

Oneida Business Committee



Executive Session
8:30 AM Tuesday, November 29, 2022
Virtual Meeting – Microsoft Teams

Regular Meeting
8:30 AM Wednesday, November 30, 2022
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

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

I. CALL TO ORDER

II. OPENING

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. Oneida Election Board - Patricia Moore**
Sponsor: Lisa Liggins, Secretary
- B. Oneida Nation Arts Board - Christine Klimmek**
Sponsor: Lisa Liggins, Secretary
- C. Youth Leadership Institute Board - Margaret Ellis**
Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. Approve the October 26, 2022, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
- B. Approve the November 14, 2022, emergency Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

- A. **Adopt resolution entitled Adoption of the Oneida Nation Assistance Fund Law**
Sponsor: David P. Jordan, Councilman
- B. **Adopt resolution entitled Older Americans Act, Title VI 2023-2026 Grant Program Application**
Sponsor: Mark W. Powless, General Manager
- C. **Enter the e-poll results into the record regarding the adopted BC resolution 10-21-22-A Process to Authorize Use of Carry Over Funds**
Sponsor: Lisa Liggins, Secretary
- D. **Enter the e-poll results into the record regarding the adopted BC resolution 10-26-22-H Extension of Declaration of Public Health State of Emergency Until January 18, 2023**
Sponsor: Lisa Liggins, Secretary
- E. **Enter the e-poll results into the record regarding the adopted BC resolution 11-07-22-A Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures**
Sponsor: Lisa Liggins, Secretary

VII. APPOINTMENTS

- A. **Determine next steps regarding one (1) vacancy - Oneida Land Claims Commission**
Sponsor: Lisa Liggins, Secretary
- B. **Determine next steps regarding one (1) vacancy - Oneida Nation Commission on Aging**
Sponsor: Lisa Liggins, Secretary

VIII. STANDING COMMITTEES

- A. **LEGISLATIVE OPERATING COMMITTEE**
 - 1. **Accept the October 19, 2022, regular Legislative Operating Committee meeting minutes**
Sponsor: David P. Jordan, Councilman

IX. STANDING ITEMS

- A. **ARPA FRF Updates and Requests/Proposals (*none*)**

X. TRAVEL REPORTS

- A. Approve the travel report - Councilwoman Jennifer Webster - Administration for Children & Families Tribal Advisory Committee - Sequim, WA - October 11-14, 2022**
Sponsor: Jennifer Webster, Councilwoman

XI. NEW BUSINESS

- A. Accept the Land Acquisitions Naming report update**
Sponsor: Mark W. Powless, General Manager
- B. Approve the Bureau of Indian Affairs, Midwest and Oneida Nation, WI Wildland Fire Management Non-recurring Funds cooperative agreement - file # 2022-0144**
Sponsor: Mark W. Powless, General Manager
- C. Review the Repatriation of Oneida Nobert Hill Center Project request and determine next steps**
Sponsor: Kirby Metoxen, Councilman
- D. Enter the e-poll results into the record regarding the approved exception to resolution # BC-01-12-22-A to reschedule the November 22, 2022, executive session and November 23, 2022, regular BC meeting to November 29 & 30, 2022**
Sponsor: Lisa Liggins, Secretary

XII. REPORTS

- A. OPERATIONAL (10:00 a.m.)**
- 1. Accept the Emergency Management Department FY-2022 4th quarter report**
Sponsor: Kaylynn Gresham, Director/Emergency Management
 - 2. Accept the Tribal Action Plan FY-2022 4th quarter report memorandum**
Sponsor: Lisa Liggins, Secretary
- B. APPOINTED BOARDS, COMMITTEES, COMMISSIONS (10:00 a.m.)**
- 1. Accept the Anna John Resident Centered Care Center Board FY-2022 4th quarter report**
Sponsor: Lisa Liggins, Secretary
 - 2. Accept the Environmental Resources Board FY-2022 4th quarter report memorandum**
Sponsor: Lisa Liggins, Secretary
 - 3. Accept the Oneida Community Library Board FY-2022 4th quarter report memorandum**
Sponsor: Lisa Liggins, Secretary
 - 4. Oneida Nation Arts Board FY-2022 4th quarter report (not submitted)**
Sponsor: Kelli Strickland, Chair/Oneida Nation Arts Board

