing Director, Chad Fuss, Gaming AGM/FC Alternate

Others Present: Krystal John and RaLinda Ninham-Lamberies

FC Regular Meeting:

Patricia King, Treasurer/FC Chair
Jenny Webster, BC Council Member
Wesley Martin, Jr., Community Elder Member

Larry Barton, CFO/FC Vice-Chair
Patrick Stensloff, Purchasing Director

Excused: David Jordan, BC Council Member and Chad Fuss, Gaming AGM/FC Alternate

Others Present: Lisa A. Moore, Megan White, Latsi Hill, Joanie Buckley, Lori Hill, Susan White, Norbert Hill and Denise Vigue, taking minutes

I. **Call to Order:** The FC meeting was called to order by the FC Chair at 10:00 A.M.

II. **Approval of Agenda:** OCTOBER 31, 2016:

Motion by Jennifer Webster to approve the Finance Committee agenda for October 31, 2016 with six (6) ADD ON Requests. Seconded by Wesley Martin, Jr. Motion carried unanimously.

III. **Approval of Minutes:** OCTOBER 17, 2016 (approved via FC E-Poll on 10/18/16):

Motion by Patrick Stensloff to ratify the FC E-Poll action of Oct 18, 2016 approving the Finance Committee meeting minutes of Oct 17, 2016. Seconded by Wesley Martin, Jr. Motion carried unanimously.

IV. **Tabled Business:**

1. FY17 Blanket PO-Oneida Post Office
Michelle Danforth, Oneida Printshop

Motion by Jennifer Webster to remove from the table for discussion. Seconded by Patrick Stensloff. Motion carried unanimously.

Joanie Buckley was present to discuss this request explaining the need of Printshop to process tribal mailers and Gaming mailers; understood gaming has own funds for budget but no intertribal for billing has been processed; this request is the normal amount based on last years' averages, minus costs for gaming mailers; current costs/bills precipitated Purchasing Director to step in to set up a Purchase Order to cover, but still need entire amount for the year. Patrick indicated it would be prudent to set up one Intertribal PO between Gaming and Printshop, and one Purchase Order from the Printshop to the Post Office.

Motion by Larry Barton to approve the \$865,000 Intertribal Purchase Order for internal billing between Gaming and the Oneida Printshop for Gaming postage for FY2017. Seconded by Wesley Martin, Jr. Motion carried unanimously.

Motion by Jennifer Webster to approve the FY17 Blanket Purchase Order for the Post Office in the amount of \$900,000. Seconded by Larry Barton. Motion carried unanimously.

V. Capital Expenditures:

1. Interseeder Technologies PO Increase (shipping)
Michael Finney, Environmental

Motion by Jennifer Webster to approve the PO Increase with Interseeder Technologies for shipping costs in the amount of \$1,800. Seconded by Wesley Martin, Jr. Motion carried unanimously.

VI. New Business:

1. M3 - Onsite Wellness Svs.-(SE) Amount: \$75,000.
Robert Keck, Risk Management

Lisa Moore was present to explain this and the following request for an on-site wellness pilot initiative offered to all employees. Funds identified through tribal contribution, after one year will assess value and if continued will then come from the insurance pool; there were questions as to two requests, one is for chiropractic services and the other for nurse practitioner services, communication will be rolled out to employees after final approval from the FC and the OBC; there was discussion on the extent of input from Comprehensive Health.

Motion by Jennifer Webster to approve the FY17 Blanket Purchase Order's for this and the following request for the Wellness Pilot Program in the amounts indicated. Seconded by Wesley Martin, Jr. Motion carried unanimously.

2. M3 - Onsite Wellness Svs.-(TH) Amount: \$40,500.
Robert Keck, Risk Management

- See action taken in NB #1

VII. Other Business:

1. ADD ON: FC Recommendation RE: Acheson Education Endowment Package
Patricia King, Treasurer

Patricia King explained package contents including some of the background information, the original bequest; the current directives, some of the identified needs, proposed priorities, and potential disbursement. This final stage of processing this fund into an endowment under the law would Finance Committee approval to move forward. There was discussion over other areas, internal and external, that would cover some of the identified priorities as well as the need to give time to the OBC, Trust Committee, Finance Committee and the new Governmental Services Director to review package and offer their input for changes/edits/requests.

Motion by Larry Barton to forward the Acheson Education Endowment Package to the Business Committee, the Trust Committee, the Finance Committee and the Governmental Services Director for their input within 30 days and to bring information back to the Finance Committee. Seconded by Wesley Martin, Jr. Motion carried unanimously.

2. ADD ON: Oneida Budget Management and Control Act-Draft 11
Patricia King, Treasurer

Patricia King reviewed the: Title 1. Government and Finances – Chapter 121 Budget Management and Control Law Draft 11 with the Finance Committee providing the final edits this morning. The next step is for this to be supported by the Finance Committee to be forwarded to the LRO for analysis.

Motion by Larry Barton to approve sending the Oneida Budget Management & Control Act - Draft 11 with the final few edits discussed this morning to the Legislative Reference Office (LRO) for analysis. Seconded by Jennifer Webster. Motion carried unanimously.

VIII. Executive Session: No items

IX. Community Fund:

1. GB Youth Hockey Participation fees
Shakira Rasmussen for son, Zander

Motion by Larry Barton to approve from the Community Fund the Green Bay Hockey participation fees for the son of the requestor in the amount of \$200. Seconded by Jennifer Webster. Motion carried unanimously.

2. Children Come First -Conference Registration
Camille GoodEagle

Motion by Jennifer Webster to approve from the Community Fund the conference registration fees for the requestor in the amount of \$200; and conference registration fees for her son in the amount of \$100. Seconded by Larry Barton. Motion carried unanimously.

3. Children Come First -Conference Registration
Camille GoodEagle for son Xavier

- See Motion in CF #2.

4. Starz Academy class fees
Constance Danforth for daughter, Lenna

Motion by Larry Barton to approve from the Community Fund the Starz Academy class fees for the daughter of the requestor in the amount of \$200. Seconded by Jennifer Webster. Motion carried unanimously.

5. Green Bay Elite Cheer class fees
Dan Doxtator for daughter, Ella

Motion by Jennifer Webster to approve from the Community Fund the Green Bay Elite Cheer class fees for the daughter of the requestor in the amount of \$200. Seconded by Patrick Stensloff. Larry Barton abstained. Motion carried.

6. GB Youth Hockey Participation fees
Megan White for son, Cullen

Motion by Wesley Martin, Jr. to approve from the Community Fund the Green Bay Youth Hockey Participation fees for both sons of the requestor in the amount of \$200 each. Seconded by Larry Barton. Motion carried unanimously.

7. GB Youth Hockey Participation fees
Megan White for son, Brayden

- See action taken in CF #6

8. ADD ON: Blanket Sharing Program
Latsiklanunha Hill, OPD

Motion by Larry Barton to approve from the Community 10 cases of Coca-Cola products to be used at the OPD Blanket Sharing Program. Seconded by Jennifer Webster. Motion carried unanimously.

9. ADD ON: Southwest Youth Basketball fees
Sacheen Lawrence for daughter, M'Kenzey

Motion by Jennifer Webster to approve from the Community Fund the Southwest Youth Basketball fees for requests #9, #10, & #11 in the amount of \$125 each. Seconded by Patrick Stensloff. Motion carried unanimously.

10. ADD ON: Southwest Youth Basketball fees
Sacheen Lawrence for daughter, Raeanne

- See action taken in CF #9

- 11. ADD ON: Southwest Youth Basketball fees
Debra Cloud for daughter, Mariah

- See action taken in CF #9

X. Follow Up: No items

XI. FYI and /or Thank You: No items

XII. Adjourn: Motion by Jennifer Webster to adjourn. Seconded by Wesley Martin, Jr. Motion carried unanimously. The regular FC meeting ended at 11:08 A.M.

Minutes taken & transcribed by:
Denise Vigue, Executive Assistant to the CFO
& Finance Committee Contact/Recording Secretary

Finance Committee- E-Poll Minutes Approval Date: November 1, 2016

Oneida Business Committee- FC Minutes- Approval Date: _____

ONEIDA NATION**Finance Administration**

P.O. Box 365 • Oneida, WI 54155

Phone: 920- 869-4325

FAO@oneidanation.org**MEMORANDUM**

To: Oneida Finance Committee
Fr: Denise Vigue, Executive Assistant-Finance
Dt: November 2, 2016
Re: **E-Poll Results – CF Request: Alex Solak Fundraiser**

On November 1, 2016, with the Treasurer on leave for two weeks, the Chief Financial Officer approved an E-poll of the Finance Committee regarding two (2) Community Fund Requests for funds and product for the Alex Solak Fundraiser on December 11, 2016.

E-POLL RESULTS:

There was a Majority - 5 YES votes from David Jordan, Chad Fuss, Jennifer Webster, Wesley Martin, Jr. and Patrick Stensloff to approve the above donation request in the amount of \$200 and 10 cases of Coca-Cola product.

This concludes the Finance Committee Special E-poll. The information will be forwarded to the Business Committee Nov. 9, 2016 agenda along with the FC meeting minutes of Oct 31, 2016. This item will also be place on the FC agenda of Nov. 14, 2016 to ratify this E-Poll. Thank You.

Finance Committee By-Laws excerpt:

Article III. Meetings

3-6. Voting

(c) Telephone and e-mail polls may be allowed by authority of the (Finance Committee) Chairperson. Polls must be sent to all Finance Committee members with a quorum responding.

Denise J. Vigue

From: Denise J. Vigue
Sent: Tuesday, November 01, 2016 2:51 PM
To: Chad M. Fuss; David P. Jordan; Jennifer A. Webster; Lawrence E. Barton; Louise C. Cornelius; Patricia M. King; Patrick W. Stensloff; Wesley Martin
Subject: Spl E-Poll: 2 Community Fund Requests
Attachments: CF Req_Funds for Fundraiser.pdf; CF Req_Product for Fundraiser.pdf; fundraiser flyer.pdf
Importance: High

Good Afternoon,

With the Treasurer out of the office for several weeks the CFO has approved an E-Poll of the Finance Committee for two requests (funds \$200 & product- 10 Cases) for a fundraising event for an Oneida Youth.

The Event is on Dec. 11th, but because the FC does not review CF requests again until Dec 5th and the BC does not approve those minutes until Dec 14th it would be too late for this event.

Thank you all for your attention and prompt replies to this E-Poll request.

Denise Vigue,

Executive Assistant to the CFO
FINANCE ADMINISTRATION OFFICE
& FINANCE COMMITTEE CONTACT



A good mind. A good heart. A strong fire.

office 920.869.4325

fax 920.869.4393

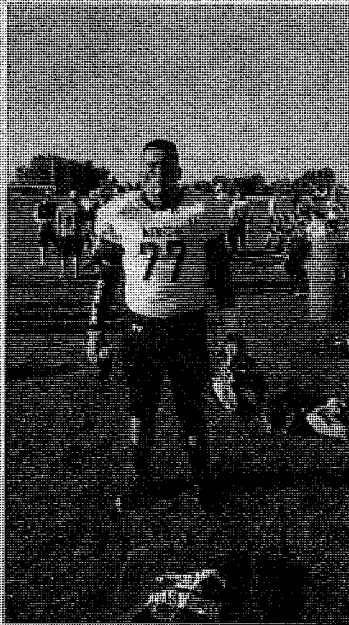
P.O. Box 365

Oneida, WI 54155

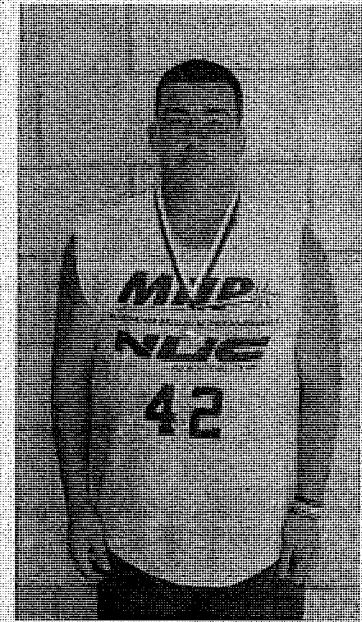
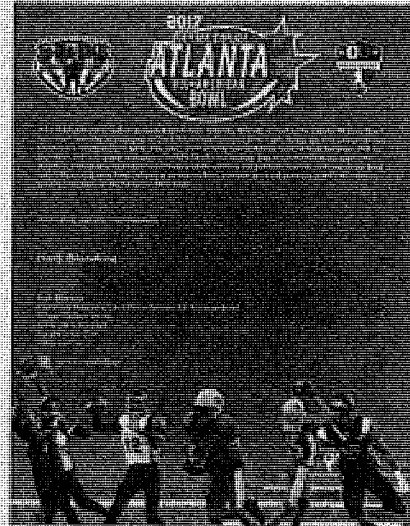
FAO@oneidanation.org

SUPPORT ALEX SOLAK'S FUNDRAISER

PLEASE HELP THIS YOUNG MAN'S DREAMS COME TRUE!



ALEX HAS EARNED AN INVITATION TO THE O-D ALL AMERICAN BOWL AND NEEDS EVERYONE'S SUPPORT GETTING TO ATLANTA, GEORGIA



**SUNDAY, DEC 11, 2016 11AM-2PM
THE VFW**

**2980 SERVICE RD., ONEIDA, WI
(NEXT TO THE WHITE EAGLE)**

- + RAFFLING OFF A PAINTING BY ARTIST SCOTT HILL +
- + ALSO RAFFLING OFF HAIRCUTS BY TOE THE BARBER AND MORE! +
- + 50/50 RAFFLE! +

ANONYMOUS DONATIONS MAY GO TO BAY BANK,
GREEN BAY, WI - ACCOUNT FUNDRAISER FOR ALEX



**LIVE MUSIC! NOON-1:30
WITH
DEWEY, ROCKEM AND HOWE
FEATURING
TED SKENANDORE!**

FOR INFO CALL NADINE SKENADORE (928) 715-3328

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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 approval of recommendations for the Oneida Pow Wow Committee.

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.

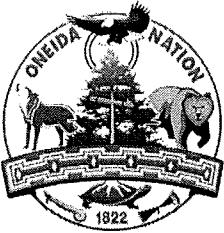
Oneida Business Committee Agenda Request

6. Cover Memo:

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

BC to approve the recommendations for the Oneida Pow Wow appointment.

- 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
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



TO: Oneida Business Committee
FROM: Chairwoman Tina Danforth *CSAD*
DATE: October 28, 2016
RE: Oneida Pow Wow Committee

There were 5 applicants for 3 vacancies on the Oneida Pow Wow Committee. The applicants are: Vicki Cornelius, Floyd Silas Jr., Pat Moore, Yasiman Metoxen and Alan King.

The candidates are qualified to serve. In accordance with the Article VI., Section 6-2 (c) of the Comprehensive Policy Governing Boards, Committees and Commissions, I recommend Vicki Cornelius, Floyd Silas Jr., and Yasiman Metoxen to be appointed to serve on the Oneida Pow Wow Committee.

Thank You.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

1. BC approval to re-post Oneida Personnel Commission for posting #3 as there are two vacancies.
2. BC approval to appoint Richard Hill-Elm for posting #4 to serve on the Oneida Personnel Commission.

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 Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



TO: ONEIDA BUSINESS COMMITTEE

FROM: CHAIRWOMAN TINA DANFORTH

DATE: NOVEMBER 1, 2016

RE: PERSONNEL COMMISSION APPOINTMENT

As per the motion requesting clarification for posting #3 with deadline of June 20, 2016 not being filled. This posting has two vacancies left open of which there are no applications to appoint anyone. I recommend re-posting for the two vacancies.

In regards to posting #4 with a deadline of July 15, 2016 there is one full term vacancy and I am recommending Richard Hill-Elm. The candidate is qualified to serve. In accordance with the Article VI., Section 6-2 (c) of the Comprehensive Policy Governing Boards, Committees and Commissions.

Thank You.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Enter E-Poll results into the record for approved letter of opposition of Back Forty Mine Project

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: Requestor: Nathan King, Director/Intergovernmental Affairs & Communications
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Submitted by: Heather Heuer, Info. Mgmt. Specialist/BC Support Office
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

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

BACKGROUND

On Tuesday, November 1, 2016, at 8:27 a.m., the following E-Poll was conducted:

Summary:

Business Committee meeting excerpts regarding agenda item "Request from Environmental Resources Board to support Menominee Nation in opposing the Back Forty Mine":

EXCERPT FROM OCTOBER 26, 2016: Motion by Jennifer Webster to defer this item for two (2) weeks with the understanding that Intergovernmental Affairs & Communications will submit an E-Poll request with the letter of support for the Menominee Nation opposing the Back Forty Mine to Michigan Department of Environmental Quality, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to forward this item to the Intergovernmental Affairs & Communications Department to do further research; and for that area to bring back a report and proposed correspondence for the Business Committee to consider and support, to be conducted before the October 26, 2016, regular Business Committee meeting so that any action that may be taken can be accepted at the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

Requested Action:

Approve letter of opposition of Back Forty Mine Project.

Deadline for response:

Responses are due no later than 4:00 p.m. on Tuesday, November 1, 2016.

As of the deadline, below are the results:

Support: Melinda J. Danforth, Fawn Billie, Tehassi Hill, David Jordan, Trish King, Lisa Summers, Jennifer Webster

REQUESTED BC ACTION

Enter E-Poll results into the record for approved letter of opposition of the Back Forty Mine Project.

- 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

Heather M. Heuer

From: TribalSecretary
Sent: Tuesday, November 01, 2016 4:14 PM
To: TribalSecretary; Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; Cathy L. Bachhuber; Danelle A. Wilson; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Rhiannon R. Metoxen; BC_Agenda_Requests
Subject: E-POLL RESULTS: Approve letter of opposition of Back Forty Mine Project
Attachments: Epoll request Back 40 Mine Project.pdf

E-POLL RESULTS

The request to approve the letter of opposition of the Back Forty Mine Project, **is approved**. Below are the results:

Support: Melinda J. Danforth, Fawn Billie, Tehassi Hill, David Jordan, Trish King, Lisa Summers, Jennifer Webster

Heather Heuer

Information Management Specialist
Business Committee Support Office (BCSO)

From: TribalSecretary
Sent: Tuesday, November 01, 2016 9:36 AM
To: Brandon L. Yellowbird-Stevens <BSTEVEN@oneidanation.org>; Cristina S. Danforth <tdanfort@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Lisa M. Summers <LSUMMER2@oneidanation.org>; Melinda J. Danforth <MDANFORJ@ONEIDANATION.org>; Patricia M. King <TKING@ONEIDANATION.org>; Ronald W. Hill <RHILL7@oneidanation.org>
Cc: Brian A. Doxtator <BDOXTAT2@oneidanation.org>; Cathy L. Bachhuber <CBACHHUB@oneidanation.org>; Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Jessica L. Wallenfang <JWALLENF@oneidanation.org>; Leyne C. Orosco <lorosco@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Lora L. Skenandore <LSKENAN3@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>
Subject: RE: E-POLL REQUEST: Approve letter of opposition of Back Forty Mine Project
Importance: High

Business Committee members,

Please note the revised deadline to respond:

Deadline for response:

Responses are due no later than ~~4:30 p.m. on Wednesday, November 2, 2016~~ **4:00 p.m., Today, November 1, 2016.**

From: TribalSecretary
Sent: Tuesday, November 01, 2016 8:27 AM
To: Brandon L. Yellowbird-Stevens <BSTEVEN@oneidanation.org>; Cristina S. Danforth <tdanfort@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn J. Billie

<fbillie@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Lisa M. Summers <LSUMMER2@oneidanation.org>; Melinda J. Danforth <MDANFORJ@ONEIDANATION.org>; Patricia M. King <TKING@ONEIDANATION.org>; Ronald W. Hill <RHILL7@oneidanation.org>
Cc: Brian A. Doxtator <BDOXTAT2@oneidanation.org>; Cathy L. Bachhuber <CBACHHUB@oneidanation.org>; Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Jessica L. Wallenfang <JWALLENF@oneidanation.org>; Leyne C. Orosco <lorosco@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Lora L. Skenandore <LSKENAN3@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>
Subject: E-POLL REQUEST: Approve letter of opposition of Back Forty Mine Project
Importance: High

E-POLL REQUEST

Summary:

Business Committee meeting excerpts regarding agenda item "Request from Environmental Resources Board to support Menominee Nation in opposing the Back Forty Mine":

EXCERPT FROM OCTOBER 26, 2016: Motion by Jennifer Webster to defer this item for two (2) weeks with the understanding that Intergovernmental Affairs & Communications will submit an E-Poll request with the letter of support for the Menominee Nation opposing the Back Forty Mine to Michigan Department of Environmental Quality, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM OCTOBER 12, 2016: Motion by Tehassi Hill to forward this item to the Intergovernmental Affairs & Communications Department to do further research; and for that area to bring back a report and proposed correspondence for the Business Committee to consider and support, to be conducted before the October 26, 2016, regular Business Committee meeting so that any action that may be taken can be accepted at the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

Requested Action:

Approve letter of opposition of Back Forty Mine Project.

Deadline for response:

Responses are due no later than **4:30 p.m. on Wednesday, November 2, 2016.**

Voting:

1. Use the voting button above, if available; OR
2. Reply with "support" or "oppose"

Heather Heuer

Information Management Specialist
Business Committee Support Office (BCSO)



office 920.869.4421
cell 920.471.5002
fax 920.869.4040

***CONFIDENTIALITY NOTICE:** This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.*

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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 e-poll results to send letter of opposition of Back 40 Mine Project.

3. Supporting Materials

Report Resolution Contract

Other:

1. <input type="text" value="Letter"/>	3. <input type="text"/>
2. <input type="text"/>	4. <input type="text"/>

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 Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



October 31, 2016

Office of Oil, Gas and Minerals
1504 West Washington Street
Marquette, MI 49855

Re: Public Comments on Proposed Back Forty Mine, submitted via email DEQ-Mining-Comments@michigan.gov

To Whom It May Concern:

The Oneida Nation stands with the Menominee Nation and the residents in opposition to the proposed Back Forty Mine. Oneida opposes any proposed mine that has any adverse impacts on the environment, health and well-being of the people of Wisconsin. The location on the Menominee River is historically and culturally significant to the Menominee people due to the existence of cultural properties by way of raised agricultural fields, funerary objects, multiple mounds, burial sites, and villages and is the place of origin for the Menominee people.

The Aquila Resource, Inc. will utilize open-pit mining for extraction and removal processes, a process which has historically caused detrimental impacts to the water, environment, wildlife, animals, and cultural properties as demonstrated with other similar mines.