5. **Accept the Oneida Nation Veteran Affairs Committee FY-2022 4th quarter report**
Sponsor: Gerald Cornelius, Chair/Oneida Nation Veteran Affairs Committee
6. **Accept the Oneida Personnel Commission FY-2022 4th quarter report memorandum**
Sponsor: Lisa Liggins, Secretary
7. **Accept the Oneida Police Commission FY-2022 4th quarter report**
Sponsor: Richard Van Boxtel, Chair/Oneida Police Commission
8. **Accept the Pardon and Forgiveness Screening Committee FY-2022 4th quarter report**
Sponsor: Eric Boulanger, Chair/Pardon and Forgiveness Screening Committee
9. **Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2022 4th quarter report**
Sponsor: Diane S. Hill, Chair/Southeastern Wisconsin Oneida Tribal Services Advisory Board

C. ELECTED BOARDS, COMMITTEES, COMMISSIONS (10:30 a.m.)

1. **Accept the Oneida Election Board FY-2022 4th quarter report**
Sponsor: Lisa Liggins, Secretary
2. **Accept the Oneida Gaming Commission FY-2022 4th quarter report**
Sponsor: Mark A. Powless, Sr., Chair/Oneida Gaming Commission
3. **Accept the Oneida Land Claims Commission FY-2022 4th quarter report**
Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission
4. **Accept the Oneida Land Commission FY-2022 4th quarter report**
Sponsor: Rebecca Webster, Chair/Oneida Land Commission
5. **Accept the Oneida Nation Commission on Aging FY-2022 4th quarter report**
Sponsor: Lisa Liggins, Secretary
6. **Accept the Oneida Nation School Board FY-2022 4th quarter report**
Sponsor: Sacheen Lawrence, Chair/Oneida Nation School Board
7. **Accept the Oneida Trust Enrollment Committee FY-2022 4th quarter report**
Sponsor: Lisa Liggins, Secretary

D. CORPORATE BOARDS (11:30 a.m.)

1. **Accept the Bay Bancorporation Inc. FY-2022 4th quarter report**
Sponsor: Jeff Bowman, President/Bay Bank
2. **Accept the Oneida Airport Hotel Corporation FY-2022 4th quarter report**
Sponsor: Kathy Hughes, Chair/Oneida Airport Hotel Corporation
3. **Accept the Oneida ESC Group, LLC FY-2022 4th quarter report**
Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

4. **Accept the Oneida Golf Enterprise FY-2022 4th quarter report**
Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

E. STANDING COMMITTEES

1. **Accept the Community Development Planning Committee FY-2022 4th quarter report**
Sponsor: Brandon Stevens, Vice-Chairman
2. **Accept the Finance Committee FY-2022 4th quarter report**
Sponsor: Larry Barton, Chief Financial Officer
3. **Accept the Legislative Operating Committee FY-2022 4th quarter report**
Sponsor: David P. Jordan, Councilman
4. **Accept the Quality of Life FY-2022 4th quarter report**
Sponsor: Marie Cornelius, Councilwoman

F. OTHER

1. **Oneida Youth Leadership Institute FY-2022 4th quarter report (*not submitted*)**
Sponsor: Mark W. Powless, General Manager

XIII. GENERAL TRIBAL COUNCIL

- A. **Approve notice and materials for January 30, 2023, tentatively scheduled annual General Tribal Council meeting**
Sponsor: Lisa Liggins, Secretary
- B. **Approve three (3) requested actions - Petitioner Mae Cornelius re: Chief Financial Officer position**
Sponsor: Lisa Liggins, Secretary
- C. **Approve three (3) requested actions - Petitioner Nancy Barton re: \$2,500 GWA payment for three (3) years**
Sponsor: Lisa Liggins, Secretary
- D. **Schedule a special General Tribal Council meeting to address the Dallas, Elm, and Debraska petitions and approve the meeting materials and notice**
Sponsor: Lisa Liggins, Secretary

XIV. EXECUTIVE SESSION

A. REPORTS

1. **Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report (*11:00 a.m.*)**
Sponsor: Mark W. Powless, General Manager