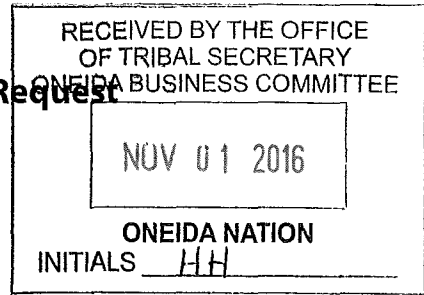
It is well known that the impacts of mining activities are widespread and long lasting. Permitting decisions must ensure that the public health and welfare of the environment and the people are protected. Though there is a mechanism for an environmental assessment, and it may have good intentions; however, those assessments do not fully take into consideration the protection of significant cultural resources of the Menominee people. Thus, the Oneida Nation urges the State of Michigan to include the Menominee Nation and other tribes in full and early participation in "purpose and need" infrastructure permitting decisions. In addition, the State of Michigan should establish a consultation process with the Menominee Nation to make certain open communication and engagement occurs and to ensure Tribal sacred places and vital cultural resources are protected.

The Oneida Nation is determined to uphold and respect our original instructions to care for and protect Mother Earth. We are instilled with the responsibility to leave this place better than we found it, to uphold the next seven generation philosophy, and to promote sustainability in our daily decisions. The harm this proposal will inflict on residents of the State, the environment, tribal sacred places and the tourism industry cannot be justified by the mining industry.

Respectfully,

Cristina Danforth, Chairperson
Oneida Nation

Oneida Business Committee Agenda Request



1. Meeting Date Requested: 11 / 9 / 2016

2. General Information:

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

Agenda Header: Assistance to the Standing Rock Sioux Tribe

Accept as Information only

Action - please describe:

I'm requesting donations from various departments of Oneida Tribe to aid the people of Standing Rock Sioux tribe, Sacred Stone Camp, and Oceti Sakowin Camps in Cannonball, N.D. in their fight against the Dakota Access Pipeline and Energy Transfer Partners.

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: Lisa Summers, Tribal Secretary

Primary Requestor/Submitter: Frank Vandehei Oneida Tribal Member
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:

The purpose is to assist the people of Ocete Sakowin camp, Sacred Stone Camp and the Standing Rock Sioux tribe in the fight to protect the water supply and the Missouri River from possible contamination by the Dakota Access pipeline.

- 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 Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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 Draft letter to President Obama regarding Dakota Access Pipeline.

3. Supporting Materials

Report Resolution Contract

Other:

1. <input type="text" value="Memorandum (Handout)"/>	3. <input type="text"/>
2. <input type="text"/>	4. <input type="text"/>

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Brian A. Doxtator, Executive Assistant to Tribal Treasurer
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:

Approve memo and Direct Chairwoman Danforth to finalize memo.

- 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 Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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 review, discuss and make any recommendations with regards to the Halbritter letter.

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: Submitted by Lora Skenandore, Assistant to C hairwoman
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:

Letter from Mr. Ray Halbritter needs review and discussion if any recommendations are needed regarding his request.

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 INDIAN NATION



ONEIDA NATION HOMELANDS

September 22, 2016

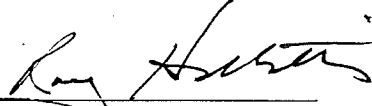
Ms. Cristina Danforth
Chairwoman
Oneida Tribe of Indians of Wisconsin
N7210 Seminary Road
Oneida, WI 54155

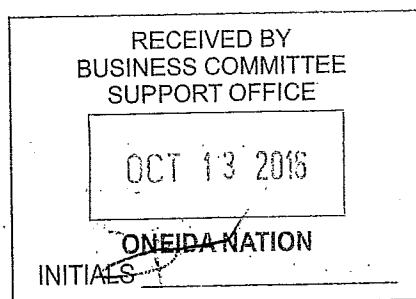
Dear Chairwoman Danforth:

Shekóli. We are writing to you regarding a very important issue to all of us, preserving the language of the Oneida people. Although we have had a history of issues that have risen between us, we are writing to see if we can work together on an initiative to preserve our language regardless of any issues that have or will arise between our communities.

Are you interested in working on a language program to fully preserve our Oneida language? We are prepared to begin a discussion. Please let me know if you are interested, and hopefully we can move forward on this critically important initiative.

NΛ ki' wa,


Ray Halbritter
Nation Representative





Oneida Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



October 14, 2016

Mr. Ray Halbritter
Oneida Indian Nation
Oneida Nation Homelands
Via Oneida, New York 13421

Dear Mr. Halbritter,

Thank you for the letter of interest in regards to preserving the language of the Oneida people.

The Oneida Nation has dedicated resources to preserving the Oneida language. This is an opportunity that could potentially be beneficial to all Oneida people in our respective communities.

I will bring this to the attention of the Oneida Business Committee for follow up to see what their level of interest is and will keep you apprised of the outcome.

Thank you for your consideration in this matter.

Sincerely,

Cristina Danforth
Oneida Nation Chairwoman

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

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 approve to repost for the SEOTS Board as there were no applications.

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: Submitted by Lora Skenandore, Assistant to Chairwoman
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:

BC to approve to repost for SEOTS Board.

- 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
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



TO: ONEIDA BUSINESS COMMITTEE
FROM: CHAIRWOMAN TINA DANFORTH
DATE: NOVEMBER 1, 2016
RE: SEOTS ADVISORY BOARD

There were no applicants for 1 vacancy on the SEOTS Advisory Board, I recommend this appointment be reposted.

Thank You.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Request to post for (1) vacancy on the SEOTS Board due to a resignation and finish the term until 2/28/19.

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: Kathleen M. Metoxen, Executive Tribal Clerk
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:

On September 27, 2016 the SEOTS Board accepted the resignation of Casey Houtsinger.

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 Business Committee Travel Request

1. **OBC Meeting Date Requested:** 11 / 9 / 16 e-poll requested

2. General Information:

Event Name: 2016 Head Start Program Performance Standards

Event Location: Chandler, AZ Attendee(s): Jennifer Webster

Departure Date: Dec 12, 2016 Attendee(s):

Return Date: Dec 16, 2016 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
 Unbudgeted
 Grant Funded or Reimbursed

Cost Estimate: \$1537.50

4. Justification:

- Liaison Appointment Responsibilities

To which Strategic Direction(s) does this travel relate?

- Advancing Oniyote?aka Principles Creating a Positive Organizational Culture
 Committing to Building a Responsible Nation Implementing Good Governance Processes

Describe the purpose of Travel and how it relates to the Strategic Direction(s) and/or your liaison area:

The US Dept of Health & Human Services (HHS) announced new Head Start Program Performances Standards (HSPPS) that will further improve and strengthen the Head Start Program.
Sessions include: Fiscal & Administrative Requirements, Early Childhood Systems, Early Childhood Education, ERSES, Governance, Health, Program Management.
This training relates to "Committing to Building a Responsible Nation" as we continue to improve and strengthen our Head Start programs.

*****Please Note this is Grant Funded*****

5. Submission

Sponsor: Jennifer Webster, Council Member

- 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@oneidation.org

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
TRAVEL AUTHORIZATION REQUEST**

General Travel Information

Name of Traveler	Jennifer Webster		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #	466	Date of Birth
Destination	Phoenix, AZ		
Departure date	Dec. 12, 2016	Return date	Dec. 16, 2016
Purpose of travel	2016 HeadStart Program Performance Standards		
Charged GL Account	001-5211620-000-701000-000 - 72% (HS) 001-5211620-400-701000-000 - 28% (EHS)		

GSA Rate Information for the destination

Per Diem rate per day	\$ 59.00	Lodging rate per day	\$ 118.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$ 59.00	75 %	1	\$ 44.25
Per Diem full day at destination	\$ 59.00	100 %	3	\$ 177.00
Per Diem return travel date	\$ 59.00	75 %	1	\$ 44.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$ 118.00		4	\$ 472.00
Airfare	\$			\$ 700.00
Private Car Mileage	\$			\$
Taxi or car rental	\$			\$ 50.00
Luggage Fees	\$			\$ 50.00
Registration - accept VISA? Yes / No	\$			\$
Allowable price adjustment If travel arrangements exceed the <u>Total Cost Estimate</u> re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,537.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Jennifer Webster</i>	10-25-16	X4457
Program Director	<i>Joan Christof</i>	11-1-16	Not needed
General Manager			Not needed



An Orientation:

The 2016 Head Start Program Performance Standards

On September 1, 2016, the U.S. Department of Health and Human Services (HHS) announced new Head Start Program Performance Standards (HSPPS) that will further improve and strengthen the Head Start program. The regulation is the first comprehensive revision of the Head Start Program Performance Standards since they were originally published in 1975. Join us for a 3 day orientation that will highlight key elements of the new HSPPS as well as AIAN exceptions.

Sessions will include:

- ◇ Fiscal and Administrative Requirements
- ◇ Early Childhood Systems
- ◇ Early Childhood Education
- ◇ ERSEA
- ◇ Family and Community Engagement
- ◇ Governance
- ◇ Health
- ◇ Human Resources and Professional Development
- ◇ Program Management

Who should Attend?

- ◇ This event is intended for the executive leadership of Region XI Head Start grantee organizations including Head Start/Early Head Start Directors and Tribal Council members.
- ◇ Registration will be limited to two (2) participants per grantee organization.

Training provided by the OHS Region XI Program Specialists and the OHS Region XI T/TA Network ICF.

Event Date, Schedule, & Registration

December 13—15, 2016

Daily Schedule

Tuesday December 13	9:00 am—5:00 pm
Wednesday December 14	9:00 am—5:00pm
Thursday December 15	9:00 am—5:00pm

Register for this FREE 2016 HSPPS Orientation by clicking on the link below.

Register Online

Location and Hotel Information

Sheraton Grand at Wild Horse Pass
5594 W. Wild Horse Pass Blvd, Chandler, AZ 85226

Room Rates:

\$113.00 per night double occupancy plus 13% sales tax

Reservations:

Room Block under OHS Region XI

<https://www.starwoodmeeting.com/Book/OHSRegionXI>

Call 866-837-4156

***Programs are responsible for travel and lodging costs

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Accept 4th Quarter Report from the Office of the Ombudsman

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

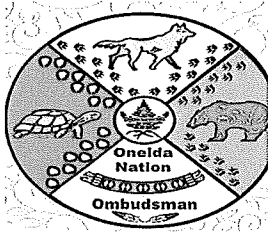
Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Additional Requestor:



Oneida Tribe of Indians of Wisconsin

Oneida Nation Ombudsman

P.O. Box 365

Oneida WI 54155

Phone: (920)-490-3717

Toll Free: 1-888-490-2457

Cell: (920)-609-1290

Office of the Ombudsman
Quarter 4 Report/Update FY16
July, August, September; 2016
Dianne McLester-Heim; CO-OP Ombudsman

General Overview:

The Oneida Tribe of Indians of Wisconsin created the Office of the Ombudsman (OoO) via a directive of General Tribal Council (GTC) on July 11, 2005. The directive specifically stated that an Ombudsman was to be created to “listen to the concerns of the employees of the health center and tribal community members.” The OoO seeks to promote fairness and equity by functioning as a designated neutral advocating for “fair process” and positive resolution at the lowest level possible. In this capacity the OoO does not represent any party or entity, the OoO is a designated neutral working in the pursuit of just, fair, and equitable administration of process and delivery of services for all.

As an informal and confidential party, the OoO does not participate in formal actions and holds the highest level of confidentiality possible for those with whom it has contact. The OoO also does not demand actions but rather assists in the identification of concerns, potential resolutions, and offers services and recommendations to reach resolution and positive improvement.

Vision:

To ensure the consistent application of utilizing equality, fairness, respect, value, and objectivity for all in the development of systematic processes and the provision of services across the Oneida Nation.

Mission:

To provide a confidential, neutral, and informal route for individuals or groups to bring forward questions, concerns, complaints, or suggestions for the purpose of preventing or resolving problems in a fair and equitable manner. The Oneida Ombudsman addresses issues in an impartial and objective manner to assist with the development of options and suggestions to resolve problems, develop processes, and ensure services are provided in a fair and equitable manner.

Actions and activities:

The OoO works on initiatives and activities which fall within the four strategic directions of the Oneida Nation as identified by the Oneida Business Committee. Overall, the initiatives and activities of the OoO are based upon the concept of continuous growth and positive development of the Oneida Nation.

1. Case Activity

General Summary:

Area of Contact	% of case contacts for quarter	% of case closure for quarter	Average length of case open time
Health Division	30%	92% 12 closed, 1 open	7 business days
Governmental Service Division	26%	82% 9 closed, 2 open	7-9 business days unless on-going
Internal Services	10%	75% 3 closed, 1 open	3-5 business days
Stand-alone areas	5%	100% 2 closed, 0 open	5-7 business days
External to the Oneida Nation	10%	100% 4 closed, 0 open	5-7 business days
Resource and Referral Provision	19%	100% 8 closed, 0 open	3 business days

Specific Breakdown of Case Activity:

- **Comprehensive Health Division: 13 case contacts- 12 closed, 1 open/ongoing**
 - 6 contacts re: Purchased Referred Care: 6 closed
 - 3 contacts regarding requirements, expectations, and regulations of PRC
 - Information provided regarding PRC and how to write a letter of appeal
 - 3 contact regarding review of a letter of appeal/concern
 - Provided proof reading and format suggestion
 - 2 contacts re: Medical services: 2 closed
 - Clarification on process of referral of services. Including the difference of referral for service and responsibility of PRC for financial coverage
 - Contact regarding interaction with specific staff of the Medical Clinic and options for individual to address matter
 - 1 contact re: Dental services: 1 closed
 - 4 contacts re: General matters of the Health Center: 3 closed, 1 open
 - Contacts received regarding general policy and process of the Health Division including formal complaint, appointment compliance, and options to address specific questions of various service areas within the division.
 - Contact received regarding the inclusion of the Ombudsman in an internal SOP without any contact with the Ombudsman.
- **Governmental Services: 11 case contacts- 9 closed, 2 on-going**
 - 4 contacts re: Elderly Services: 3 closed, 1 on-going
 - 3 contacts regarding general services provision and current SOP language regarding elder participation of events
 - Provided direct contact referral, clarification of service, additional area resource information and contact to department regarding potential SOP updates for positive improvement
 - 1 contact is an on-going matter that has been involved in interactive informal interaction as an attempt to resolve the identified matter
 - 3 contacts re: Economic Support: 3 closed

- Contacts received about services provided, clarification on internal organizational policy, and seeking resource information for service and assistance that Oneida does not provide (additional are resources)
 - 3 contacts re: Transit Services:3 closed
 - Contact received regarding formal complaint of specific staff resulting in discussion of formal and informal options for individual to use. Also contact regarding gaps in service coverage provided by transit and seeking resource information of other available services to meet ones needs
 - 1 contacts re: Policy/Procedure review: 1on-going
 - Contact received from an area with in the division requesting information about the Ombudsman and requesting future assistance with reviewing and updating policies and procedures for positive improvement
- **Internal Services: 4 case contacts- 3 closed, 1 on-going**
 - 3 contacts from employees: 2 closed, 1 on-going
 - Contact received to explore options employees have for addressing different matters that came up in their work area. Review of options both formal and informal for employee to make an informed choice of action
 - 1 contact re: HRD: 1 closed
 - Contact closed after receiving clarification about hiring policies specific to Oneida Nation
- **Independent areas of the Oneida Organization: 2 case contacts- 2 closed**
 - 1 contact re: Judicial system
 - Process clarification provided and referral to direct contact if action desired
 - 1 contact re: Land Claims Commission
 - Referral information provided to contact the commission directly once it was clarified of the commissions role in the identified matter
- **External Service Related: 4 case contacts- 4 closed**
 - 4 contacts re: services not under the authority of Oneida: 4 closed
 - Contacts received with respect to concerns of community members that have received service from entities outside of Oneida's authority. Work has been done to do issue clarification, option identification, and referral to the responsible entity for further resolve.
 - Contact made and collaborative meetings held to identify area resources and services as they relate to the specific matters brought to the attention of the Ombudsman. Appropriate contact people identified for specific service needs from individual external providers
- **Contacts that result in resource and referral services only: 8 case contacts- 8 closed**
 - Contacts resulting in provision of resource and referral information: 8 closed
 - Contact received by various individuals seeking specific information regarding community resources and seeking assistance in the identification of resource information and contact assistance

Totals: 42 case contacts: 38 closed, 4 open90% overall closure rate for quarter

2. Collaborative Interaction within the Organization

- Work with areas and departments within the organization to assist in collaborative initiatives for organizational growth, development and positive improvement.
 - Member of the Community Service Team via Oneida Behavioral Health
 - Working with Governmental Service Division in the ongoing identification of potential gaps of service and service improvement for the Oneida Community
 - This has had a focus on working with the area of Elderly Services

3. Promote improvement in organizational administrative processes

- Increasing attendance and participation with LOC open meetings to provide prospective input on the development of legislative process and action
- Continuing work with specific service providers within the Oneida Organization to review and assess current process, policy and procedure for potential improvement and maximization of the fair and equitable administration of service to all its consumers. This has included Elder Services and the Health Division.

Identified actions going forward:

- Continuing to work on an overall complaint management process to be utilized by Oneida as an Organization that works to bring about a philosophy of welcoming concerns, complaints, and feedback as a means of enabling the organization to make continuous improvements. This is looking to be a complaint management process that can be adopted and implemented at the level of leadership on down to aid in bringing about consistency in how concerns on the service side of Oneida as an organization are handled and addressed. This is a recommendation for a streamlined process that could be used by the organization to assist in increasing concerns being addressed and resolved at the lowest level possible.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 10 / 09 / 16

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:

Geraldine R Danforth
Geraldine Danforth, HRD Area Manager

11/01/14

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:

Submission of HRD 4th Quarter Report for FY'16

- 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

HRD 4TH QUARTER REPORT JULY – SEPTEMBER, 2016

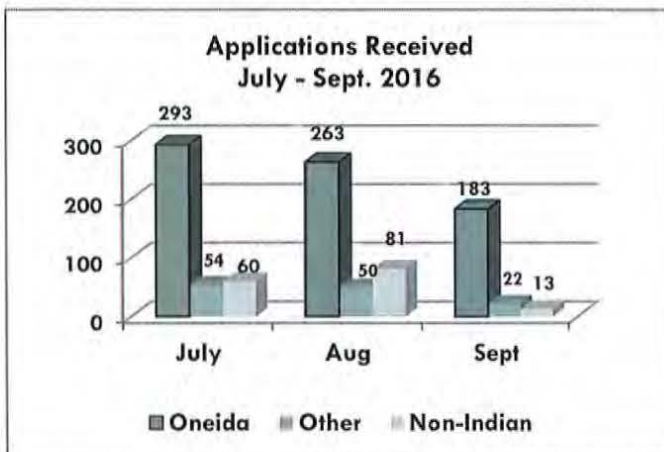
- **DONATION OF HOURS.** HR has communicated to the employment base regarding the changes, along with the new standard operation procedure and the required form. HR has received and approved twenty (29) requests. Currently we have forty-nine (49) **employees** - Total hours are at **843.52 hours** – Nine (9) Exempt and forty (40) Non-exempt Employees with donated hours.
- **EXEMPT STATUS CHANGES.** The Department of Labor has revamped the federal overtime laws. One of our main goals is to not wrongly classify a job/position to avoid paying overtime.
 - Weekly earnings threshold increases from \$455 to \$913.
 - Exempt status is not determined by the title or recommended title of the position, but rather by the scope of work the position or the employee performs.
 - Deadline to complete changes is December 1, 2016 and HR anticipates meeting this deadline.

Budget: HRD submitted the following budget for FY 16:

Department	Budget Amount	Funding Source	Spending YTD	Variance
Human Resources	\$2,099,123	Indirect Cost	\$2,100,943	-\$1,820
Employee Assistance	\$ 184,892	Tribal Contribution	\$191,988	-\$7,096
Workforce Development	\$ 326,775	Grant 79% & TC	\$251,531	\$75,244
Student Intern Program	\$ 112,551	Tribal Contribution	\$107,727	\$4,824
Employee Incentive & Testing	\$ 12,707	Tribal Contribution	\$13,643	-\$926

The Employee Incentive and Testing budget is used to recognize employees who have 25, 30, 35, and 40 years of service, or more, with a Years of Service gift. The Human Resources Department decreased the budget by \$276,392 from FY 15.

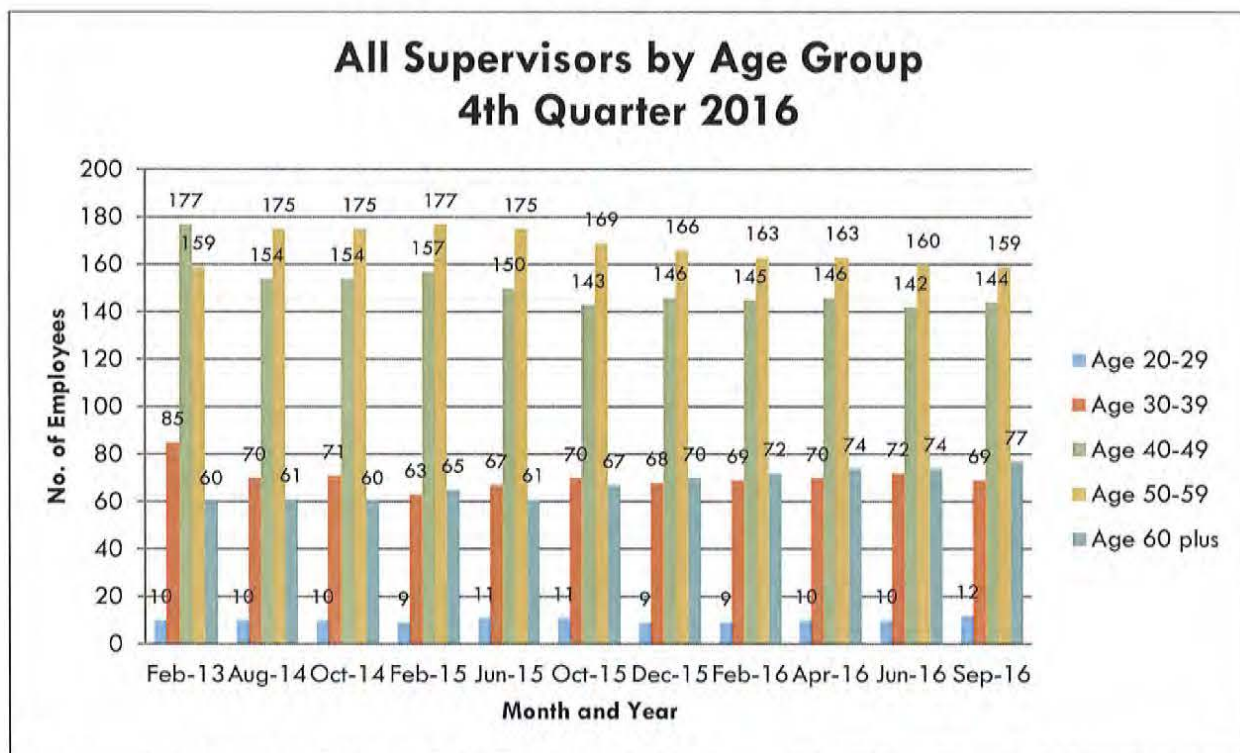
EMPLOYEES: Human Resources Dept. has 33 employees, Workforce Development has 3 employees and EAP has 2 employees. Three positions were eliminated in the budget process.



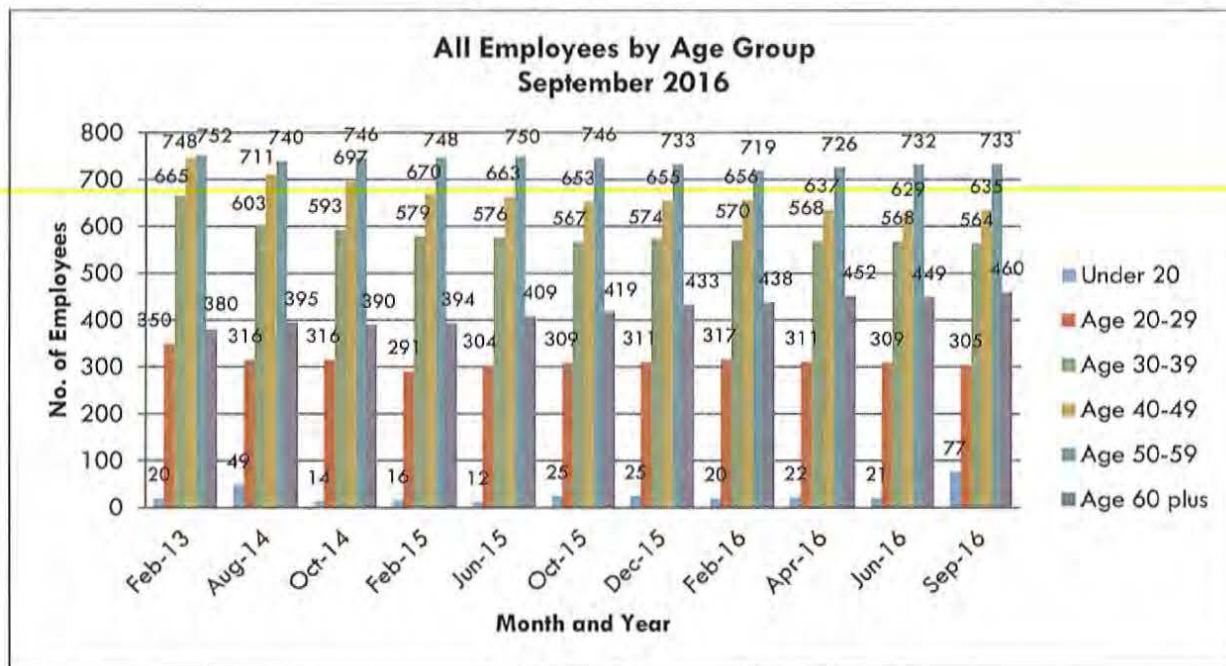
Administrative Staff at Skenandoah Complex Left to Right: Yasiman Metoxen and Megan White



Human Resources' signage. HR has worked with Oneida Printing to develop a "Now Hiring" sign. The sign is intended to attract more people to apply for employment with the Oneida Nation. The sign is placed on the front lawn of the Skenandoah Complex and another at Employee Services on Airport Drive. We will be working on similar signage to place in various locations throughout the Nation. Stay tuned, we are working on a new look for the "job openings" bulletin board in the lobby of the Skenandoah Complex. We will also be looking at other avenues for posting jobs such as Craig's list, Casino Careers, a recruiting firm.



Currently, there are 461 supervisors; in 2013 there were 491, decrease of 30. Of the 461 supervisors, 35.21% fall into the age group 50-59. Supervisors in the 60 plus age group are at 16.70% of the total supervisors, which is an increase of 3 employees.



This chart represents all 2708 employees of the Nation. The trend is steady for most age groups. The age group 20 and under has increased by 56 employees. The age group of 60 and over have gone from 380 in 2013 to 460 in 2016.

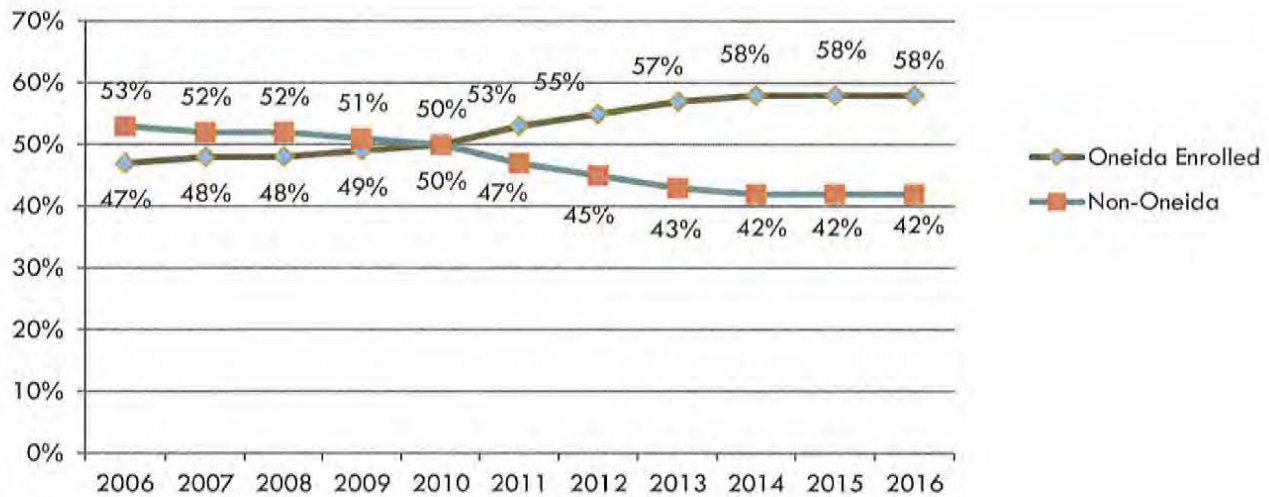
- SUCCESSION PLANNING. PURPOSE:** A succession planning process helps prevent the loss of vital organizational history or knowledge due to retirements, vacancies, and/or resignations. The succession planning process will assess all employees. Human Resources is working on a Succession Plan to present to the OBC in the near future to address filling any critical positions that may become vacant as a result of an employee retirement. See age charts.

It's important to follow a succession planning process to ensure employees are recruited and properly developed so they have the competencies, skills, education, certifications/licenses, and experience necessary to fill vital positions. The HR management team will look at the following:

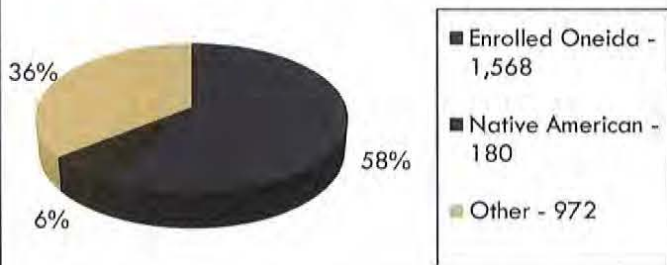
- Identifying critical positions which are instrumental to achieving strategic and operational goals.
- Anticipating gaps in those positions due to retirement and other factors.
- Defining the qualifications and competencies required to perform successfully in the position.
- Implementing focused strategies to attract and develop pools of qualified candidates who will be ready for emerging opportunities.
- Ensuring that support for the strategies and processes are in place to retain and fully engage employees.
- Align with the Tribe's Branding initiative.

Compensation, Hiring and Workforce Development 4th Quarter Report July – September 2016

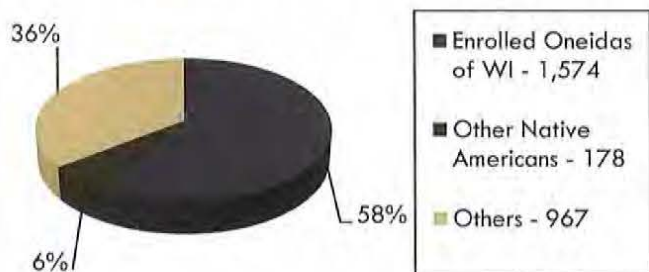
Ethnicity Report 2006 through 2016



Ethnicity Report - Sept 2016



Ethnicity Report - Sept 2015



Since removing the Summer Student Interns and Youth Workers, the Ethnicity Report went from 59% to 58% Enrolled Oneidas.

Increase in Number of Employees in comparison to the previous year.

There were 2719 employees in September of 2015 and 2,720 employees in September 2016.

This is an increase of one (1) employee in comparison to the previous year.

Hires Report

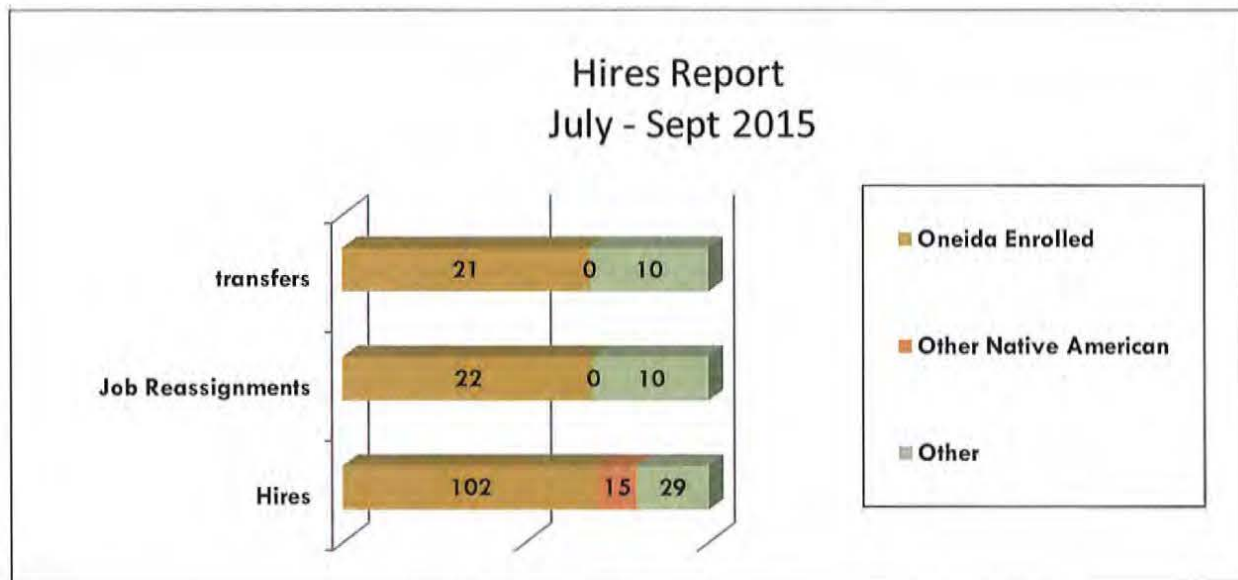
For July – September 2016

- 59% of all hires were filled with enrolled Oneida Tribal members.
- 88% of all job reassignments were filled with enrolled Oneida Tribal members.
- 67% of all transfers were filled with enrolled Oneida Tribal members.



For July – September 2015

- 68% of all hires were filled with enrolled Oneida Tribal members.
- 69% of all job reassignments were filled with enrolled Oneida Tribal members.
- 70% of all transfers were filled with enrolled Oneida Tribal members.

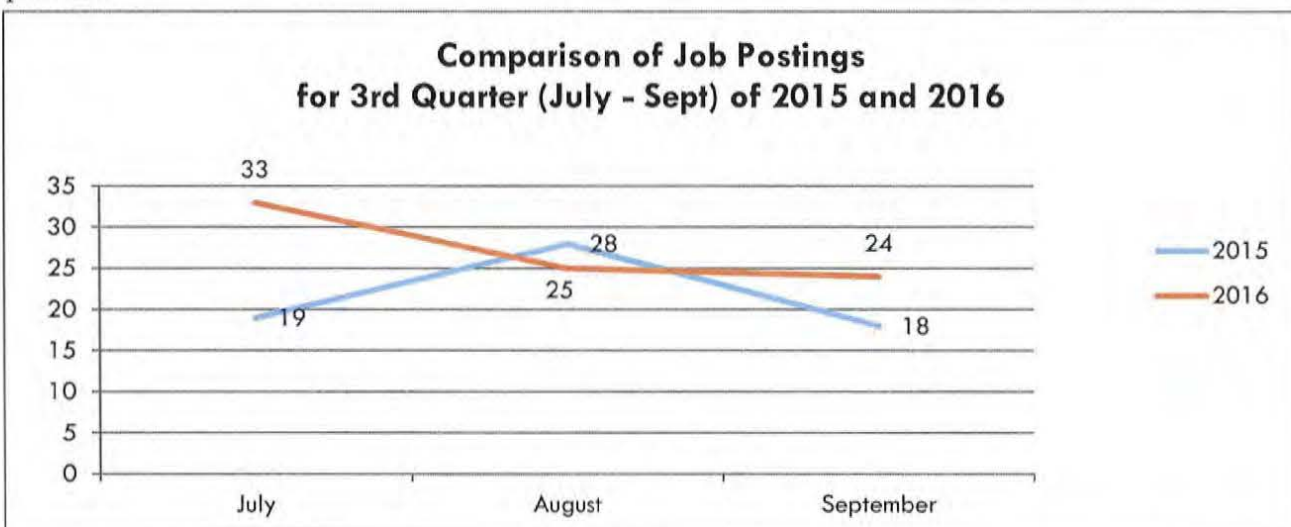


Job Postings by Division for July, August and September 2016				
	July	August	Sept	TOTAL
Gaming	5	12	10	27
Comprehensive Health	5	1	7	13
Development	0	0	0	0
Land Management	0	0	0	0
Environmental, Health & Safety	0	0	0	0
Internal Services	4	2	0	6
Enterprise	0	0	0	0
Finance	1	1	0	2
Non-Divisional	7	7	4	18
Governmental Services	11	2	3	16
Total	33	25	24	82

Job Postings

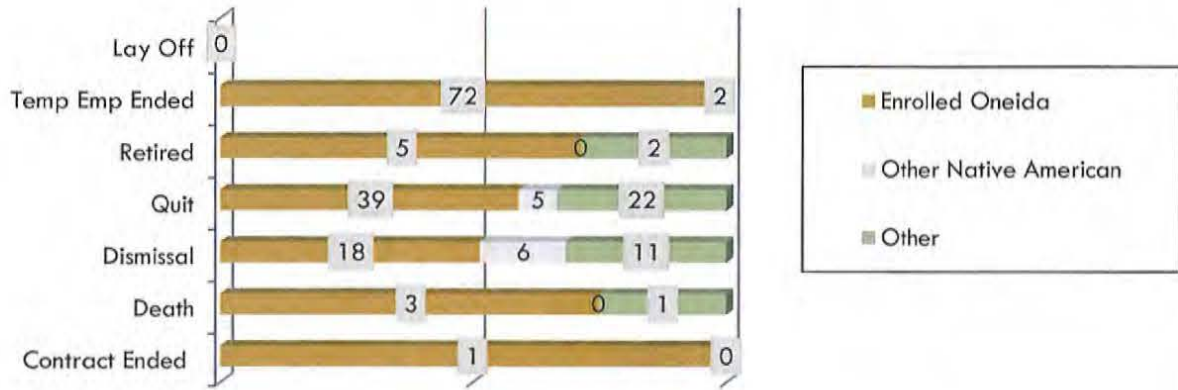
Job Postings by Division for July, August and September 2015				
	July	August	September	TOTAL
Gaming	2	6	4	12
Comprehensive Health	3	4	5	12
Development	0	1	0	1
Land Management	0	0	0	0
Environmental Health & Safety	0	0	0	0
Internal Services	0	0	1	1
Enterprise	1	1	0	2
Finance	0	0	0	0
Non-Divisional	6	7	5	18
Governmental Services	7	9	3	19
Total	19	28	18	65

There were a total of 82 positions posted from July through September 2016. A total of 65 positions were posted from July through September of 2015. There were 17 more positions posted this year during this timeframe when comparing these quarters.

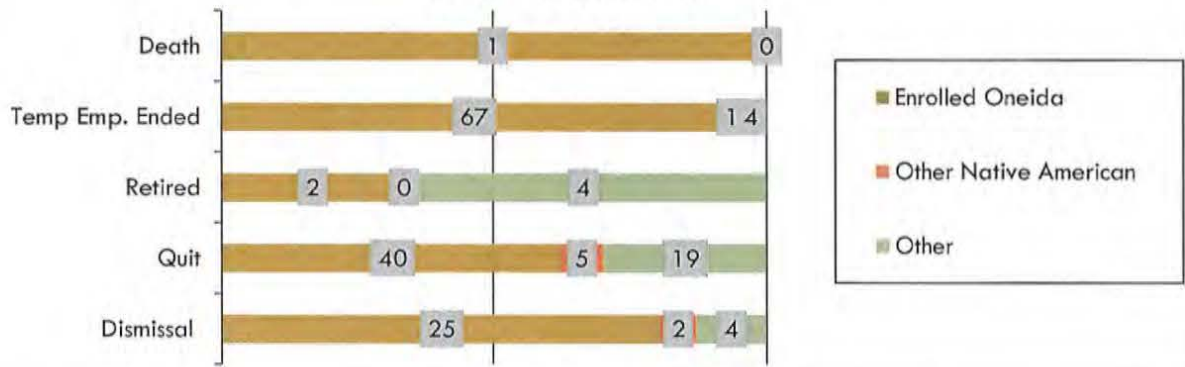


Employee Separations Reports

Reasons for Employee Separations July - Sept 2016



Reasons for Employee Separations July - Sept 2015



There were a total of 188 employee separations for the period July through September 2016 in comparison to 183 employee separations for July through September 2015.

Workforce Development Report for July, August, September 2016				
	July	August	September	TOTAL
TrANS	0	0	0	0
Work Certified	8	6	0	14
Outstanding Applicant	0	0	3	3
NWTC	13	14	15	42
Youth Employment Solution Success	2	0	0	2
Supportive Services	4	11	5	20
Mock Interviews	9	16	1	26
Presentations	3	6	3	12
Client Outreach	83	66	47	196
Collaboration with partners	10	10	23	43
Total	133	129	97	373

During the 3rd Quarter, Workforce Development did outreach to a total of clients. Our Vision is to ***Build a Strong Oneida Workforce.***

Our project has two (2) objectives:

Objective 1: By October 2018, we will build an Oneida workforce by providing classes and training that will increase the knowledge, skill set, employability and earning potential for 180 Oneida community members

Objective 2: By October 2018, build both internal and external partnerships with employers and colleges to help 120 program participants obtain full-time employment within the community.

For this past quarter no classes held because of unforeseen circumstances, however, past participants were contacted for employers looking for workers. This program has given these participants confidence and some building tools to start a career in the trades. Some of the instruction/certifications received were OSHA-10, Flag Certification, CPR/AED & First Aid Certification, Blue print reading certification and Fork Lifting Certification.

We recruited 10 people for Work Certified however 8 were chosen and 6 completed the program.

WFD has partnered with NWTC and provided forklift training, and assistance for assorted classes to get in good standing with Higher Education. We are also collaborating on new ideas to reach out to our clientele.

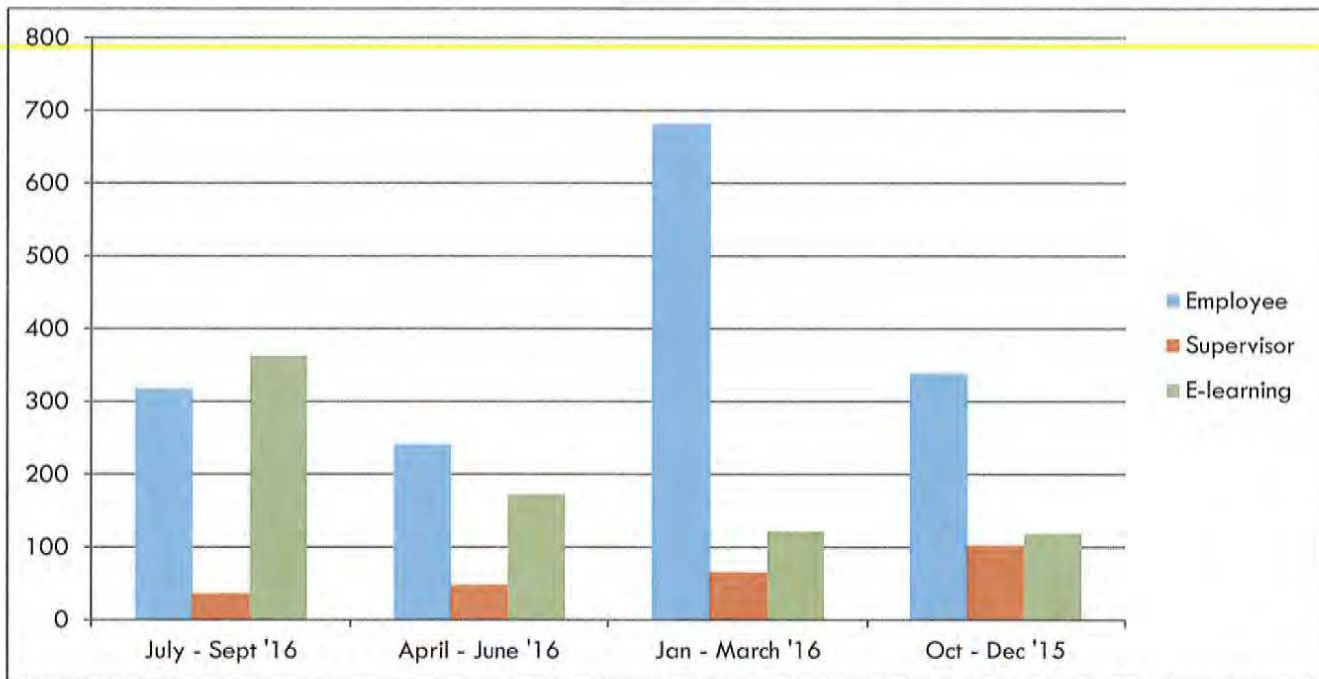
WFD has sponsored three (3) Forklifting classes that forty-five (45) people signed up and forty (40) people completed and received their certification.