3. **Accept the Intergovernmental Affairs, Communications, and Self-Governance November 2022 report**
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
4. **Accept the Gaming General Manager FY-2022 4th quarter report (8:30 a.m.)**
Sponsor: Louise Cornelius, Gaming General Manager
5. **Accept the Human Resources FY-2022 4th quarter report (9:30 a.m.)**
Sponsor: Todd VanDen Heuvel, Executive HR Director
6. **Accept the Retail Enterprise FY-2022 4th quarter report (9:00 a.m.)**
Sponsor: Debra Powless, Retail General Manager
7. **Accept the Treasurer's September 2022 report (11:30 a.m.)**
Sponsor: Larry Barton, Chief Financial Officer
8. **Accept the Treasurer's October 2022 report (11:30 a.m.)**
Sponsor: Larry Barton, Chief Financial Officer
9. **Accept the Bay Bancorporation Inc. FY-2022 4th quarter executive report (1:30 p.m.)**
Sponsor: Jeff Bowman, President/Bay Bank
10. **Accept the Oneida Airport Hotel Corporation FY-2022 4th quarter executive report (2:30 p.m.)**
Sponsor: Kathy Hughes, Chair/Oneida Airport Hotel Corporation
11. **Accept the Oneida ESC Group, LLC FY-2022 4th quarter executive report (2:00 p.m.)**
Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers
12. **Accept the Oneida Golf Enterprise FY-2022 4th quarter executive report (3:00 p.m.)**
Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

B. AUDIT COMMITTEE

1. **Accept the Audit Committee FY-2022 4th quarter report**
Sponsor: David P. Jordan, Councilman
2. **Accept the September 15, 2022, regular Audit Committee meeting minutes**
Sponsor: David P. Jordan, Councilman
3. **Accept the Information Technology compliance audit and lift the confidentiality requirement**
Sponsor: David P. Jordan, Councilman
4. **Accept the Surveillance compliance audit and lift the confidentiality requirement**
Sponsor: David P. Jordan, Councilman

C. NEW BUSINESS

1. **Approve (1) new enrollment**
Sponsor: Jennifer Hill-Kelley, Chair/Oneida Trust Enrollment Committee
2. **Approve contract - The Retirement Advantage Inc. - file # 2022-0896**
Sponsor: Larry Barton, Chief Financial Officer
3. **Review Oneida Public Safety Pension Board wage analysis and determine next steps (10:00 a.m.)**
Sponsor: Nathan Ness, Chair/Oneida Public Safety Pension Board
4. **Review Pool Tournament market analysis and determine next steps (8:30 a.m.)**
Sponsor: Louise Cornelius, Gaming General Manager
5. **Review applications for one (1) vacancy - Oneida Land Claims Commission**
Sponsor: Lisa Liggins, Secretary
6. **Review applications for one (1) vacancy - Oneida Nation Commission on Aging**
Sponsor: Lisa Liggins, Secretary

XV. ADJOURN

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

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

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

Oneida Election Board - Patricia Moore

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: November 15, 2022

RE: Oath of Office – Oneida Election Board

Background

On October 26, 2022, the Oneida Business Committee appointed Patricia Moore to the Oneida Election Board.

Oneida Nation Arts Board - Christine Klimmek

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- Bylaws Fiscal Impact Statement Presentation
- Contract Document(s) Law Report
- Correspondence Legal Review Resolution
- Draft GTC Notice Minutes Rule (adoption packet)
- Draft GTC Packet MOU/MOA Statement of Effect
- E-poll results/back-up Petition Travel Documents
- Other: *Describe*

4. Budget Information:

- Budgeted Budgeted – Grant Funded Unbudgeted
- Not Applicable Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: November 15, 2022

RE: Oath of Office – Oneida Nations Arts Board

Background

On October 26, 2022, the Oneida Business Committee appointed Christine Klimmek to the Oneida Nations Arts Board.

Youth Leadership Institute Board - Margaret Ellis

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- Bylaws Fiscal Impact Statement Presentation
- Contract Document(s) Law Report
- Correspondence Legal Review Resolution
- Draft GTC Notice Minutes Rule (adoption packet)
- Draft GTC Packet MOU/MOA Statement of Effect
- E-poll results/back-up Petition Travel Documents
- Other: *Describe*

4. Budget Information:

- Budgeted Budgeted – Grant Funded Unbudgeted
- Not Applicable Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: November 15, 2022

RE: Oath of Office – Youth Leadership Institute Board

Background

On October 26, 2022, the Youth Leadership Institute Board appointed Margaret Ellis to the Youth Leadership Institute Board.