WFD held three (3) job readiness classes that focused on being an Outstanding Applicant, Customer Service and Social Media (which focused on the Elders). We have reached out to all our clients to assess where they are now and what are their current needs.

WFD partnered with Workforce Development Green Bay on monthly job fairs which had approximately 150 participants in each job fair, and there were 13 to 16 employers represented.

We advertise on our Facebook page for up-coming events, job postings, as well as what employers want in an employee.

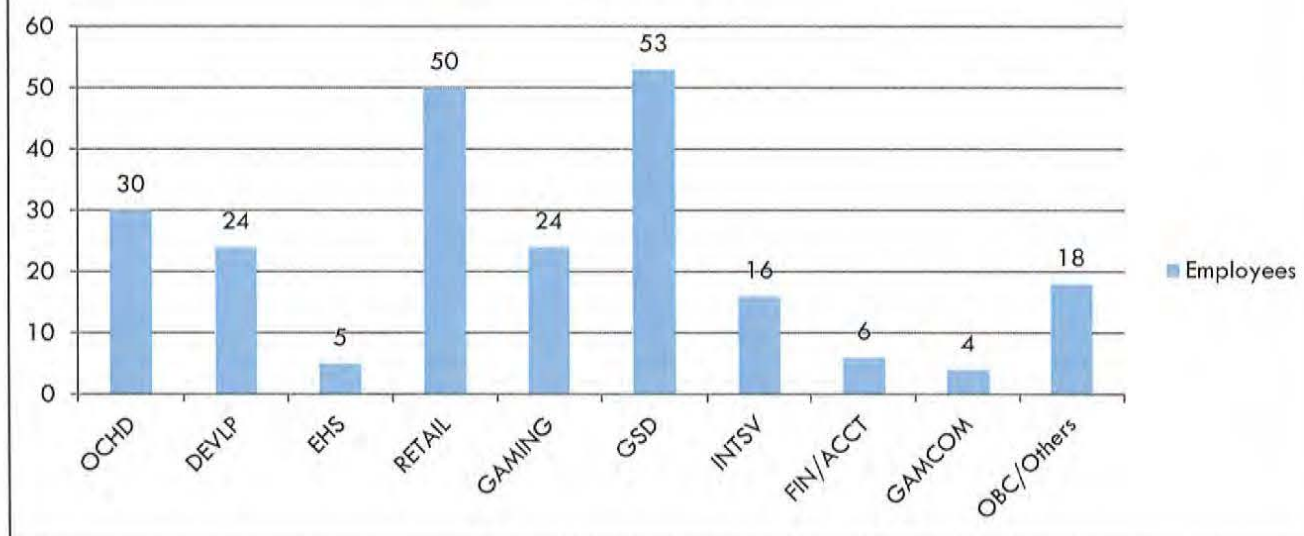
HRD Training & Development 3rd Quarter Report July - September 2016



*E-learning increase in this quarter due to required annual Child Abuse Training for school staff

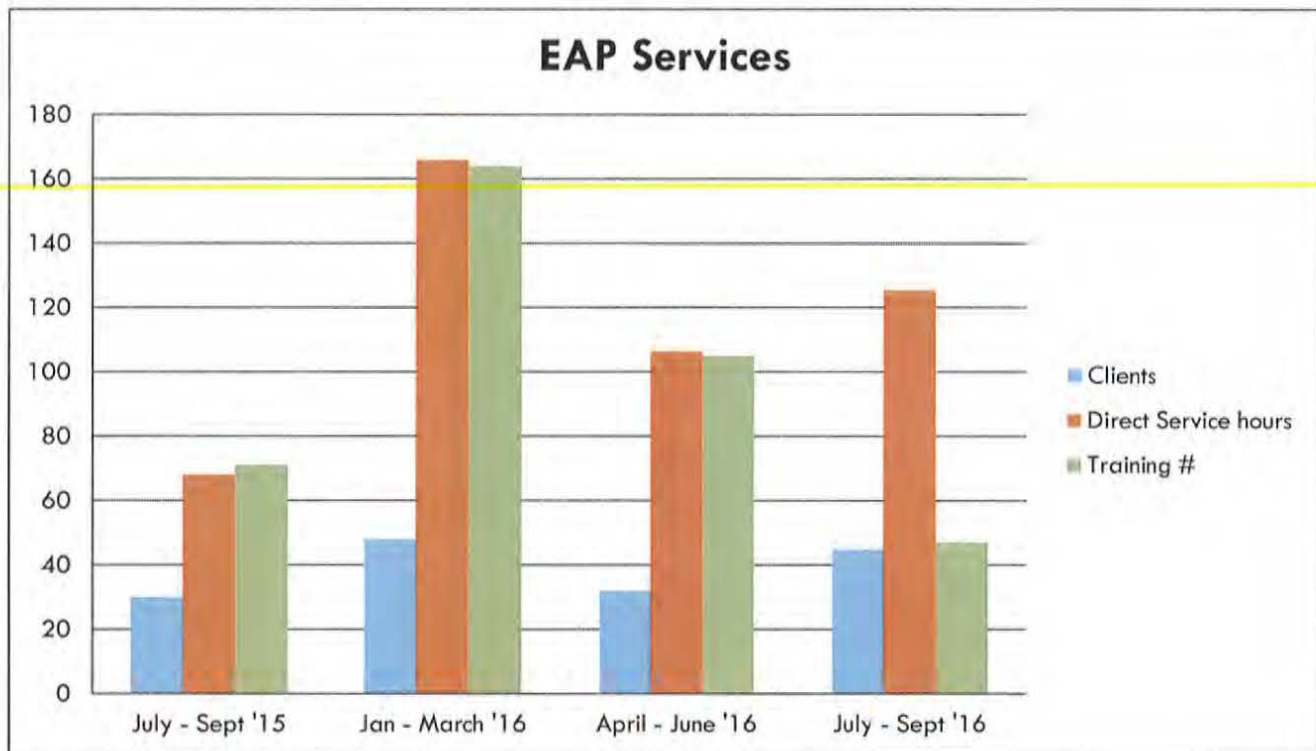
*Training above does not include 188 employees who attended the Active Shooter make-up training on 9/27/16

Active Shooter - did not attend June or Sept Sessions



*All new employees are given a brief training in orientation on Active Shooter Preparedness - 92 new employees have received this training.

*Employees on leave of absence are **not** included in the above totals.



EAP Training includes: Book Clubs, Brown Bag lunch topics, Stress Management and Supervisor training.
 * DAFWP Return to Work Agreements First violation – 5, Second violations – 0.

Employee Insurances 4th Quarter Report July – September FY2016

During the fourth quarter of FY16, the Employee Insurance Department prepared for the annual Health Care Open Enrollment period that is conducted in October and the mandatory health plan participant meetings that also occurred in October.

The Employee Insurance Department provides benefit administration and employee assistance for: medical, dental, vision, disability, retirement plans, voluntary benefits, flex spending, orientation, and workers compensation.

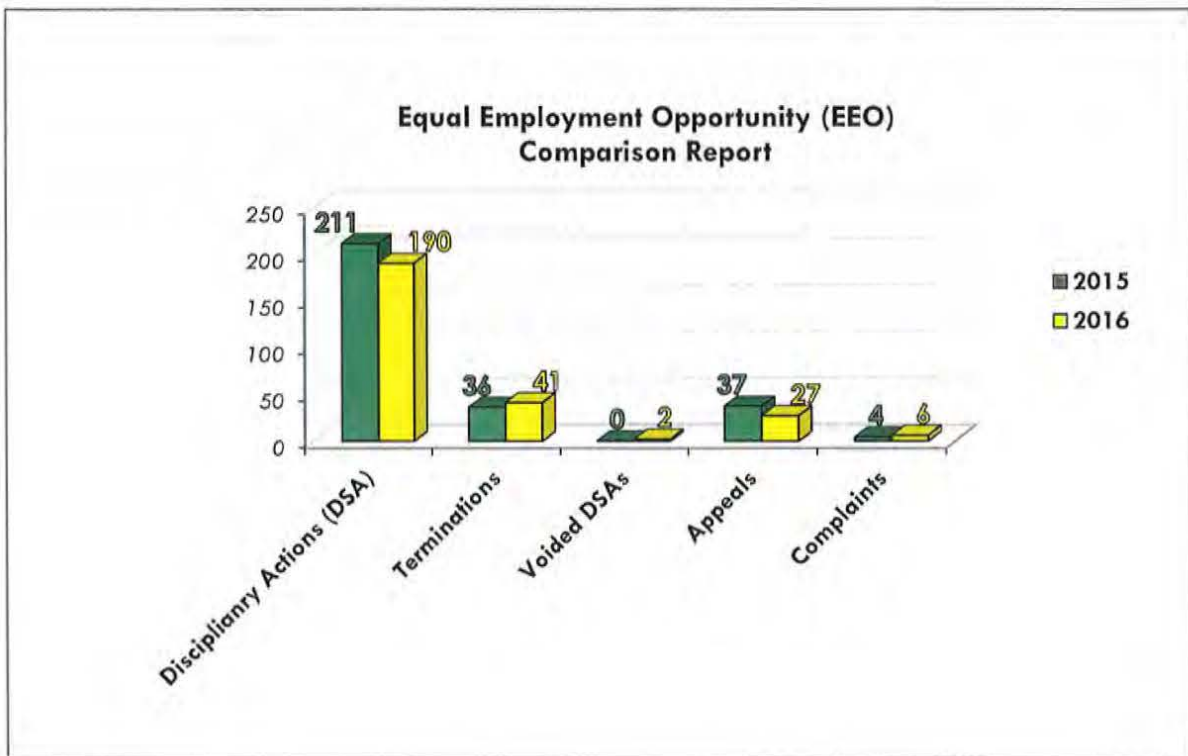
Insurance Requests Processed – Fourth Quarter FY16		
Type of Requests	# of Requests Processed	
	Fourth Quarter	FY16
Leaves/Return to Work	178	722
Applications, Insurance Changes, Beneficiary, etc.	167	566
Disability	47	212
RAS Completions	83	350
Wellness Incentives	149	617
Note: This is not a complete listing of requests and does not take into account phone calls, walk-ins, emails, and other miscellaneous requests.		

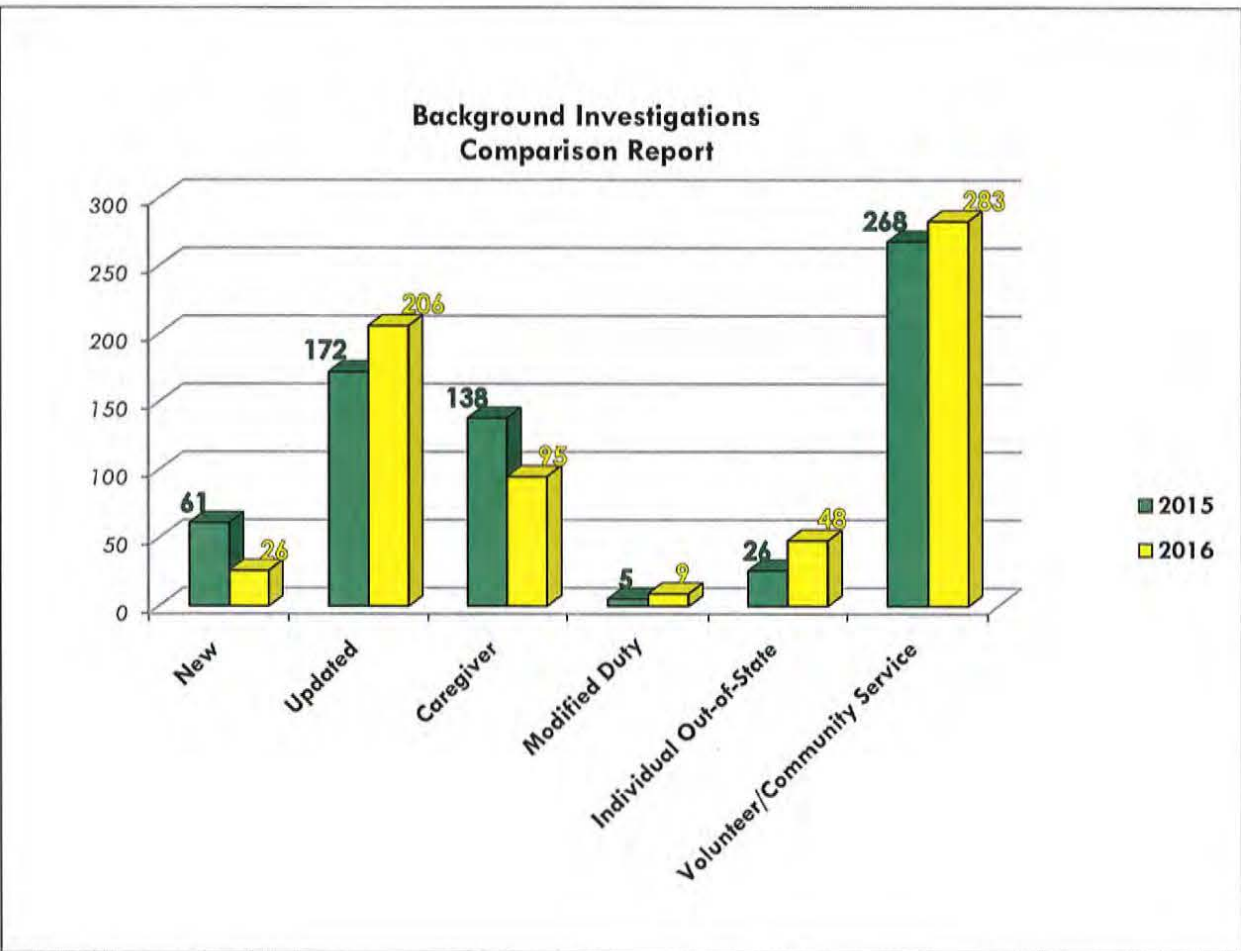
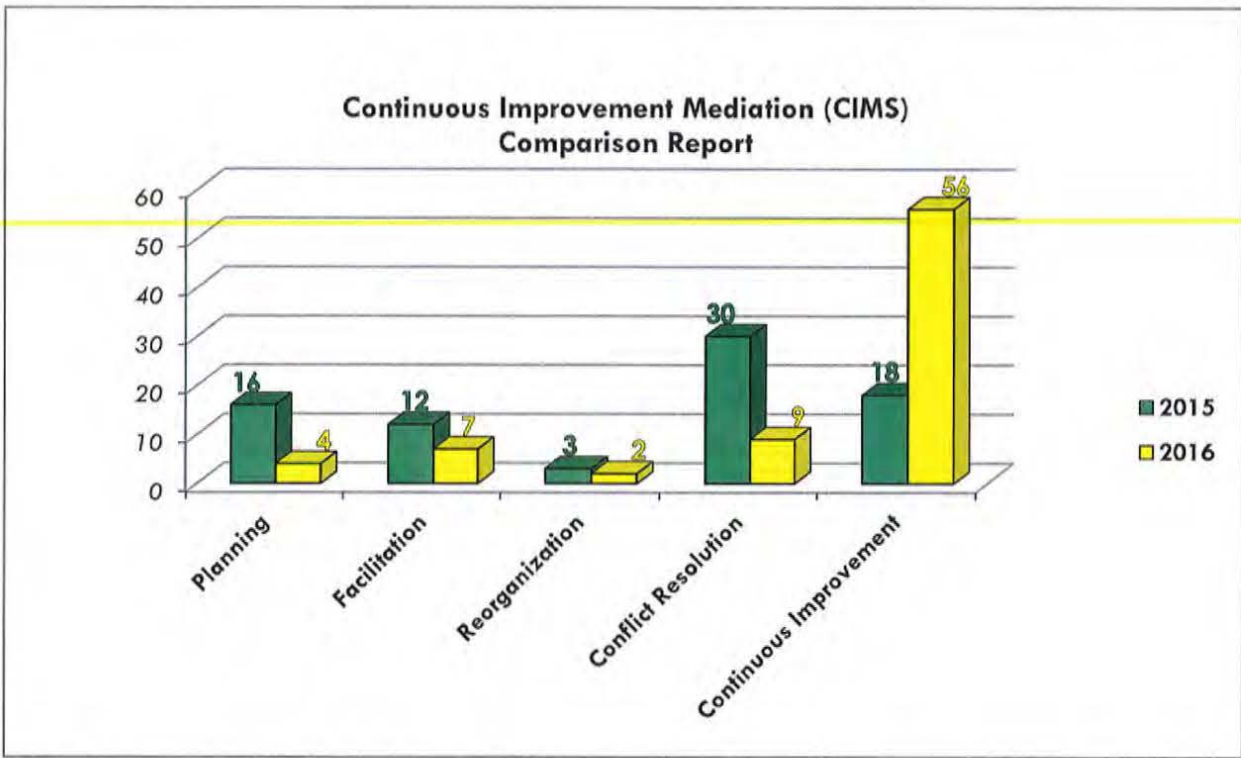
MONTHLY INSURANCE COUNT – September 2016

Breakdown	Employee Count	COBRA count	Breakdown	Employee Count	COBRA count
401K	1,684		Medical – Single	839	2
LIF52	2,534		Medical - Limited Family	486	
Short Term Disability	2,115		Medical – Family	609	
Long Term Disability	2,089				
Delta Dental – Single	655	8	Vision - Single	785	3
Delta Dental- Limited Family	476	1	Vision - Limited Family	549	1
Delta Dental – Family	627		Vision - Family	717	
Dental Associates – Single	137				
Dental Associates – Limited Family	75				
Dental Associates – Family	99				

The Employee Insurance Department consists of: Christina Blue Bird, Kimberly Schultz, Kristin Jorgenson and Josh Cottrell.

Equal Employment Opportunity
4th Quarter Report July – September 2016





Human Resources Information Systems (HRIS)/Records 4th Quarter Report July-Sept 2016

The team consists of Melinda K. Danforth-HRIS Manager, Terry Skenandore-HRIS Specialist and Vicki Cornelius-Records Technician.

We ensure the HRIS Systems and applications, such as Supervisor Inquiry, Self-Service, Internal Reference Directory and Workforce Detail support the needs of the Human Resources Department. Enter all personnel data into the HR/Payroll System (Infinium), provide personnel data reports (Cognos) to management, complete verification of employment and unemployment requests and oversee the Human Resources personnel files (OnBase).

Assisted with the completion of the Work Force Development application, attended Success Planning meetings, assisted with two (2) external audits, involved with Graduate Program and Employee Incentive teams and entered a high volume of annual evaluations and contract information.

Functions	July	Aug	Sept	Total
*HR/Payroll Entry Transactions	656	2273	1652	4581
Employee Self-Service Entries	45	50	40	135
Employment Verifications	212	333	236	781
Unemployment Requests	64	43	30	192

*Transaction volume due to annual evaluations and contracts.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 9 / 16

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: *JOANIE 11/01/16*

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:

Attached is the Internal Services Division 4th quarter (July-September, 2016) report. The attached report will tell what things, financially and operationally, that occurred during the 4th quarter of the 2015-16 fiscal year.

- 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

INTERNAL SERVICES DIVISION

4th Quarter FY16
July, August, September



- MGMT INFORMATION SERVICES (MIS)
- GRANTS
- TSYUNHEHKWA
- OCIFS
- EMPLOYEE ADVOCACY
- KALIHWISAKS
- TOURISM
- PRINT & MAIL CENTER

The fourth quarter reflects much visible activities for the Division with the summer months; and continue to build a knowledge base, aligned to the four directions.

The Quarterback meetings with the department managers and directors provide a forum for dialogue exchange, and for collaboration. This continues to emphasize the principles of a learning organization to promote new approaches for knowledge transfer; to share ideas on managing their respective operations; and to discuss collaboration that contribute to building a Healthy Nation.

Capacity Building is key in many organizations that strive for best practices, where efficiencies are derived, and where core competencies are enhanced. This continues to be our effort, and is reflected in our cross-training, in our collaboration to help other departments when they are swamped, and to look at the workload to see if there is a better way to handle it.

There have been various challenges in working through our system to ensure operational coverage and the ability to shift manpower as needed. With some areas having a depth of one, and a workload that prevents them from being able to cross-train, we must look at gaining additional knowledge from webinars, conferences, and regional training sessions. So we are investing and promoting knowledge gain for our staff – because in doing this, we are investing in our tribal membership.

Goal #1	Enhance Oneid Brand as a Strong Nation
Advancing On^yote?aka Principles	<i>Seek new avenues to visibly expand the Oneida Brand by creating the story within our reservation boundaries, and promoting the brand throughout the region, state, and nationally.</i>
Engaging the Community	<ul style="list-style-type: none"> > a Successful Apple Fest event > 7,100 packets for GTC mailers on average with 187 pages; 140 hours of stuffing > videos completed: Maple Syrup, Woodland Art Show, Big Apple Highlights
Goal #2	Engage the community toward a mindset of healthy foods, increase production, and
<i>Committing to build a responsible Nation</i>	<i>Build on the 5 interrelated agricultural strategies from agricultural production, building food economies that promote sustainability</i>
Create Economic Sytems	> Surpassed goal of \$7 million in funded grants for a total of \$8.2M for FY16
Goal #3	Strengthen operational performance through technology
<i>Implementing Good Governance Processes</i>	<i>Deliver business solutions for high performance; incorporate future systems, and advance technological uses for ease of business and management</i>
Long Term Sustainability	<ul style="list-style-type: none"> > MIS customers generate approximately 340 work orders per month for technology > The 800 MHz project around the replacement of the two way radio infrastructure > Begin project with UW Madison on Augmented Reality for Healthy Foods Book

As Division Director I must commend the MIS team and Gaming on their NIGC Vulnerability Assessment Testing, as reflected in a recent letter by Mark Powless, Oneida Gaming Commission Chairman...*"The OGC was informed that Gaming and Central MIS departments do a "great job maintaining the IT infrastructure... The OGC wishes to extend their appreciation and congratulations for the VAT results and positive report received from NIGC. Thank you and keep up the good work!"*

MIS Quarterly Report – July - September 2016

Strategy #1 Deliver Business Technology Solutions

- The 800MHz project is nearing completion. The project centers around the replacement of the Nation's 20+ year old two way radio infrastructure and transitioning to an all digital environment. Numerous business units within the Nation depend on this communication including Law Enforcement, DPW, Gaming, Transit and many others.
- A multi-department project is underway to select and replace the Nation's primary Surveillance solution. Members from Gaming Surveillance, OPD, OGC, Retail, Purchasing and MIS have released an RFP to more than 25 vendors. The objective is the selection of a solution that will replace the current Gaming and Retail solutions while establishing a standard for all future Oneida surveillance needs.
- Completion of a NIGC (National Indian Gaming Commission) Security Assessment. The assessment that was conducted by NIGC staff evaluated the security posture of the systems and infrastructure within the Nation's Gaming environment. The resulting report had one finding. There was only one other Tribe that had a stronger assessment report.



**MOTOROLA
SOLUTIONS**

Service Specialist

SECURITY NOTICE



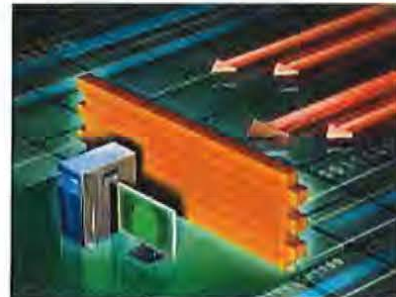
**VIDEO SURVEILLANCE
IN USE ON THESE
PREMISES**



Strategy #2 Promote Information Sharing & Collaboration

- The network segmentation project continues to make significant advancements with the transition of the Nation's health care, Norbert Hill Center, and Mason Street Gaming facilities. The purpose is to transition the Nation's network topology to a design that provides greater security and manageability. Though not a highly visible project it has a significant impact throughout the entire enterprise. That impact includes the Nation's ability to maintain compliance with

HIPAA and PCI requirements, audit standards and the continuous work related to the protection of the Nation's information assets.



Strategy #3 Optimize Use of Resources

- Activities associated with the Nation's upgrades to its Data Centers have continued with a focus on the Skenadoah site. Construction and environmental upgrades are being performed by members of the Oneida DPW Electrical team. The objective is to enhance the physical, environmental and electrical environment for the Nation's data centers. The outcome is to support high availability strategies and business continuity strategies.
- A brief summary of MIS Key Performance Indicators (KPI's) include:
 - MIS responds to more than 1,900 incidents or customer work tickets per month,
 - 80% of all incidents are resolved during initial contact,
 - MIS customers generate approximately 340 new Service Requests (work orders) per month,
 - 68% of the Service Requests are completed by the due date,
 - MIS transactional customer satisfaction is currently a 99.5% positive rating.



MIS Goals for FY'17

Strategy #1 Deliver Business Technology Solutions Develop mobile app's that support the goals and objectives associated with Oneida Language Preservation and On^yote?a.ka principles.

Strategy #2 Promote Information Sharing & Collaboration Leverage the recent deployment of Passport (POS) solution within the Retail environment. This activity is in alignment with the Nation's 4 Strategic Directions, specifically a commitment to building a responsible Nation.

Strategy #3 Optimize Use of Resources The Surveillance project will be completed. The outcome will support the standardization of the Nation's surveillance environment while enhancing the Nation's overall security posture.



Grants Office Quarterly Report - July - September 2016

- **Strategy 1: Enhance tribal services with external funding (both new and continuation)**
 - ❖ We surpassed our goal of \$7 million in funded grants with a total of \$8.2 million for FY 2016. This is a great accomplishment with grant regs getting stricter and the funding need increasing.
 - ❖ We have an additional total of \$5.5 in our Pending file.
- **Strategy 2: Become a resource for a 1-stop shop for funding/grant data and services.**
 - ❖ On-going training to obtain external funding is provided as requested.
 - ❖ Developing external relationships (including congressional) as well as with funding agencies to increase our opportunities.
 - ❖ Updated Division Database (attached). Maintain a database that includes all funded, denied, and pending grants.
- **Strategy 3: Enhance tribal and community efforts in fundraising thru the development of a 7871 fund unit.**
 - ❖ The Youth Leadership Institute is close to reality. Charter, by-laws and resolution have been passed by OBC. Letter to Prospective Board Members is finalized and will be sent out to list created by Interim Board.
 - ❖ Will soon hire Joshua Easlick to work on the graphics, marketing material, and website.



Grant Example: The picture represents the Family Support Services, Domestic Violence Program.

Oneida Domestic Violence (ODV) Program was awarded a 3-year, \$450,000 grant through the Office on Violence against Women (OVW) Tribal Governments Program. This program is one of nine purpose areas under the Department of Justice's Coordinated Tribal Assistance Solicitation (CTAS), which gives tribes the opportunity to develop a comprehensive approach to public safety and victimization issues. This grant will sustain and increase current advocacy and support services, increase program capacity to victims, and expand transitional housing services for women and children seeking help.



AGRICULTURE

The agricultural practice continues to work on the 5 strategies, building on our present practices, and implementing some new initiatives.

The **aquaponics project** at the Veteran's location continues to move forward. The project, funded through a Farm to School grant, is to provide fresh greens to our school. On September 29th, volunteers from Home Depot came to build the stands for the tanks and to help layout the system. This is a collaboration with various departments.



You can see the video developed by our Media department through the following link https://youtu.be/DTKn_0s8PQE

Another project for the youth that is being developed is the Augmented Reality Healthy Foods book. This has been waiting for seed money, which we received from First Nations Development Institute. Through that grant, we were able to reach out to University of Wisconsin Madison to their educational learning department to begin a concept on for a specific elementary age group. This is another collaboration among departments, including graphics from gaming, and diabetes prevention from the Health Center, and OCIFS coordinator.

We have shared our knowledge and gained new knowledge as we engage with other tribes in various food-related regional summits. One such is the Great Lakes Traditional Arts Gathering in Drummond Island, Michigan, where Laura Mathe was a speaker on "Caring for the Lands and the Oneida Community Integrated Food System". This 4-day event held in August was collection of workshops, and knowledge sharing on traditional practices, and on agricultural practices.



We continue to work on the agricultural production, and are pleased to see the engagement with the community and the white corn coop that has formed: Ohe•láku (Among the Cornstalks) They began their practice on a 3-acre plot. Their efforts with their growing have produced a strong collaboration within our community, and to our white corn.

Five Inter-related Strategies

- 1 Build a Community Market for Healthy Foods**
 - Farm to School
 - Community Gardens
 - Community Loans
 - Big Apple
 - Tyandakiva Harvest
 - Education
 - UCCP
 - LAFV
 - Youth Empowerment Program
- 2 Increase Local Agricultural & Food Production**
 - Expansion Opportunities
 - Community Farming Services
 - Increase White Corn Production to 40,000 lbs
 - Pick your own strawberries
 - Digital-based Learning
 - Plant New Apple Trees
 - Aquaponics
 - Wild Rice Planting
 - Edible Trails
 - Community Greenhouse
- 3 Ensure Sustainable, Diverse & Practices**
 - Land Management
 - Traditional Remedial
 - EBFZ Zones
 - Soil Management
 - Crop Rotation
 - Pastoral Learning
 - Land Restoration
 - Oneida Lake Project
 - Experimental Agriculture
 - Wildlife Education Center
- 4 Build Local Food Economies**
 - Support Farmer's Market
 - Community Composting
 - Food Center
 - Entrepreneurial Education
 - Community Education
 - Professional Care
 - Culinary
 - Regional Production
 - Create Edible Products
 - Home
 - Processing Center
- 5 Integrate Local Foods into Community Diets**
 - Oneida Market
 - Oneida Coop
 - Local Restaurants
 - School Systems

For more information contact Bill Verwey at (920) 496-5949 evv@oneidaindian.org

OCIFS (Oneida Community Integrated Food Systems) Achievements:

➤ **Strategy #1 Educate the Oneida community about food, agricultural opportunities, nutrition and health risks**

Continue to outreach to the Oneida community regarding health and nutrition education through the Oneida Farmers Market. We averaged 45 vendors each week, with a vast array of products. In 2016 we had a record of 14 produce vendors at one Market. Had produce education for the youth each week and a 'Health & Fitness Day' for the adults. We reached over 300 community members at these events.



Exchange students at the Farmers Market

Created a series of Ag Strategy articles that were published in the Kalihwisaks to educate the Oneida community about ag and food.

*** Promote education through Agri-Tourism efforts** - Set up all the canopies and layout the barriers and signage for the Big Apple Fest event. We had 62 Oneida Farmers Market vendors and entrepreneurs take advantage of this opportunity to sell their product at a special event.



Farmers Market at Big Apple Fest Event

Met w/ Oneida Nation, Mary Beth and Melinda from UW-Extension regarding ways of getting youth more interested and involved in agriculture and in particular the Oneida Falling Leaves 4-H Club. Our goal is to recruit 30 Oneida youth at the Oneida Elementary School.

*** Share through educational forums** – Assisted Terry Hetzel and Chaz Wheelock in preparing for a pre- community meeting that is set up before the September 13 community budget meeting to get feedback on agriculture.

Strategy #2 Integrate Oneida and locally produced foods into the Oneida community and institutions

Worked with the Grants Department to apply for and got a \$20,000 FDPIR Nutrition Education that will allow us to offer cooking demonstrations and nutrition information for 40 low income families.

Combined a Fruit and Vegetable Prescription Program (FVRx) with the Oneida Health Center and the Oneida Farmers Market to get at risk folks to eat healthier.

Met with the White Corn Growers Group to allow them to utilizing the 4-H barn on Cty H for their equipment needs. The group consists of 10 Oneida families.



Tsyunhehkwa Quarterly Achievements:

Jeff Metoxen, Director

Tsyunhehkwa Mission:

Playing a pivotal role in the reintroduction of high quality, organically grown foods that will ensure a healthier and more fulfilling life for the On^yote a ka, Oneida People of the Standing Stone.



Fiscal Year 2016 Strategies & Goals:

Strategy #1 Increase Local Food Production

- Creating a Positive Organizational Structure

Strategy #2 Improve Food Security

- Advancing On^yote?a.ka Principles

Strategy #3 Increase Interaction with Community

- Committing to Build a Responsible Nation

To complete and work on these strategies and goals this listing is part of our work load.

July 2016 Highlights:

Our Program provided a number of Tours and Presentations as part of our overall outreach in Education and Networking. We toured David & Wendy Bray, Seneca White Corn Growers in our steps of the White Corn Process. Karen Baldwin, Special Projects/Researcher with Miami Tribe of Oklahoma and her Intern showed our program and the Oneida Nation Ag arena. We participated in another Video Conferencing to youth in the University of Arkansas Tribal Youth Program. We had a Community member use our Poultry Processing Unit. Completed article for Kalihwisaks in sharing updates of our Program. We worked with and toured the FRESH Food Initiative from Shawano County, that is working with 3 Tribes (Menominee, Stockbridge, Ho-Chunk) in Local Food projects. The Cannery again played a vital role in having Oneida Youth work and gain hands on experience during the Summer.

August 2016 Highlights:

We began finalizing plans for having Alice in Dairyland and the Miss Oneida Ladies part of the Harvest & Husking Bee. It was a collaborative project with the Brown County Extension Office. Provided interview for a reporter from Country of Denmark at request of the Oneida Museum. The New Parking Lot and Driveway of our Ag site was finally installed by the Oneida Department of Public Works and their contractor. We began discussions with the Oneida Print Shop for a new Road Sign at the top of our Ag Driveway with a potential completion date of Spring Summer 2017. Tours included a representative of the Ho-Chunk Nation who is looking to apply our Program steps into their Community. We continued our annual participation in the St Norbert's College program of Into the Streets, which provided the students with an outreach service opportunity to the area. They provided more than 10 Students who helped out with hands on activities, work and clean-up of our Ag Program.

September 2016 Highlights:

I attended and participated in the Community Budget Meetings, the one held at the Oneida Veterans office. Working with a Professor at UWGB in developing a curriculum for other Higher Education entities to consider, similar to the process she is using with our program. Working with our GLIS Department in obtaining clear Maps of any sites our program uses such as for Hay and other possible Ag Lands. Attended a Pasture Walk Training at Waseda Farms in Door County for day. Presentation provided at UWGB Dietetics Program on Tsyunhehkwa Initiatives and the relationship to preserving traditional Oneida foodways. We have been requested to provide presentation covering this class for almost 10 years. Concentration of work for the Month targets preparations for the Harvest & Husking Bee.



EMPLOYEE ADVOCACY DEPARTMENT

The Employee Advocacy Department (EAD) continues its efforts to create a positive organizational culture through increased communications. We aim to work toward a healthy respectful environment; rather than a litigious culture.

Due to confidentiality of information, report will be presented during the BC meeting.

MULTIMEDIA

With the relocation of Tourism and the Kalihwisaks to the Print and Mail Center environment, there is more activity and collaboration. The Kali is working with video and graphics to develop some new initiatives for their stories such as a video for a more in-depth story.

As the team continues to work together, the environment continues to transition toward an integrated multimedia center.

The team has made many inroads, especially in meeting the deadlines for the GTC mailings. The man hours involved in printing the 7,100 packets and getting them stuffed for mailing has been tremendous. This has been almost a monthly recurring effort. Some staff members have worked extended hours, as much as 10 hour/day shifts to ensure on-time delivery. We thank their dedication and Gaming for pitching in with some extra manpower for stuffing the packets.

Kalihwisaks 4th Quarter Report

Achievements

- Printed six issues – July 7, July 21, August 4, August 18, September 1 and September 15.
- Worked with the Treasurer's Office and Communications to print a Special Budget Edition September 7 (Committing to Building a Responsible Nation)
- Covered events such as the 44th Annual Oneida Powwow and Big Apple Festival (Advancing Oneyote? a.ka Principles)
- Printed Oneida Business Committee meeting minutes, board postings, public hearing notices, and legal notices. (Implementing Good Governance Process)
- Worked with other departments such as SEOTS, OCIFS, Adventures, Culture, ONAP, OCEC, and OFF to create monthly pages to share their news and events. (Advancing Oneyote? a.ka Principles)
- Worked with Communications to produce weekly "This Week in Oneida" video. (Advancing Oneyote? a.ka Principles)
- Worked with Chris Powless to do short videos focus on the aquaponics build and wild rice planting.

Goals for FY2016

- Photo contest winners to be announced November 17 (Advancing Oneyote? a.ka Principles).
- Expand our media platforms to include phone apps, online payments, more online content



Oneida Printing & Mail Center

October - Sept 2016 Submitted by Michelle Danforth, Interim Print Shop Manger/Tourism Director

Mission: Oneida Printing seeks to create and promote printing excellence. We strive to grow our business towards sustainability with the integrity that we produce our products and where every day is a good day.

Report Summary – Since the end of October 2015, Oneida Printing has been under the management of Michelle Danforth, Marketing & Tourism Director. She has worked hard to close the financial loss gap by over \$500; so they are getting closer to break even.

Creating a Positive Workforce – Highlights

- a. Communication continues to be worked on daily.
- b. Continued efforts to cross train to build capacity.
- c. At the end of Aug, there are 6 of 8 employees with over 20 years of service. This equates to 7 weeks of vacation or 1 FTE needed to cover non-productivity.
- d. YTD payroll was \$495,670 compared to budget of \$504,451. A variance of 8,781. NOTE: Sr. Graphic Artist is on medical leave until November. M. Danforth, Interim Mgr/Tourism Director medical leave beginning Nov.



Implementing Good Governance

2. Operations – Highlights

- a. GTC Mailers – 95 pages account for 85 hours of printing, 140 hours of stuffing and labeling. This averages over 12-14 business days.
- b. Xerox Performance Review of first year of service.
- c. Future possibilities include large format printing and 3D printing.

3. Customers - Highlights

- a. Graphics continues to service the Casino with variable data work. There are still 2-3 monthly jobs that are being outsourced. When Sr. Graphics returns, there will be training done to bring those jobs back in-house.
- b. Future - look into OTIE's printing and follow up with Mole Lake/Menominee tribes.

4. **Financial Overview** – PrintSmith totals show an increase in sales through Sept 2016 have increased \$378,012.

The Print Shop environment now includes Print, Mail, Tourism, OCIFS, and the Kali. We are continuing to integrate the whole foot print to work towards an integrated multi-media center.

Tourism Quarterly Report – July - Sep 2016

Strategy #1 Develop Cultural Tourism

Long House - Conservation re-works timeline to complete some work this fall. Need to order more wood from Home Depot and Menominee Lumber.

Visitor Center & Amphitheater – project put on hold due to issues. There has been no movement forward. Amphitheater was not included in FY17 Cap Ex and will need to be included for FY18.

Maple Sugar Shack – (next to NH) plans and pricing were complete during the summer of 2016. Unfortunately, this is another project that will have to be placed into FY18 budget for consideration.

Veterans Wall – one company will not touch the wall but advised Ricky Granquist of the epoxy needed to fill in the cracks. No additional conversation done to discuss caps on the top to help divert water or fixing the art. Project will be continued into 2017.

Strategy #2 Build Partnerships

- Tourism attended Senior Lifestyle Expo with the Radisson Sales Rep.
- Tourism created more bus tour options with collateral pieces to begin promoting.

Strategy #3 Generate Foot Traffic with in the Reservation Boundaries

- Oneida Pow Wow – Tourism assists with marketing. This year additional on-line marketing made an impact on gate sales.
- Big Apple Fest 2017 was a big success for the 7th year. Apple Orchard had over \$15,000 in sales for the 2nd year.
- Kirby Reservation Tours Continue

2016	2824 people (Annual)
2015	2899 people
2014	1259 people
2013	920 people





Strategy #4 Maximize Media

- Videos Completed: Puppets/Maple Syrup, Woodland Art Show Artist highlight, Budget Video, Big Apple Highlights
- Facebook
 - o Total YTD Posts or shares – 214 posts
 - o Total YTD Reached – 130,023
 - o Total Likes – 2,368



We continue to work hard to build a responsible Nation.

FACT
SHEET

OVW Tribal Government

Domestic Violence Program

Grant Project Synopsis:

The Oneida Domestic Violence (ODV) Program was awarded a 3-year, \$450,000 grant through the Office on Violence against Women (OVW) Tribal Governments Program. This program is one of nine purpose areas under the Department of Justice's Coordinated Tribal Assistance Solicitation (CTAS), which gives tribes the opportunity to develop a comprehensive approach to public safety and victimization issues. With these funds, the ODV Program will sustain and greatly expand their current domestic violence and sexual assault services.

The project has three main goals:

- Goal 1: Sustain and increase current advocacy and support services capacity. The ODV program will continue to provide advocacy and support through one-on-one sessions. They will also increase the awareness of DV and SA through trainings and community events. Staff will also continue their women's educational support groups
- Goal 2: Increase program capacity to provide court/legal advocacy quickly to victims in the community.

This will be a new service available for DV/SA cliental. A full-time Legal Advocate will be hired to accompany and represent (when allowed) clients in court matters such as restraining and harassment orders, stalking, and family court matters. The Legal Advocate will also collaborate with local shelters, law enforcement agencies, district attorneys, victim witness agencies, and probation officers for open communication efforts. They will also provide awareness and education about the services offered.

- Goal 3: Expand current transitional housing and shelter capacity for women seeking these services.

The ODV program will provide emergency transitional housing services for families including security deposit and 2 month's rent, necessary household furniture and supplies, food, clothing, and other necessary expenses. They will also provide up to one week of emergency hotel services. During and after the time families are in transitional housing, intensive support and referral services will be provided.

Grant Period: Oct. 1, 2016—Sept. 30, 2019 (3 years)

Total Funded Amount: \$450,000

Project Partners: DOMESTIC VIOLENCE, FAMILY SUPPORT SERVICES

Contact Person: EVANGELINE DANFORTH, ADVOCATE-DOMESTIC VIOLENCE, CHILDREN & FAMILY SERVICES/Children & Family Services



Oneida Nation

AREA/DIVISION—SOCIAL SERVICES, DOMESTIC VIOLENCE PROGRAM

FACT
SHEET

Enhanced Domestic Abuse Services

Domestic Violence Program

Grant Project Synopsis:

The Oneida Domestic Violence Program (ODV) received a 1 year, \$50,000 grant through the Wisconsin Department of Children and Families. With these funds, the ODV program will provide culturally relevant domestic abuse services for Native American women, children, and families living on or near the Oneida Reservation that are victims of domestic violence, dating violence, or family violence.

Through this project, enhanced domestic violence abuse services will be provided, which restore the loss of identity and cultural values surrounding women's roles, empower women to make healthier culture-based decisions, teach culturally-based skills and knowledge, and will ultimately relieve trauma from domestic violence and create emotionally stronger, healthier families and individuals with an intact spirituality base.

The project will target Oneida Women ages 18 and older that will form a cultural group consisting of up to 15 women. The group will meet weekly for 6 weeks and each meeting will contain teachings of the ceremonies relevant to that time of year, a project, and a presenter. Some of these topics include: Medicines - foods (indigenous foods and diet), herbs, indigenous healing methods and medicine societies; Women's Wellness - relaxation, visualization, Reiki, reflexology, and cleansing; Life Cycles - womanhood, pregnancy, birth, and breastfeeding; Women's Roles - individual, family, and community; and Women's Skills - cooking, sewing, and weaving, as well as taking care of the household.

Grant Period: Oct. 1, 2016—Sept. 30, 2017 (renewable for up to 4 additional years)

Total Funded Amount: \$50,000/year (up to \$250,000)

Project Partners: DOMESTIC VIOLENCE PROGRAM, CULTURAL WELLNESS

Contact Person: EVANGELINE DANFORTH, ADVOCATE-DOMESTIC VIOLENCE, CHILDREN & FAMILY SERVICES/Children & Family Services



Oneida Nation

AREA/DIVISION—SOCIAL SERVICES, DOMESTIC VIOLENCE PROGRAM



2016

It was another great year for the 7th annual Big Apple Fest on September 17, 2016. With perfect weather over 8000 visitors packed the festival grounds as well as the apple orchard to pick apples and enjoy quality family time and enjoy the hospitality of the Oneida Nation. Apple Fest creates an awesome venue for the tribe to highlight our 40 acre apple orchard and to promote tourism within our reservation.

More than 100 apple pie entries vied for a piece of the six hundred dollar prize money that included categories in Best in Show, Best Apple Dessert and Grand Champion. All entries were divided up after judging and served to all the guests.



Big Apple Fest is a community event, that has something for all ages and promotes pick your own apples at the Oneida Apple Orchard. Customers can ride free trolleys to the orchard from the festival grounds and designated parking areas to pick their apples and return to the event with no parking or driving hassles. The Oneida Farmers Market is also an addition that attracts those who desire fresh produce and unique art and crafts.



Confidential

2016 Event Recap

Last printed on 11/1/2016 4:06:00 PM

Project Closure Report

Free horse & wagon rides are offered at both the orchard and festival grounds and have proven to be one of the family highlights. The horse arena features bareback riding and rope tricks, carriage driving demonstrations, children entertainment and features festival mascot Koko, the One Trick Mule.



Historical tours of the log homes are another highlight of Big Apple Fest as we turn them into a living museum for the day and recreate life as it might have been in the 1800s. The Salt Pork Avenue, recreation project, was completed in 2005.



Other attractions at the event include an arts & crafts area, archery range, petting zoo, musical entertainment and a variety of food vendors.