Approve the October 26, 2022, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

DRAFT**Oneida Business Committee**

Executive Session
1:30 PM Tuesday, October 25, 2022
Virtual Meeting – Microsoft Teams¹

Regular Meeting
8:30 AM Wednesday, October 26, 2022
BC Conference Room, 2nd floor, Norbert Hill Center

Minutes**EXECUTIVE SESSION:**

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Council members: Daniel Guzman King, David P. Jordan, Jennifer Webster;

Not Present: Treasurer Tina Danforth, Secretary Lisa Liggins, Councilwoman Marie Cornelius, Councilman Kirby Metoxen;

Arrived at: n/a

Others present: Jo Anne House, Larry Barton, Melinda J. Danforth, Mark W. Powless, Danelle Wilson, Rae Skenandore, Joshua Cottrell;

REGULAR MEETING

Present: Chairman Tehassi Hill, Secretary Lisa Liggins, Council members: Daniel Guzman King, David P. Jordan, Jennifer Webster;

Not Present: Treasurer Tina Danforth, Councilwoman Marie Cornelius, Councilman Kirby Metoxen;

Arrived at: Vice-Chairman Brandon Stevens at 8:57 a.m.

Others present: Jo Anne House, Larry Barton, Mark W. Powless (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Joshua Cottrell (via Microsoft Teams), Nic Reynolds (via Microsoft Teams), Nicole Rommel (via Microsoft Teams), Tina Jorgensen (via Microsoft Teams), Shannon Stone (via Microsoft Teams), Debra Danforth (via Microsoft Teams), Cheryl Stevens (via Microsoft Teams), Lisa Rauschenbach (via Microsoft Teams), Laura Laitinen-Warren (via Microsoft Teams), Maureen Perkins, Catherine Hirth (via Microsoft Teams), Carolyn Salutz, Grace Elliott, Patricia King (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Christopher Johnson (via Microsoft Teams), Carol Silva (via Microsoft Teams), Marsha Danforth (via Microsoft Teams), Paul Witek, Mary Graves (via Microsoft Teams), Chris Cornelius (via Microsoft Teams), Kerry Kennedy (via Microsoft Teams), Nancy Barton, Aliskwet Ellis;

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:35 a.m.

For the record: Treasurer Tina Danforth is on leave, Councilwoman Marie Cornelius is on approved travel attending the Wis DOT Inter-Tribal Task Force meeting in Baraboo, WI, and Councilman Kirby Metoxen is on approved travel attending the Annual American Indian Tourism Conference in Funner, CA.

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

DRAFT**II. OPENING (00:00:22)**

Opening provided by Chairman Tehassi Hill.

III. ADOPT THE AGENDA (00:04:02)

Motion by David P. Jordan to adopt the agenda as presented, seconded by Jennifer Webster. Motion carried:

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

IV. MINUTES

- A. Approve the October 12, 2022, regular Business Committee meeting minutes (00:04:30)**
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the October 12, 2022, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

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

V. RESOLUTIONS

- A. Adopt resolution entitled Bureau of Indian Affairs Solid Waste Disposal FY-2023 (00:04:50)**
Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to adopt resolution entitled 10-26-22-A Bureau of Indian Affairs Solid Waste Disposal FY-2023 Grant Application with one (1) change [1] in line 1, add "Grant Application" to the title], seconded by Jennifer Webster. Motion carried:

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

- B. Adopt resolution entitled Special Diabetes for Indians Program (SDPI) for CY2023 and beyond through CY2027 (00:05:37)**
Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to adopt resolution entitled 10-26-22-B Special Diabetes for Indians Program (SDPI) for CY2023 and beyond through CY2027 Grant Application with one (1) change [1] in line 1, add "Grant Application" to the title], seconded by Jennifer Webster. Motion carried:

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

DRAFT

- C. Adopt resolution entitled Fiscal Year 2023 COVID-19 Paid Time Off Hours (00:12:18)**
Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by Jennifer Webster to adopt resolution entitled 10-26-22-C Fiscal Year 2023 COVID-19 Paid Time Off Hours with one (1) change [1] in line 36, correct "November 6" to "October 30"], seconded by David P. Jordan. Motion carried:

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

- D. Adopt resolution entitled Emergency Amendments to the Budget and Finances Law (00:14:53)**
Sponsor: David P. Jordan, Councilman

Motion by David P. Jordan to adopt resolution entitled 10-26-22-D Emergency Amendments to the Budget and Finances Law, seconded by Jennifer Webster. Motion carried:

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

VI. APPOINTMENTS

- A. Determine next steps regarding one (1) vacancy - Oneida Election Board (00:21:06)**
Sponsor: Lisa Liggins, Secretary

Vice-Chairman Brandon Stevens arrived at 8:57 a.m.