Big Apple Fest's success is dependent on partnerships and volunteers that provide infrastructure and services to the event. Our thanks to DPW, Oneida Conservation, OPD, Retail, Internal Services, Purchasing, Human Resources, Tourism Department, GBVCB, Cultural Heritage, Casino Maintenance, OCIFS, Apple Orchard, Oneida Farms, Print Shop, Arts Department, Tsyunhehkwa, Kalihwisaks, Oneida utilities and the Oneida Law Office.

Project Closure Report

With success come growing pains. Big Apple Fests popularity has attracted a growing number of visitors each and every year. As a result and because we can only accommodate so many people and parking spaces on the amount of land available at this site, the Tourism Department will be analyzing the possibility of turning Big Apple Fest into a two day event. Many factors go into making this a possibility such as budget and available personnel but all options shall be considered.

2016 Budget: 30k

2016 Actual: 28850.71

Attendees: Over 8000

Apple Orchard Revenue: Over 15K

Community Outreach: Participation and volunteers from Oneida & surrounding Communities, educational component Oneida History & Culture

Famers Market Benefit: Sustainable foods & community support of entrepreneurs

Event Benefit to Community: Positive Public Relations, Quality of Life family event



EMPLOYEE ADVOCACY DEPARTMENT
SKENANDOAH COMPLEX
Green Bay, WI
920-496-5318 920-496-7000

Employee Advocacy Department
July – September 2016
4th Quarterly Report

The Employee Advocacy Department (EAD) continues its efforts to create a positive organizational culture through increased communication. We aim to work toward a healthy respectful environment; rather than a litigious culture.

EAD strives to mediate/settle cases; effectively saving the Tribe time/costs associated with formal litigation before the Oneida Personnel Commission and/or the Judiciary.

The number of cases progressing to the Personnel Commission continues to decline.
2014 saw 11 cases at OPC,
2015 had 4 cases,
2016 to date, had two cases appealed to the OPC.

July – September 2016 brought sixteen (16) new employment issues (in addition to those carried over from the previous quarter.) The current breakdown is as follows:

2 Terminations:

- * 1 failed to maintain contact
- * 1 LTE contract ended – no basis for appeal

2 suspensions appealed to area managers;

- * Overturned by area manager
- * 1 – employee chose to pursue to OPC on his own (w/guidance from EAD)

2 written warning appealed to area managers

- * 1 overturned
- * 1 upheld – employee chose not to pursue

10 misc. employment complaints -- drafted, reviewed and/or directed complaints re:
Hostile work environments, wage increase/compensation, etc.

EAD received nine (9) inquiries regarding issues unrelated to employment. We provided referrals and/or forms and website links for additional information.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 9 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Fourth Quarter Governmental Services Division Report

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:

The attached report is for the fourth quarter for the Governmental Services Division. The highlights include new staff and new amenities for community use.

- 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

11/2/2016



Governmental Services Division
FY'16 Fourth Quarter Report



Liz Somers, Director
Governmental Services Division

Governmental Services Division

FY'16 Fourth Quarter Report

Executive Summary

The Governmental Services Division highlights for FY'16, fourth quarter include the hiring of a new Division Director. Big splash about our new director and direction as management expectations to include accountability were rolled out.

The **Education & Training Area** has experienced and increase in younger children/Early Intervention behavioral issues while high school/YES program behavioral concerns increased at a more significant pace. In response to the increase, YES and Behavioral Health collaborate in responding to the need for youth counseling. Childcare capacity limitations continue prompting discussions and the development of a business plan that, when complete, will evaluate options available for consideration.

The **Parks and Recreation Area** most notable highlight is the opening of our lacrosse field in the Flying Leaf Neighborhood a tremendous amenity for Flying Leaf and our entire community. Although the lacrosse field has been 'winterize' come spring, look forward to seeing many games and tournaments being played on this field. Parks and Rec have begun to put the final touches on our expanding winter programming that include new programs, recruiting/outreach efforts and fitness activities for the Recreation, Guys and Girls Youth groups and our elder activities.

The **Cultural Heritage Area** focused on goals and objectives listed in the 2005-2025 Comprehensive Plan with an increased engagement and participation in Cultural Identity and Oneida Language acquisition. A Healer Facilitator has been hired who has begun seeing clients, and working to provide healthy opportunities for our membership providing traditional teachings that include ceremonies to address mind, body & spirit, food we eat, and our Oneida identity.

The **Social Services Area** continues to serve the "most in need" Oneida population addressing the many and varying challenges on and off the reservation. Social Service diverse programming includes TANF, Indian Child Welfare, SEOTS, and Child Support Enforcement to name a few. Within these programs are multiple funding sources that originate from tribal contribution, BIA, State and Federal agencies. As an example, Distribution ensures uninterrupted funding by monitoring and complying with USDA's extensive program requirements to enable Social Services programs continue as an important safety net for tribal membership as a last resort assistance.

Education & Training Area

Early Intervention: As predicted in the third quarter report we have much higher than average referrals and evaluations starting the school year. In the past most of the referrals and evaluations were between October and November, this year we started the first day of school with 17 evaluations. The staff was prepared for this and so far everything is running smoothly with all evaluations being completed within the Federal time line.

Child Care: Child Care currently has a waiting list of 107 with Priority II-Oneida's working for Oneida being the largest group waiting at 60 children. Largest age group continues to be the 1-2 year old age group at 24 children.

Job Training: As anticipated at the end of the prior quarter request for participation has leveled off, and in fact the numbers of participants in both VR and WIOA have decreased slightly. We can attribute this trend to the expansion of the labor market. Consistent growth in northeastern Wisconsin is creating more employment opportunities for our consumer base.

Y.E.S.: Some of the youth were anxious about the start of the new school year and that affected attendance this year. More children and adolescents are not living with their parents. Seymour High School's freshman class is large (31) this year. West De Pere High School youth are having difficulty in their English class. Difficulty in obtaining Parental Releases for students at Seymour Rock Ledge (for the very young students) and student at Green Bay schools. Our staff is having difficulty getting parent to complete Green Bay's new (new release and new process) Release of Information, which allows the Y.E.S. Staff to monitor student's progress/attendance through the district's student database. Not as many parents have applied for assistance with school fees so far this year, yet fees have not been paid. Increased school sponsored extra-curricular activity participation by the Y.E.S. youth at Seymour High School and West De Pere Middle School. There is an increased number of American Indian youth not meeting the "quarter or enrolled" eligibility criteria for the Y.E.S. Program. More Y.E.S. youth (approximately 100) participated in the Oneida Higher Education College Fair than in previous years.

Higher Education: The 2015-2106 academic year came to a close at the end of July with Higher Education funding a total of 876 students. This is 49 students less than last year. The start of the new academic year also is showing slightly less students receiving funding YTD than last year.

Arts: The rise and growth of community arts organizations. In the last 10 years, we have seen the organization and growth of the basket guild and the beading circle.

CEC: We are developing new services that are helping transform the center into a lifelong learning organization. We are seeing better utilization of our services.

Parks & Recreation Area

The Parks and Recreation has a few notable highlights for the 4th quarter. In Recreation, we had a record 202 Summer Program Participants (63 of these participants also played baseball), and 77 Baseball Participants. Our total Participants in summer activities = 279

The Parks and Recreation Area worked closely with Education and Training this past summer to offer many summer programs throughout the summer, We provide a quality summer program that meets the needs of our customers, in FY16: 119/202 (summer program only) = 59% - which is an increase of 5% from FY15 for the Recreation program. Based on staffing and space for Recreation, we have 200 spots available for the youth during the summer program. We allowed 202, which we are able to handle due to vacations, etc. This was the first year we filled every spot in every age group. In addition to the youth program, we provide a baseball program. This did see a decrease, with 140 participants/ 186 available slots = 75%. We did not have enough interest in a Pony League team this year. Also, Lacrosse is gaining a lot of support in the community and practices and games are at the same time as baseball.

The Flying Leaf Lacrosse field was completed this summer. The grand opening was October 24, 2016. The field is open for community use, however, we are able to reserve times, please call Recreation: 920-869-1088. In addition to the Lacrosse Field, the Cora House Park is also available for reservations,

Cora House Park Reservations: 920-490-3803

Lacrosse Field Reservations: 920-869-1088

Our Fitness facility provides classes and training space for more than 4,000 customers. The pool has seen a 2% increase in use since FY'15. We are also offering classes and sessions for employees to receive RAS (Reasonable Alternative Standard) so the employee can reduce their insurance cost. In addition, the Adventure department offers healthy alternatives to deal with stress and to work with the participants on having healthy habits and hobbies.

Cultural Heritage Area

During 4th quarter, Oneida Cultural Heritage focused on goals and objectives listed in the 2005-2025 Comprehensive Plan to increase engagement and participation in Cultural Identity and Oneida Language acquisition.

Cultural Wellness Facilitator

During the 4th quarter I had 121 sessions with a total 83 individual clientele. I focused on continued increase utilization of new clientele to expose them to Oneida Cultural Wellness healing model based on Tsi'niyukwalihot^.

Language In FY 16 we had less learning opportunities but more than a 30% increase in # of people attending the opportunities: 4,444 (FY15 2,772). And, utilization also increased by 50%: 17,655 (FY15 8,246)

<p>Initiative(s) (Objective): Create language learning opportunities for the community, focused on quality of opportunities pertaining to best practices in language acquisition & culturally relevant information.</p>	<p>Activities:</p> <ul style="list-style-type: none"> • Language weekend canoe trip • Family Language Camp • Youth Mural project 	<p>Outcomes:</p> <ul style="list-style-type: none"> • 21 Community members learned how to canoe and associated vocabulary • 9 Families learned fishing practices and associated vocabulary and created their own children's book and a song • 5 Youth from ages 12-17 participated in creating a traveling mural (to be unveiled next quarter) expressing the idea of what it means to live in Oneida
<p>Cultivate and strengthen relationships within the Confederacy</p>	<ul style="list-style-type: none"> • Attended Kaliwiyo Ceremonies at Tonawanda Longhouse 	<ul style="list-style-type: none"> • 10 people from our community participated • 4 staff members increased their KSAs pertaining to ceremonial language and protocol

The Oneida Language Department focused on a quality language learning experience in FY16 for our customers. We increased customer satisfaction and utilization by providing less opportunities targeted to our customer's needs.

Oneida Museum

The museum accomplished the objectives and activities for the fourth quarter. We focused our energy and efforts in creating and installing new exhibits, offering community activities and increasing gift shop sales. In addition, we partnered with a gallery to create a traveling exhibit.

Generally, the majority of business occurs during the first quarter due to gift shop sales, holiday specific hands-on activities, and school tours. The second quarter drops drastically. Weather is usually a factor because visitors do not like driving in the snow, especially with limited day light. We use this quarter to focus on in-house projects such as archives, collections and exhibits.

The visitor counts once again increases in the 3rd and 4th quarters. During this time, we plan exhibits, work with artists, conduct tours for visitors from other countries, restock the gift shop, install and maintain the gardens, work on the trails, and partner with other agencies within and outside the Oneida Nation.

In 4Q we conducted tours for the West De Pere administrators and teachers facilitating teaching ideas through information, activities and updated exhibits. Impressed, the teachers are planning class trips/visits in the near future.

Social Media

Museum staff has all contributed to the improvements to our social media. We continually add images of tours, hands-on activities, off-site presentations, upcoming events, exhibit openings, and gift shop merchandise to social media. As a result, our numbers continue to grow.

Gift Shop

Working diligently to increase the number of tribal vendors within the Oneida Nation and other Haudensaunee Nations. Many items are hand crafted.

* Install New Exhibits * Incorporate Technology Into Exhibits * Install Culturally relevant exhibit
* Participate in traveling exhibit * Promote tribal artists * Installed interactive language component into exhibit * Installed Raised Beadwork Exhibit educating visitors on importance of art form

Social Services Area

The *Oneida Tribal Social Service programs* continue to serve the Oneida population meeting its diverse and challenging needs on and off the reservation. The Oneida Social Service programs offer many diverse programming. Multiple funding sources originate from tribal, BIA, State and Federal agencies. Programs supply basic support and emergency assistance to families who meet eligibility

requirements, and have a need. The programs serve as a last resort assistance unit and social service programs continue to be an important safety net for the membership.

Food Distribution:

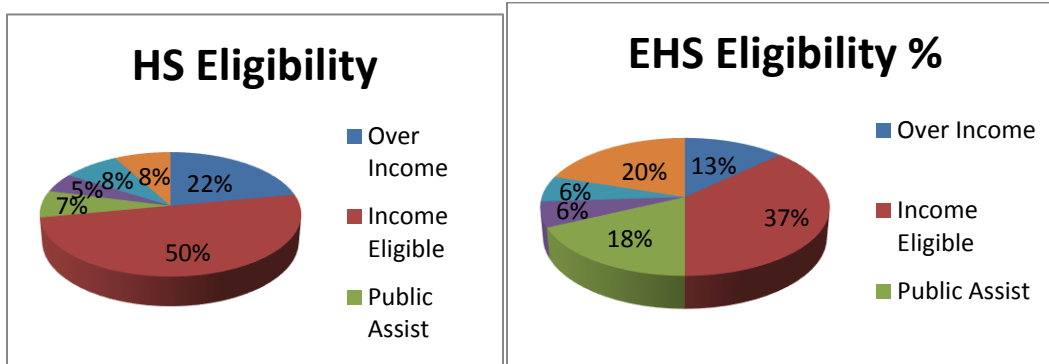
Customer Trends: There has been an increase in the number of applicants formerly on SNAP, (Food Stamps), Food Share now utilizing Food Distribution for their basic food needs. This could be attributed to the complete and nutritious food package we offer from USDA and to some extent to the lower monthly assistance levels currently allowed under SNAP. Focusing on Wellness, Distribution increased fresh fruits and vegetables portions through educational pamphlets, DVD;s and taste test efforts. To ensure continued funding, Distribution continues to monitor and comply with the USDA’s extensive program requirements.

Head Start/ Early Head Start:

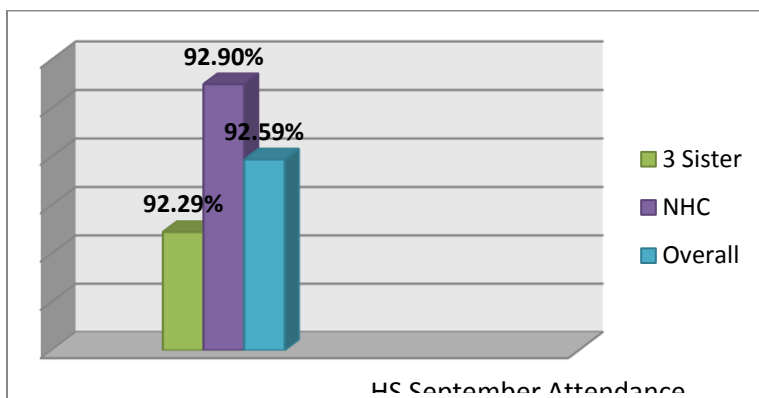
During 4th quarter, Oneida Head Start/Early Head Start had lower numbers because Head Start was closed for the months of July and August.

Membership total: 424 Duplication of Numbers: (Utilization) 591

Federal regulations allow Tribal programs to have up to 49% of the children over income provided that all income eligible children are given opportunities to be in the program



1302.16 (b) If a programs monthly average daily attendance rate falls below 85 percent, the program must analyze the causes.



4 th Quarter Focus		
Initiative	Activities	Outcomes
Head Start monthly child attendance at 91% or above	<ol style="list-style-type: none"> 1. Parent information on attendance requirements given at first home visit in August 2. Attendance Policy discussed at Parent Orientation on August 17, 2016 3. Parent attendance reminders went out to all Head Start parents whose children fell below 85% for attendance which is the federal benchmark 	<ol style="list-style-type: none"> 1. September attendance is at 92.59%
Based on the Tribal Budget alignment, 95% of children reaching developmental milestones to get the children ready for school.1302.33 (b)(2) A program must regularly use information to determine children’s strengths/needs and to adjust data to better support the children’s development	<ol style="list-style-type: none"> 1. Weekly educational home visits with families in the Early Head Start program 2. Monthly family Socialization for EHS families 3. Data collected quarterly. HS was not in session during this quarter 	<p>Early Head Start</p> <p>Social Emotional</p> <p>94%</p> <p>Large Motor</p> <p>97%</p> <p>Fine Motor</p> <p>98%</p> <p>Cognitive</p> <p>98%</p> <p>Literacy</p> <p>86%</p> <p>Math</p> <p>69%</p>

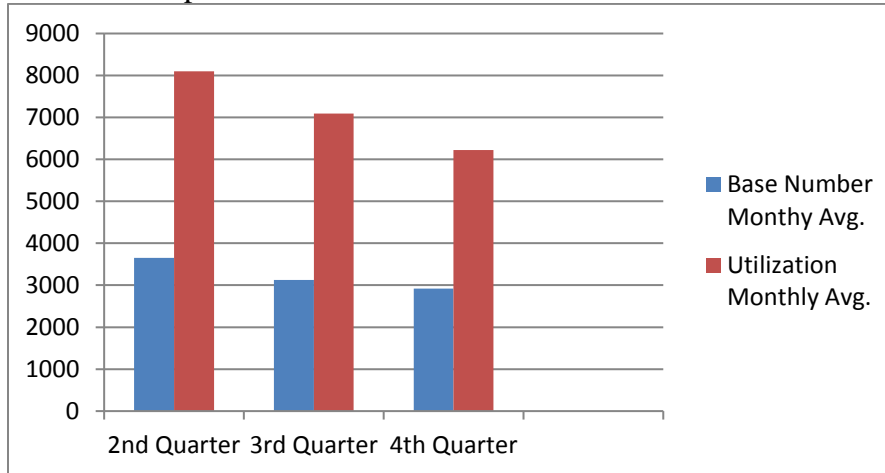
Oneida Head Start/Early Head Start’s customer satisfaction rating was at 96% on average for the quarter.

Family Support Services focused on increasing utilization in services to promote safe and healthy families in addition to increasing financial stability for families through improved collection rates for Child Support.

Clients/cases: (Base Number) 2,917 monthly average

Number of client contact: (Utilization) 6,219 monthly average

FY 2016 Comparison



4 th Quarter			
Program	Initiative (On-Going)	Activities	Outcomes
Child Support	Increase collections of current support for children	<ul style="list-style-type: none"> *Career and Community resource fair *Community outreach (CAN) *Barrier Assessment *Offer Co-Parenting Class 	<ul style="list-style-type: none"> *Community members were connected to employers *Utilized during initial appointments-referral *September 27, 2016-5 attendees
Indian Child Welfare (ICW)	Increase safety and permanency for children	<ul style="list-style-type: none"> *Case management of Oneida children in the Child Welfare system *Ensure placement preferences are followed 	<ul style="list-style-type: none"> *191 new referrals *53 current on-going cases *81% w/parent or relative
Foster Care/Kinship Care	Providing support for Kinship providers Providing Oneida foster homes for children in need of	Kinship Care payments Collaboration with ICW	<ul style="list-style-type: none"> *45 Families served monthly for Kinship Care *12 children in Oneida Foster Homes

	placements		
Parenting	Successful completion of program	*Trauma Informed Parenting *Teen Parents *PEC	
Prevention	Education	*July 11-28 Summer Program for 2 nd & 3 rd graders *Boys Summer Group 3 rd -5 th grade *3 Sisters Safe Communities Picnic *Smoking Cessation *Child Welfare Prevention work *3 Sister After School Presentation *On-going weekly programming at Turtle school for Elementary and Middle School.	
Domestic Violence	Education/Awareness/Support	*	
Yetiya?tanu'nha	Supporting students credit recovery	*	

Family Support Services conducts quarterly customer satisfaction surveys for the Child Support, Prevention and Domestic Violence programs. The average satisfaction rating was 99%. The surveys give us feedback on our program and services, staff, as well as the facility.

Economic Support Services

Program	Trending	POP	Base #'s	Utilization	Qualitative Improvement
Income Maintenance	Seems to be increasing at a steady rate each month averaging 30-50 new IM cases.	Low Income	1330	Participants in these programs have 6 mo as well as annual reviews so some months are higher than others	New programming of FSET requirements has added single people to be eligible for services.
N.E.W (New Employment Works)	This program has case #'s that fluctuate depending on new employment.	"	6	Some times of the year are higher than others due to this grant is specifically for new employment	SOP revised for implementation

General Assistance	Consistent	"	4	Consistent	This is a calendar year grant and ends Dec. 31, each year. SOP being reviewed currently to assure alignment.
TANF	Consistent	"	12	Participants in these programs have 6 mo as well as annual reviews so some months are higher than others	TANF Manager and 2 Case management staff attended the National TANF Institute on 7/17/16.
TANF Diversion/Crisis/Support Services	Consistent	"	38	There is always consistent utilization for these services	Investigating new support services we can offer clients.
Child Care	CC needs are rising: Jul-142 Aug-139 Sep- 158	"	146	Always utilized consistently and has risen	Child Care is always looking to improve the way services are delivered and adjustments made accordingly.
Daycare	Services stay consistent each mo.	"	135	This day care is utilized by parents w/ appts throughout the SSB	In July the Day Care teachers have completed the Conscious Discipline Training for implementation.
Oneida Food Cards	Consistent	"	117	It seems that members are utilizing the food card more often due to the food share requirements changing	Planning to investigate this program further to see what can be improved.
Community Support	Consistent	"	82	This program has not been utilized as much this year as in years past.	SOP's still need revisions due to currently working with the LOC on changes to the Fund Policy.
WHEAP	This case # rises in Oct.-Apr. ea. Yr.	"	42	Consistent	WHEAP program is continuing to keep us updated on any new program requirements.

CSBG (Community Services Block Grant)	These counts fluctuate as well each mo.	"	23	Members utilize these funds for rental assistance as well as emergency food assistance.	This is part of the Family Services Grant shared with Children and Family Services. Investigating other ways we can utilize these funds.
The Base #'s for our programs constantly change due to the nature of our programs.					

Community Support assisted as many as 31 members in July and then 27 in Sep. These numbers will fluctuate each month and cannot be projected.

Southeastern Oneida Tribal Services (SEOTS)

During the 4th Quarter of fiscal year 2016, SEOTS focused on 1) partnering with local agencies to improve overall community offerings and 2) surveying indicators of wellness within the Oneida community of southeast Wisconsin. A continuing effort is maximizing community participation in SEOTS events and activities.

Most Utilized Programs/Services: Medication Distribution (610), Tuesday Elder Activities (284), Office Equipment Use (125), Native Beats for Life (91), Smoke Dance Class (71).

SEOTS partnered with Gerald L. Ignace Indian Health Center and Indian Community School to offer Native Beats for Life, a suicide prevention event targeting Native American youth in the Milwaukee area. The event featured slam dunk champion Kenny Dobbs as well as a rap performance by Quese MC and DJ Brian Frejo. The event attracted more than 100 people. The second half of the SEOTS community wellness survey was developed during the 4th quarter and will be deployed in November 2016. The survey was developed with the help of many local agencies and uses wellness indicators to measure the overall wellness of the community. SEOTS continues to maintain a close relationship with the Oneida Elder community of southeast Wisconsin. Of the 1,474 visits during the 4th quarter, almost 900 were age 55+.

Elder Services

4th Quarter Focus – Increase engagement		
Initiative	Activities	Outcomes
Work with AJRCCC to send out high quality food that the elders enjoy but still meet guidelines.	Recruit volunteers and attend and keep the communication open with the Nutrition Advisory Council	Working with the Nutrition Advisory Board and volunteers to help maintain independence when coming to the meal site.
Dementia Care Specialist to increase awareness of Dementia Care Program	Keeping the Nutrition Advisory Council involved by having them participate in the meals. Offered presentations to other	Support for caregivers and people with dementia have a social outlet by offering Memory Café

<p>Help make the tribe Dementia Friendly</p> <p>Keeping people in their communities and out of nursing homes will be an increasingly important issue as we go forward.</p> <p>Providing adequate Long Term Care Services.</p> <p>Keep elders safe in their homes</p>	<p>tribal departments</p> <p>Offer Purple Angel program</p> <p>Started Memory Café and offer memory screens</p> <p>Enrolled caregiver in REACH program to help keep elders stay at home longer</p> <p>Attend state meetings and trainings on Aging programs</p> <p>Alzheimer’s Caregiver program for coordination of home and community based services with the Native American Family Caregiver program.</p> <p>Work with OPD, other entities to ensure policies are in place</p>	<p>Support caregivers in their efforts to care for their loved ones at home and stay in the community longer.</p> <p>Support people who may have dementia who are looking for services and need a diagnosis</p> <p>Planning upcoming evidence based workshop for Healthy Living with Diabetes, Stepping On fall prevention and Powerful Tools for Caregivers. 3 Staff trained in all 3 courses</p> <p>Elder Abuse and Adult Protective Services</p>
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Public Transit

Public Transit continues to experience decreasing utilization trends in FY16. Public Transit customers are made up two distinct demographics: 1. Lower Middle Income and 2. Low income. Following national trends, Oneida Public Transit experienced an increase in utilization for elders, youth, and infants while during the same time period, experiencing a decrease of 5% in adults 18 to 55 ridership due to low gas prices and low unemployment. With fuel prices forecasted to remain status quo, Transit anticipates no change in rider utilization over the next six months.

In our continued efforts to improve “on-time” performance, Transit will be implementing an automatic dispatching system. Facing more drivers reaching retirement age, Transit will be focusing on both recruitment and building more efficiencies with new drivers.

Number of Trips & Total Miles Fiscal Year 2016

	Adult (18—54)	Elder (55+)	Youth (6—17)	Infant (0—5)	Wheel Chair	Total	Miles
July	1,145	1,655	516	162	290	3,768	26,704
August	1,381	1,783	579	159	304	4,206	32,739
September	1,303	1,455	1,115	129	252	4,254	27,648
4rd Qtr Total	3,829	4,893	2,210	450	846	12,228	87,091

Grand Total FY	15,991	18,532	14,048	1,310	3,400	53,281	399,486
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Veterans Dept.

One of Veterans Department Ongoing initiatives is Improving Customer Service and our Clientele numbers maintain approx. 260 visits per month and approx. 366 calls per month.

Another initiative is to end for Homeless Veterans in Oneida. Currently working with the Dept. of Veteran Affairs HUD/VASH program thru OHA and a Veteran Affairs Case Manager, 7 Oneida veterans have been identified and deemed eligible. Veteran Department was awarded 20 housing vouchers in 2016.

Implementation of the AJRRC VA Contract Nursing Home program is complete. We have Oneida Nation Veterans utilizing this benefit. Veterans with a disability rating of 70% or higher are entitled to maintain their assets with the Federal Government covering their stay at AJRRC, either in rehab or extended stay.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Accept Election Board 4th quarter report

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:

Melinda J. Danforth, Tribal Vice Chairwoman

Primary Requestor/Submitter:

Racquel Hill, Election Board Chairperson

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

ONEIDA ELECTION BOARD QUARTERLY REPORT
July - September 2016
October 19, 2016

Report Submitted By: Racquel Hill, Chairperson
Election_Board@oneidanation.org

Board Members: Teresa Schuman, Vice Chairperson
 Vicki L. Cornelius
 Constance Danforth
 Lori Elm
 Candace House
 Sunshine Wheelock

BC Liaison: Melinda J. Danforth, Vice Chairwoman
 Alternate Lisa Summers, Tribal Secretary

Meetings:

	Regular Meeting	Special Meeting	GTC Meeting
July	2	0	1
August	1	0	1
September	0	1	2

Highlights for the quarter:

1. 2016 Special Election was held July 9, 2016 with no challenges to the election process.
2. Orientation for newly elected provided at the first meeting attended along with election of officers taking place. Currently, the Board does not have a Secretary but will fill that position once the two (2) appointments are made. Two (2) vacancies are due to one person elected declining the seat and a vacancy remained as three (3) seats needed to be filled with only two (2) candidates running in the 2016 Special Election.

Goals and Objectives:

- ❖ Conduct Tribal Elections in compliance with Tribal law.
- ❖ Develop, adopt, and review applicable standard operating procedures.
- ❖ Strive to serve the Oneida membership fairly while being fiscally responsible.

Meeting requirements: The Oneida Election Board is required to meet once per month with special meetings scheduled as needed. An extra meeting in July was held to prepare and set up the polling sites for the 2016 Special Election. The special meeting held in September focused on amending and drafting the appropriate standard operating procedures.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

[Empty text box]

Agenda Header: Reports

Accept as Information only

Action - please describe:

ONCOA Bylaws require a quarterly report to the OBC.

3. Supporting Materials

Report Resolution Contract

Other:

1. [Empty text box]

3. [Empty text box]

2. [Empty text box]

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Melinda J. Danforth, Tribal Vice Chairwoman

Primary Requestor/Submitter: Patricia Lassila, ONCOA Chairwoman
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Lois Strong, ONCOA Coordinator
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

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

To: OBC
FR: ONCOA
RE: ONCOA Quarterly Report

ONCOA submits the quarterly report which is required in ONCOA Bylaws. Please reference attached report.

Thank you

- 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

**ONCOA QUARTER 4 REPORT TO OBC
NOVEMBER 2016**

Period: July, August, September 2016

MISSION: ONCOA ADVOCATES FOR ALL SERVICES THAT PLACE PRIORITY ON THE WELL-BEING OF OUR ELDERS

ONEIDA NATION COMMISSION ON AGING

Wesley Martin, Jr., Chairman	MaryAnn Kruckeberg, Member
Arlie Doxtator, Vice Chairman	Patricia L. Lassila, Member
Marlene Summers, Secretary (resigned Aug 2016)	Lois J. Powless, Member
Shirley Barber, Member	Dorothy J. Skenandore, Member
Carol Elm, Member	

July 2016 Elections: Arlie Doxtator, Mary Ann Kruckeberg & Dale Webster
New Officer Effective September 2016: Patricia Lassila – Chairwoman, Arlie Doxtator – Vice-Chairman, and Dale Webster - Secretary
Out-going Member: Wesley Martin
Terms: Two three-year consecutive terms elected by General Tribal Membership then must sit out one year before serving again

Melinda Danforth, OBC Liaison; and Lisa Summers, Alternate OBC Liaison.

Primary Focus Areas for ONCOA

- **Long Term Care Services & Support** – Alzheimer’s & Other Dementia Diseases; Affordable & Accessible Elder Housing; Adult Day Services; Personal Care Agency
- **Communication** -- Tribal Elders, Elder Service Staff and Community
- **Training & Education** -- ONCOA and staff

ONCOA Meetings July, August, September 2016		
July 2 July 26	August 9 August 23	September 6 September 27

PROJECTS/TRAINING/EDUCATION

Treasurer’s Budget Planning – FY2017, FY2018, FY2019

- Monthly meetings were held to gain understanding of guiding strategies: Vision, Mission, Core Values, Four Strategic Directions, Seven Practical Visions and Value Based Budgeting.

Elder Tree

- The Elder Tree project is an effort to spread technology that will help older adults remain independent, living in their home as long as possible. Participants will be provided an Ipad and WiFi access along with training to use the Ipad and Wifi service. This project was developed at the University of Wisconsin-Madison.
- Ten adult champions from the Oneida community have been selected to be trained on Elder Tree to help build a base of users in the community.

ONCOA QUARTER 4 REPORT TO OBC**November 2016****Period: July, August, September 2016**

- Elder Services and ONCOA are collaborating with Univ of Wis- Madison to develop a Baldwin Grant which will provide access to computer/internet technology and the Elder Tree website for 25 elders who are members of the Oneida Nation in order to improve communication; access to tribal information; establish a group of community Elder Tree Coaches; and spread the Oneida Elder Tree experience to the other 10 tribes in Wisconsin.

Elder Expo – 4th Annual

- Elder Services and ONCOA hosted another Elder Expo on August 26th. Oneida Business Committee also participated at the event. The event was held at the Radisson. Approximately 100 people enjoyed 30 tribal and external vendors who offered valuable resources and information to the attendees. Additional sponsors were OTIE, Oneida Tourism Oneida Joint Marketing, Gaming and the Oneida Business Committee. \$1,417 was raised from the silent auction, the 50/50 raffle, and community member donations.

Elder Village – Cottage Neighborhood

- Affordable and accessible housing for our elders is a priority need in our community. To address this need, ONCOA played a major role in identifying the Elder Village Concept as a neighborhood that would enhance “Quality of Life” principles for elders. The cottages are unique with materials, varied layout, and are in a park-like setting with ample green space surrounding the homes. There is a trail connection to other Oneida areas like Site I, Turtle School, and eventually Site II. The Elder Village homes meet the minimum ADA standards.
- Collaborative efforts continue with OHA, Oneida Planning, ONCOA and others throughout the various phases of development. ONCOA and Project Team Status meetings were held monthly to stay informed on the progress at various stages of development. Project Team Meetings were held at the Elder Services Conference Room and OBC members are invited to attend any of the meetings.
- Occupancy of the units was been completed by the Oneida Housing Authority during this quarter. ONCOA and Project Team had a tour of two of the cottages.

Elder Village – Redesign of Phase II of Ten Cottages

- A project team has been formed to redesign Phase II of the next ten cottages. Representatives include the following areas: ONCOA, Oneida Housing Authority, Senior Architect, Planning and Solar Energy,
- The plan is to start over with the redesign instead of modifying the existing plan and to take into account the best quality of life needs for the elder. There will be some minor adjustments for the future cottages as well as considering smaller unites to keep cost down. Solar panels for future homes was discussed. The bedrooms and garages need ADA clearance. We need to have a discussion about the total costs of the cottages. It’s not just about the design. For example, the bidding package could be broken down so we get more potential contractors working at the same time.

ONCOA QUARTER 4 REPORT TO OBC**November 2016****Period: July, August, September 2016****Adult Day Services**

- ONCOA has identified the need for Adult Day Services and garages for the Tribal Elder Apartments. The Adult Day Service was deleted from the original ORCCC project and slated for a future development CIP. These projects are related to the development of the Lee McLester II Complex. ONCOA will be working with Elder Services to support moving these projects forward.
- ONCOA will start researching adult day care programs.
- **Current Status Adult Day Services:** ONCOA and Elder Services continue to work with Leanne Doxtator, Planning Office, to prepare a concept paper and CIP plan.

Tribal Elder Apartment Garages

- In **February 2005** Elder Services started the plans for a capital improvement project request for garages for tenants occupying the Elder Service apartments. Project justification continues to be for health and safety issues. Because the existing building is located on top of a hill, it can be extremely windy with harsh weather conditions. Elders are especially susceptible to health problems caused by these conditions and it can be very difficult for elders to get to and from their vehicles in inclement weather.
- **Current Status Apartment Garages:** The GSD Division Director has approved and signed off on the CIP package and the project now needs approval at the OBC level. Currently there is \$48,000 available to continue planning for this project.

Solar Deployment in Oneida Community

- ONCOA has been identified as a project champion of solar deployment in Oneida and to serve as a conduit for getting out the message and generating grassroots support.
- The Oneida Nation is taking advantage of federal grants and incentives, as well as private financing, to install solar panel on nine tribal buildings at no up-front cost to the tribe. These projects will protect and preserve the environment for future generations.
- Solar Energy Planners were featured in the August 26, 2016 Fourth Annual Elder Expo at the Radisson.
- **Current Status:** Michael Troge, Solar Specialist, is joining the Redesign of Elder Cottages Phase II team. His expertise with solar energy will be useful when considering redesign of the cottages.

Alzheimer's Awareness and Research Initiative

- In **December 2014**, ONCOA connected with the Wisconsin Alzheimer's Disease Research Center after meeting representatives at the Annual Wisconsin Alzheimer's conference. The UW-Madison's Alzheimer Disease Research Center is one of the Nation's leading research centers providing scientific research, resources, and expertise in Alzheimer's disease and related illnesses. ONCOA supports Oneida

ONCOA QUARTER 4 REPORT TO OBC

November 2016

Period: July, August, September 2016

tribal members to expand their awareness of Alzheimer's disease and other dementias and to participate in the national effort to end Alzheimer's.

- In **May 2015**, Dr. Dorothy Farrar-Edwards, Dr. Carey Gleason, Fabu Carter and Carol Hutchinson from the University of Wisconsin School of Medicine and Public Health Alzheimer's disease Research Center (ADRC) met with Oneida elders and others at the mealsite to provide Alzheimer's Disease information.
- ONCOA held a meeting with Dr. Dorothy Edwards and Dr. Carey Gleason to discuss the potential collaboration between Oneida and UW-Madison's Alzheimer's Disease Research Center. Potential areas of collaboration are: Training Dementia Care Specialist; Community Education; Promoting Timely Recognition of Memory Disorders; Connecting to Oneida Health Center and Anna John RCCC. The Green Bay area has a large Native population and would be ideal for a satellite center for a UW-Madison Alzheimer's Resource Center.
- **Alzheimer's Clinical Trials**-- ONCOA continues to work on encouraging tribal members to become participants in Alzheimer's clinic trials. There is very little information on Native Americans that would indicate how prevalent the disease is in Indian country. We can fight this disease by becoming research volunteers who provide critical data needed to move science forward. Several Oneida volunteers have already signed up and are encouraging others to participate.

Long Term Care Group

- A Long Term Care (LTC) group consisting of representatives from Oneida Health Center, Governmental Services, and ONCOA has been formed to develop a strategic LTC-Services and Supports plan for Oneida. Out of this large a core team has been formed.
- Lately the core team (Health Center, GSD, Elder Services, ONCOA, Law) have been meeting to deal with the **Tribal Only Waiver**. The Tribally operated Medicaid (low income) Home and Community Based Services (HCBS) waiver is an option for Wisconsin American Indian Tribes to provide long term supports for adults with long-term care needs in Wisconsin. This waiver is important because it aligns administration with the unique authorities of Tribal Governments, and assures that services will meet the unique needs of tribal members when meeting their long term care needs.
- During the past months the waiver plan was changed to Tribally Operated Waiver. It is expected that solutions will be developed to narrow the health care gap in critical risk areas experienced disproportionately among American Indians.
- The Tribal Only Waiver will allow for 100% reimbursement at the federal level directly to tribes. The State will then not have to pay a percentage of the eligible service. We have not received any notification that the Tribal Only Waiver has been approved.
- **Current Status:** The Tribal Long Term Care Study Group, consisting of State and Tribal representatives, continues to work with CMS to get the Tribal Waiver approved.

Money Follows the Person (MFP) Tribal Initiative

- The Centers for Medicare and Medicaid Services is offering states and tribes between \$850,000 and \$1.93 million in grant funding in order to build sustainable community-based Long Term Services and supports specifically for Tribal Members. Wisconsin must have an active partnership with the participating tribes or tribal organizations in order to be eligible for the grant. Oneida submitted a letter regarding our willingness to move forward with the

ONCOA QUARTER 4 REPORT TO OBC

November 2016

Period: July, August, September 2016

State in developing systems to address tribal member needs. Each tribe selects an option that is most appropriate to the tribal needs.

- The project Oneida has selected to develop is a **Tribal Personal Care Agency** along with needed infrastructure to deliver Long Term Care services to Oneida Tribal Members. Having a Personal Care Agency will allow **Elder Services and Oneida Health Center** to obtain Third Party Billing Payments through Medicaid for In-Home Care and Home Chore Services. Currently, Oneida provides In-Home Care and Home Chore Services that are paid through Tribal Contribution. In the future, Elder Services could potentially increase these services utilizing the third party reimbursement received by the Tribe.
- **Up Date:** The Tribal Personal Care Agency application was to be submitted to the State on June 1, 2015. Unfortunately more work needed to be accomplished. Currently no revised date has been determined. The LTC Core team needs to meet to learn what is needed to be able to submit the application. ONCOA supports having a personal care agency **to help defray Tribal Contribution costs to the Elder Service budget**. The reimbursement will come from those services provided to clients who meet low income eligibility (Medicaid) and are eligible for the COP program. The COP program will expire in December 2017 and those services will then come through managed care.

Great Lakes Native American Elders Association (GLNAEA)

- GLNAEA meetings are held quarterly and membership is comprised of elders from the eleven tribes in Wisconsin. Each tribe takes a turn at sponsoring a meeting on their reservation. Tribal news and current issues in Indian country are discussed at the meetings. Social interaction between the tribes is an important aspect of the association that keeps members participating in the meetings. The March meeting was held in Lac du Flambeau.

National Indian Council on Aging Biennial Conference

- Two ONCOA members were able to attend this conference held in Niagra Falls, NY. This is one of two national level conference that deal with Native Elder issues.

Webinars and Training

- ONCOA attends webinars that are held monthly in the Elder Services Conference Room. These webinars pertain to services for Elders. The webinars are sponsored by GWAAR Health Promotion Team and Long-Term Care Services and Supports Technical Center. Efforts are made to seek local training offered in Oneida and in Wisconsin to keep training expenses to a minimum.
- Topics covered: ADRS Policy, Music & Memory Program, CMS Technical Assistance, and Financial Protection for Elders & Falls Prevention.

Wisconsin Tribal Aging Directors Association

- ONCOA members participate in these monthly meetings along with Elder Services Director, Florence Petri. All eleven tribes belong to this association and meet to discuss Aging Issues in Indian Country and to formulate ways to best meet the needs of our Native Elders.
- This is a collaborative relationship that ONCOA has maintained with Elders Services and the other tribes since the inception of the organization.

Elder Service Staff Meetings

- Elder Service Staff Meetings are held on the first Tuesday of each month. Updated monthly calendar of events, speakers, and staff information comprise the agenda.

ONCOA QUARTER 4 REPORT TO OBC

November 2016

Period: July, August, September 2016

There is at least one ONCOA Representative in attendance to provide a status of ONCOA Activities.

Title V – Senior Community Service Employment Program (SCSEP)

- SCSEP is Elder job training funded through a grant from the U.S. Dept. of Labor.
- ONCOA has employed Title V staff for the past 8 years and we have always had great success working with the Title V program. We currently employ an elder in an administrative assistant position. Since our budget is limited we seek out resources to assist us in meeting our administrative needs.

JTPA – Summer Youth Program

- For the past several summers ONCOA has employed a youth worker. We have had great success with our youth placements. The youth worker is stationed in the office and gains experience in the administrative assistant area.

Other Activities/Projects

- Elder Gardens – Landscaping project as memorial garden for elders

Meeting Requirements

ONCOA meets on the second and fourth Tuesday of each month at 1:00 p.m. in the Elder Services, Conference Room. Special Meetings are held during the month to address specific topics related to the goals and objectives of ONCOA. Meetings are open and community members are encouraged to attend.

GOALS

GOAL I	ONCOA will create policies and work together with Elder Services in an effort to improve the quality of life of our Elders.
GOAL II	ONCOA will communicate with Elders on issues, policies and services in order to increase their awareness and participation.
GOAL III	ONCOA will advocate at all levels (tribal, local, state, national) for resources to provide for elder services

ONCOA QUARTER 4 REPORT TO OBC**November 2016****Period: July, August, September 2016****COMMENTS**

Each commissioner, along with the ONCOA staff, brings with him/her a varied background of employment, life experiences, education, and community/state/national involvement to work toward a common goal of advocating for services that place emphasis on our elders. The following list demonstrates the extent of current community/state/national involvement for the ONCOA commissioners and staff:

Oneida Nutrition Board	Anna John RCCC Board
National Indian Council on Aging (NICOA)	Oneida Personnel Commission
Veterans of Foreign Wars (VFW) Auxiliary	Oneida Child Protective Board
Oneida Police Commission	<i>(Pat, Lois P. & Dale community ?)</i>
National Indian Child Welfare Association	
Great Lakes Native American Elders Association, members & Board of Directors	
Greater Wisconsin Agency on Aging Resources (GWAAR), Board of Directors	

G:\ONCOA\Quarterly Reports 2010 -2016\Q4'y Report 4 Nov 2016 July Aug Sept 2016

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 09 / 16

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Accept the OGC 4th Qtr Report

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:

As required a copy of the Gaming Commission's current quarterly report for July, August & September (4th Qtr) is being submitted for approval.

- 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 GAMING COMMISSION QUARTERLY REPORT

FY 2016 Fourth Quarter: July, August, and September

Prepared on November 1, 2016

Article I. Purpose

The purpose of the Oneida Gaming Commission (OGC) is to protect the assets and integrity of Oneida Gaming through regulatory oversight. The OGC regulatory oversight leads to current and consistent regulatory practices within the gaming operation.

Article II. Names

2-1. There are four (4) full time Commissioners which include: Chairman Mark A. Powless Sr., Vice Chair Matthew W. Denny, Secretary R. Tom Danforth, and Commissioner Barbara Erickson. The OGC also has an Executive Director who oversees eleven (11) staff members and the OGC also oversees thirty-six (36) Surveillance personnel. Currently, the OGC is short staffed by two (2) positions in the Surveillance area.

2-2. Report is submitted by the Oneida Gaming Commission Executive Director, Tamara Van Schyndel. The Oneida Gaming Commission can be reached by calling 920-497-5850.

2-3. The Oneida Business Committee Liaison for the Oneida Gaming Commission is Brandon Yellowbird-Stevens.

Article III. Meetings & Reports

OGC Meetings

July	07/18/16 Regular
August	08/15/16 Regular
	08/29/16 Regular
September	09/12/16 Regular

Security Joint Meetings

July	CNX
August	08/08/16
September	09/12/16

Gaming Joint Meetings

July	07/14/16
August	CNX
September	09/13/16

Employee Investigations and Vendor Licensing

	License Investigations	Temporary Licenses (Work Permits) Approvals/Denials	New Employee Orientation & Spectra	Vendor Work Permits
July	23	93/12 Denials	24/0	25/0 Denials
August	22	156/11 Denials	21/0	76/0 Denials
September	19	160/14 Denials	19/0	89/0 Denials

Employee Licensing and Hearings

	Employees Licensed	Hearings
July	93	0
August	156	1
September	160	3

Surveillance Reports

	# of Reports
July	65
August	54
September	52

July

- NTGCR Planning Meeting 07/07/16-07/10/16 in Las Vegas, NV

August

- Bally User Conference 08/09/16-08/10/16 in Carter, WI
- NIGC Meeting regarding Consolidated Financial Statement Reporting 08/16/16
- NTGCR Conference 08/30/16-09/01/16 in Milwaukee, WI

September

- Surveillance Transition Meeting (OGC/MIS/OPD) 09/06/16
- NIGC Regulatory Compliance Training 09/19/16-09/22/16 in Battle Creek, MI
- NTGCR Conference 09/19/16-09/23/16 in Buffalo, NY
- G2E Conference 09/25/16-09/29/16 in Las Vegas, NV
- 4th Quarter Payment to NIGC 09/30/16

XII. GENERAL TRIBAL COUNCIL

- A. Petitioners Madelyn Genskow and Yvonne Metivier: Incentive stipends for Oneida Nation elections starting 2017**
- 1. Accept legal analysis**
Sponsor: Jo Anne House, Chief Counsel
 - 2. Accept financial analysis**
Sponsor: Larry Barton, Chief Financial Officer
- B. Accept status update on the Emergency Food Pantry Implementation**
Sponsor: Lisa Summers, Tribal Secretary
- C. Approve the 2017 Annual General Tribal Council meeting agenda, noting the remaining back up materials must be submitted by Noon on Friday, November 18, 2016**
Sponsor: Lisa Summers, Tribal Secretary
- D. Forward resolution entitled Designation of the Oneida Judiciary as the Judiciary Authorized Pursuant to Article V – Judiciary of the Oneida Nation Constitution, to the General Tribal Council for consideration**
Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman
- E. Accept petition submitted by Frank Vandehei regarding support for Oceti Sakowin Camp and the Standing Rock Sioux Tribe in their battle against the Dakota Access Pipeline, as information only, as it does not meet the number of required signatures in accordance with the Oneida Nation Constitution and By-laws to call a special GTC meeting; and direct the Tribal Secretary to notify the petitioner of the action taken**
Sponsor: Lisa Summers, Tribal Secretary

These agenda items contain information for Tribal Members only. Please visit the Business Committee Support Office on the second floor of the Norbert Hill Center with Tribal I.D. to obtain full packet materials. Materials may also be obtained after logging into the Tribal Members only portal at <https://oneida-nsn.gov/members-only/gtc-portal/bc-meeting-materials-for-members-only/>

For any questions, please call the Business Committee Support Office at (920)869-4364 or send an email to TribalSecretary@oneidanation.org. Thank you.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 9 / 16

2. General Information:

Session: [X] Open [] Executive - See instructions for the applicable laws, then choose one:

[Empty text box]

Agenda Header: New Business

[] Accept as Information only

[X] Action - please describe:

Approve the procedure exception to the Disposition of Excess Tribal Property policy to allow the Oneida Lab to sell the Hematology Analyzer to an outside vendor.

3. Supporting Materials

[] Report [] Resolution [] Contract

[X] Other:

1. Memo

3. [Empty text box]

2. Disposition of Excess Tribal Property policy

4. [Empty text box]

[] Business Committee signature required

4. Budget Information

[] Budgeted - Tribal Contribution [] Budgeted - Grant Funded [] Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Melinda J. Danforth, Tribal Vice Chairwoman

Primary Requestor/Submitter: Jon Giguere, Laboratory Supervisor
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Debbie Danforth, OCHD Division Director - Operations
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

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

See attached memo.

- 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 Comprehensive Health Division
Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing



Date: November 2, 2016
To: Oneida Business Committee
From: Jon Giguere, OCHC Laboratory Supervisor
Subject: Procedural exception to Fixed Asset Disposal Policy

Requesting a procedural exception to the Disposition of Excess Tribal Property Policy with regards to selling a used Hematology Analyzer to a local vendor.

Recently we replaced this analyzer because the manufacturer, Beckman-Coulter, will be discontinuing support of the old version in the near future. With that said the analyzer has very little, if any, monetary value. We have followed Beckman-Coulter's instructions to decontaminate this analyzer, but I do not feel it would be safe to allow a medical device to be purchased by a non-medical entity. A local vendor, Tom Brosig, LabPro, LLC, a laboratory and biomedical company, is willing to purchase the old analyzer for \$450. He will pick up the used analyzer and take away for no charge.

Thank you for considering this request.

Cc: Debra Danforth, OCHD Division Director – Operations
Dr. Ravi Vir, OCHD Division Director - Medical

Mailing Address: P.O. Box 365, Oneida, WI 54155
<https://oneida-nsn.gov/resources/health/>

Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing

525 Airport Rd., Oneida, WI 54155
2640 West Point Rd., Green Bay, WI 54304
2901 S. Overland Rd., Oneida, WI 54155
701 Packerland Dr., Green Bay, WI 54303

Phone: (920) 869-2711 or 1-866-869-2711
Phone: (920) 490-3790 or 1-888-490-2457
Phone: (920) 869-2797
Phone: (920) 405-4492

Fax: (920) 869-1780
Fax: (920) 490-3883
Fax: (920) 869-3238
Fax: (920) 405-4494

**Disposition of Excess Tribal Property Policy
Table of Contents**

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Disposition of Excess Tribal Property Policy

Article I. Policy and Purpose

1-1. All excess property of programs and enterprises of the Oneida Tribe of Indians of Wisconsin is the property of the Tribe, including property which is no longer needed within the program or enterprise.

1-2. It is the policy of the Tribe to provide excess property to Tribal members as a first priority, either through use by departments or by directing the departments to transfer the property to Tribal members. To the extent possible, Tribal property will be reassigned to other departments, or auctioned, otherwise sold, or donated to Tribal members to maximize the benefit of the property to Tribal members. Second priority shall be given to local Indian organizations. In cases where non-Tribal entities have an interest in the property, open bidding may be required on the excess property.

Article II. Adoption, Amendment, Repeal

2-1. This policy is adopted by the Oneida Business Committee under authority delegated by the Oneida General Tribal Council by Resolution # BC-3-5-97-C.

2-2. This policy may be amended pursuant to the procedures set out in the Oneida Administrative Procedures Act by the Oneida Business Committee or the Oneida General Tribal Council.

2-3. Should a provision of this policy or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this policy which are considered to have legal force without the invalid portions.

2-4. All other Oneida laws, policies, regulations, rules, resolutions, motions and all other similar actions which are inconsistent with this policy are hereby repealed unless specifically re-enacted after adoption of this policy.

Article III. Definitions

3-1. This article shall govern the definitions of words as phrases as used herein. All words not defined herein shall be used in their ordinary and everyday sense.

3-2. "Excess property" means property not utilized by the entity of the Tribe, whether as a result of replacement equipment, upgrade to equipment, or out-of-date equipment. Excess property shall include confiscated property obtained under the authority of the Oneida Tribe or other jurisdictions which shall not be returned to the original owner. Excess property shall not mean real estate or buildings thereon, whether leased or owned by the Tribe or any gaming devices or equipment and/or supplies that are unique to the operation of Class II and/or Class III gaming and are not common to regular Tribal Operations.

3-3. "Value" as used herein means either the book value or market value, whichever is greater.

3-4. "Gaming Property" that equipment specifically identified as gaming equipment either in the Oneida Tribal/State Compact, the Comprehensive Gaming Ordinance, or the Indian Gaming Regulatory Act involved in Class I, Class II, or Class III gaming. In addition, any equipment specifically identified by the Oneida Gaming Commission as gaming equipment.

Article IV. Procedures

4-1. The Accounting Property Management Office will send out a notice on a quarterly basis to all

directors requesting a list of excess property. The Property Management Office will group the listing by Division. The entire list will be sent to the Tribal Treasurer and the General Manager.

4-2. The General Manager will report a listing of excess property to the appropriate Division Director. Depending on the type of property, the Division Director will establish a team for the evaluation and proper disposal of the excess equipment.

4-3. The team will consist of

- a. Division Director
- b. Buildings and Grounds Manager - Vehicles
- c. MIS Manager - Computers
- d. Land Director - Land
- e. Property Management Office
- f. Purchasing Supervisor - Office Equipment, Furniture
- g. Chief Financial Officer

4-4. An evaluation and description of the property will be made by the appropriate department as noted above. It will be determined whether or not other entities have an interest in the property and the Property Management Office will be contacted to identify any required procedures for disposal. Provided no requirements restrict the disposal, the following procedures will be used.

4-5. If the property description is similar to a budgeted need of a program or enterprise, this program or enterprise will be assigned this equipment if it is in satisfactory condition and will satisfy the needs.

4-6. If the property is not in a program or enterprise budget, a notice will be sent to all departments, including the description, condition, and value of the equipment. The Property Management Office will notify the appropriate Accounting personnel that a transfer has occurred which was budgeted for under the capital asset budget line item and that amount budgeted should be transferred to the General Budget line of the Oneida Tribe.

4-7. Asset tags shall be removed or destroyed on property disposed of through this policy. Prior to removal or destruction, notice will be forwarded to the Accounting Property Management Office with the following information:

1. Description of the asset
2. Asset tag number
3. Amount for which asset was disposed of. Provided that assets donated shall be so noted.

Article V. Community Benefit

5-1. Certain excess property may benefit community members. The team established may recommend the excess property be donated to community members in need. This recommendation will include a fair and equitable distribution plan. Prior to all distributions approval from the Oneida Business Committee shall be obtained.

Article VI. Public Auction

6-1. If no tribal department is interested in this equipment, and it is determined not to donate the property to community members, a public advertising regarding the property will be made to Tribal membership. Sealed bids will be required for this process. Provided that, the team established may recommend a public auction because of the nature and quantity of items.

6-2. Present at the bid opening will be the committee established, and for equipment valued at over

\$50,000, the Treasurer will be included.

Article VII. Gaming Equipment

7-1. All gaming equipment shall be disposed as set out in this Article.

7-2. Gaming equipment shall be inventoried by the Department Director and shall be listed in an orderly fashion identifying:

1. Type of equipment
2. Asset number - including both Tribal and manufacturer numbers as well as any other identification number associated with the machine to aid in identification
3. Value of equipment as listed in Tribal asset listings
4. Recommended disposition of equipment.

Provided that, during the disposal process, all gaming equipment shall be stored in a secured area.

7-3. This list shall be forwarded to the Gaming General Manager, or designated personnel, and to the Gaming Commission. Provided that, no action to dispose of equipment may take place, excluding the identification of an approved licensed manufacturer or distributor, within ten days of notification being sent to the Gaming Commission.

7-4. Gaming equipment shall be disposed of in accordance with applicable laws, including the Oneida Tribal/State Compact, the Comprehensive Gaming Ordinance, the Indian Gaming Regulatory Act, or as otherwise specifically designated by the Gaming Commission.

7-5. Upon disposal, notice of final disposal destination shall be forwarded to the Gaming Commission.

End.

Adopted - BC-3-5-97-C

Adopted - 4-20-94, motion

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # _____ Adoption of Definition and Guidance Regarding “Day-to-Day”

- 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,** over the years the General Tribal Council has taken direct action or ratified actions of the Oneida Business Committee which provide guidance regarding authorities, responsibilities and limitations of the Oneida Business Committee regarding its actions on behalf of the Oneida Nation, for example, the Oneida Administrative Procedures Act adopted by Oneida Business Committee resolution # BC-05-02-90-A which was ratified by the General Tribal Council by resolution # GTC-08-19-91-A and Addendum and which was replaced by the Legislative Procedures Act by adoption of resolution # GTC-01-07-13-A, which provided the same delegations and guidance regarding legislative authority and responsibilities; and
- WHEREAS,** the Oneida Business Committee adopted the Tribal Management System by motion at the May 5, 1975, meeting and that action was ratified by the General Tribal Council by motion at the February 8, 1977, meeting, and which have been in place consistently since that time and are now known as the Personnel Policies and Procedures; and
- WHEREAS,** the General Tribal Council, at the February 14, 1976, adopted resolution # GTC-02-14-76 which directed that members of the Oneida Business Committee could not hold employment positions in the Tribe, and in Whereas #2 and #7 identified that the Oneida Business Committee is “the policy making body of the Tribe” and that “there is a need to maintain a separation of the legislative and administrative responsibilities of the Tribe”; and
- WHEREAS,** the General Tribal Council in 1982 adopted resolution # GTC-2-25-82 which recognized in Whereas #2 the growth and complexity of the Tribe which required “technical skills of trained administrators” and in Whereas #3 that “the elected officials need to maintain a separation of the legislative and administrative responsibilities of the Tribe”; and
- WHEREAS,** the 1982 resolution of the General Tribal Council in Resolve #2 directed the Oneida Business Committee to be “actively involved in the legislative areas” and in Resolve #1 directed that a General Manager be hired to be “directly responsible for the programs and enterprises of the Tribe;” and
- WHEREAS,** at the July 30, 1990, meeting the General Tribal Council, after several meetings, adopted “job descriptions” for the Oneida Business Committee members outlining their responsibilities and focusing on governing versus administration activities; and
- WHEREAS,** at the October 25, 1995, meeting the General Tribal Council adopted a motion to “make further clarification that the Oneida Business Committee’s involvement and/or activity is hereby restricted

to legislative policy development and not in day-to-day personnel/HRD matters including restriction of their involvement on various committees related to HRD and personnel matters or activity;” and

WHEREAS, at the July 6, 1998, meeting the General Tribal Council adopted a motion to approve a status report and “to make further clarification that the Oneida Business Committee’s involvement and/or activity is hereby restricted to legislative policy development and not in day to day personnel/HRD matters including restriction of their involvement on various committees related to HRD and personnel matters or activity;” and

WHEREAS, in 2011 the Oneida Business Committee adopted a series of resolutions which implemented at July 2000 General Tribal Council motion adopting “Plan B” which resulted in the removal of the General Manager and Chief of Staff positions from the organizational structure and identified that until such time as “Plan B” could be updated the Division Directors would be reporting directly to the Oneida Business Committee; and

WHEREAS, the Oneida Business Committee reported out the challenges of updating the organizational structure and need for additional time to finalize which is now being finalized by the current Oneida Business Committee; and

WHEREAS, the Oneida Business Committee has taken action to further clarify terms to provide additional guidance when needed, for example, resolution # BC-01-14-09-D, *Definition of Oversight* and resolution # BC-09-24-14-C, *Adopting Standards for the Roles and Responsibilities for Oneida Business Committee Liaison Assignments*; and

WHEREAS, the Oneida Business Committee has recognized the long history of the demand to refrain from day-to-day activities and the lack of clear definition or direction regarding the term day-to-day activities and has determined that defining this term is in the best interests of the Nation and its legislative and administrative activities; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee hereby defines “day-to-day” in regards to the directions of the General Tribal Council in 1976, 1982, 1994 and 1998, as follows.

- Day-to-day refers to the action of addressing an individual issue rather than a policy direction;
- Day-to-day concerns the use of one’s office to influence or change the outcome of a decision or action of a program, service, business unit of the organization rather than a change in the legislative directions set forth in laws, rules, and policies of the Nation; and,
- Day-to-day does not refer to the directions placed on the Oneida Business Committee by the General Tribal Council to address the policy direction of the Nation.

NOW THEREFORE BE IT FINALLY RESOLVED, the Oneida Business Committee directs that it is not a violation of the day-to-day restrictions set by the General Tribal Council to listen to individual questions or concerns and guide those individuals to the proper office or forum that can provide direction or resolution to their questions or concerns and that such responsibility is an inherent responsibility of an elected official to their constituents.



Oneida Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



President Barack Obama
United States Capitol

Sakoli (Greetings) Mr. President:

As Chairwoman of the Oneida Nation located within the State of Wisconsin, I respectfully address this message to you as leader of the great United States of America to which we are tied by unique historic bonds of alliance and treaties. The Oneida people and many other Tribes and Nations have always been firmly committed to seeking a lasting peace while advancing sustainability of our peoples.

It is through our unique historic bonds of alliance and treaties where we have been engaged in dealing with the impact the Dakota Access Pipeline may have on the Standing Rock Sioux Nation. The Oneida Nation government stresses the importance of our support to the Standing Rock Sioux Nation in their endeavor to protect the next Seven Generations. For your information, attached is the Oneida Business Committee resolution #08-17-16-A – Oneida Nation Objecting to the Construction of the Dakota Access Pipeline and Support of Standing Rock Sioux Tribe.

Mr. President, it is due to recent events where tension has escalated because of heightened law enforcement tactics; whereas the "water protectors" who are acting peacefully, using prayer as their only weapon, are feeling the detrimental effects of those tactics. Reaching out to you is absolutely necessary, at this time. On behalf of the Oneida Nation, and Indian Country as a whole, we urge your administration to mediate the strain by reinforcing the Tribal Consultation policy with the diverse stakeholders of the Dakota Access Pipeline. By mediating the strain, our cultural teachings show us that the outcome will be peaceful and appreciated by many generations to come.

We are taught to respect all sacred sites and to care for Mother Earth as she sustains us all. Thank you for your time and consideration to this extremely important matter. I encourage you to please do what is within your power to cease and desist the pipeline construction until a resolve in favor of all involved parties can be realized.

Respectfully,

Cristina Danforth, Chairwoman
Oneida Nation

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 08-17-16-A

Oneida Nation Objecting to the Construction of the Dakota Access Pipeline and Support of Standing Rock Sioux Tribe

- 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,** it is the culture and essential nature of the Oneida Nation to protect Mother Earth made up of the waters, air, earth and all of the fish, birds, animals and plants on it; and
- WHEREAS,** the Oneida Nation recognizes the conflict this responsibility to Mother Earth and the world we live in today causes in providing resources in this modern world; and
- WHEREAS,** the Oneida Nation recognizes that transportation of resources across the United States poses difficulties in regards to safely obtaining the resources and the dangers that occur moving the resources; and
- WHEREAS,** the Oneida Nation believes that the reports of the safety of pipeline transportation over rail or truck transportation is greatly exaggerated as it is not possible to replace sacred sites or lost medicines when oils spills occur and that there is no dollar value that can be placed on these losses when they occur, *see Furchtgott-Roth, D. (June 2013) Pipelines are Safest for Transportation of Oil and Gas, Manhattan Institute, Issue Brief No. 23.*; and
- WHEREAS,** the Oneida Nation believes that streams, rivers, and lakes not only serve the local environment it also provides drinking water for the surrounding and downstream communities that must be kept in mind in all decisions affecting those waters; and
- WHEREAS,** the Oneida Nation, having reviewed the materials related to the Dakota Access Pipeline, also known as the Bakkan Pipeline, believes that the federal government, particularly the U.S. Army Corps of Engineers, has failed in its responsibilities to the Standing Rock Sioux Tribe and community by failing to clearly identify the impact of the proposed pipeline, to clearly and publicly engage in government-to-government consultations with the Tribe, and by failing to address the concerns raised by the Standing Rock Sioux Tribe, *see Native Communities Stand Up to Proposed Oil Pipeline: 'This is Keystone 3'; at thinkprogress.org, Sioux Tribe Fights \$3.8B Pipeline Through Ancestral Lands at law360.com, and Dakota Access Pipeline Standoff: Mni Wiconi, Water is Life at indiancountrytodaymedianetwork.com*; and
- WHEREAS,** the needs of Tribes and tribal communities are equally as important as surrounding communities and have been disregarded when identifying the pipeline route when the route was changed to avoid potential environmental concerns regarding water resources to the

city of Bismark while not giving the same thought and concerns to the Standing Rock Sioux Tribe and community; and

WHEREAS, the Oneida Nation believes that the government-to-government relations and consultations are meant to be meaningful and result in protections of the self-governance of Tribes and the trust responsibilities the United States holds today to governments in which it has treaty relations with, *see U.S. Army Corps of Engineers Tribal Consultation Policy and Related Documents (2013)*; and

WHEREAS, based on the review of the Oneida Nation of the proposed pipeline and the activities surrounding approvals of permits and applications, the Oneida Nation believes that neither the requirements of government-to-government consultation nor the spirit of governments working together inherent in those consultation processes has been met; and

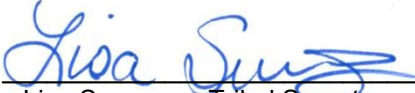
NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does hereby support the Standing Rock Sioux Tribe in opposing the issuance of permits, construction and the location of the Dakota Access Pipeline.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Oneida Business Committee does hereby urge the Secretary of the Interior, Sally Jewell and the Assistant Secretary, Indian Affairs, Lawrence Roberts, to take any and all steps necessary to protect the environment and water resources of the Standing Rock Sioux Tribe and community.

NOW THEREFORE BE IT FINALLY RESOLVED, that the Oneida Business Committee does hereby request Commanding General and Chief of Engineers, Lieutenant General Todd T. Semonite to review this series of actions and direct that issuance of permits and any construction be halted until such time as the government-to-government consultation process can be fully implemented not only as to the processes but the inherent spirit of recognizing the sovereignty of the Standing Rock Sioux Tribe.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 8 members voted in an electronic poll held on the 17th day of August, 2016; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way. This e-poll will be presented for ratification at the next Oneida Business Committee scheduled on September 14, 2016.


Lisa Summers, Tribal Secretary
Oneida Business Committee

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

Business Committee Special Meeting
9:00 a.m. Wednesday, November 9, 2016
Thank you for printing clearly

Brad Graham
Bill Graham
Geraldine Danforth
Heather Heuer
Joan Metoxen
Tara Williams
Jill Wille
Jay Rasmussen
Michelle Schneider
Jelke Smith
Travis Cottrell
Laural Ann - Warren
Louise Cornejo
DAVID EMERSON
Lambert Mutsaers
Barb Erickson
Matt Denny Sr.
G. Buenrostro
Dale P. Wheelock OHA
Debra Duff

Wes Martin
Madelyn Genstow
Paul Grissman
Tom Danforth
Arlie Doxtater
~~XXXXXXXXXX~~
JMM
Corwin Buckley
Rena Metock
Tom Danforth
Vicki Smith