Motion by David P. Jordan to accept the selected applicant and appoint Patricia Moore to the Oneida Election Board with a term ending July 31, 2024, seconded by Jennifer Webster. Motion carried:

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

- B. Determine next steps regarding one (1) vacancy - Oneida Nation Arts Board (00:22:08)**
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the selected applicant and appoint Christine Klimmek to the Oneida Nation Arts Board with a term ending March 31, 2025, seconded by David P. Jordan. Motion carried:

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

DRAFT

- C. Determine next steps regarding five (5) vacancies - Oneida Youth Leadership Institute Board (00:22:45)**
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the selected applicant and appoint Margaret Ellis to the Oneida Youth Leadership Institute Board with a term ending June 30, 2025, seconded by David P. Jordan.

Motion carried:

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

Motion by Lisa Liggins to direct the Secretary to re-notice the remaining vacancies, seconded by David P. Jordan. Motion carried:

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

VII. STANDING COMMITTEES**A. FINANCE COMMITTEE**

- 1. Accept the October 17, 2022, regular Finance Committee meeting minutes (00:23:51)**
Sponsor: Larry Barton, Chief Financial Officer

Motion by Jennifer Webster to accept the October 17, 2022, regular Finance Committee meeting minutes, seconded by David P. Jordan. Motion carried:

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

B. LEGISLATIVE OPERATING COMMITTEE

- 1. Accept the October 5, 2022, regular Legislative Operating Committee meeting minutes (00:24:12)**
Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the October 5, 2022, regular Legislative Operating Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

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

DRAFT**VIII. STANDING ITEMS****A. ARPA FRF and Tribal Contribution Savings Submissions****1. Adopt resolution entitled Obligation for Change Management Initiatives Utilizing Tribal Contribution Savings (00:27:19)**

Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by Jennifer Webster to adopt resolution entitled 10-26-22-E Obligation for Change Management Initiatives Utilizing Tribal Contribution Savings, seconded by Lisa Liggins. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

2. Adopt resolution entitled Obligation for On^yote?a?ká ni?i Project Plan Utilizing Tribal Contribution Savings (00:30:55)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to adopt resolution entitled 10-26-22-F Obligation for On^yote?a?ká ni?i Project Plan Utilizing Tribal Contribution Savings, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

3. Adopt resolution entitled Obligation for Transit Garage Utilizing Tribal Contribution Savings (00:32:20)

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to adopt resolution entitled 10-26-22-G Obligation for Transit Garage Utilizing Tribal Contribution Savings, seconded by Lisa Liggins. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

IX. TRAVEL REPORTS**A. Approve the travel report - Vice-Chairman Brandon Stevens - Tribal Leaders Dinner - Washington, D.C. - April 27-28, 2022 (00:34:05)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Jennifer Webster to approve the travel report from Vice-Chairman Brandon Stevens for the Tribal Leaders Dinner in Washington, D.C. - April 27-28, 2022, seconded by Lisa Liggins. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT**B. Approve the travel report - Vice Chairman Brandon Stevens - Democratic Congressional Campaign Committee Tribal Policy Retreat - Palm Springs, CA - September 8-10, 2022 (00:34:30)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Lisa Liggins to approve the travel report from Vice Chairman Brandon Stevens for the Democratic Congressional Campaign Committee Tribal Policy Retreat in Palm Springs, CA - September 8-10, 2022, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

C. Approve the travel report - Councilwoman Marie Cornelius - Packers VIP trip - London, U.K. - October 4-10, 2022 (00:34:54)

Sponsor: Marie Cornelius, Councilwoman

Motion by Jennifer Webster to approve the travel report from Councilwoman Marie Cornelius for the Packers VIP trip in London, U.K. - October 4-10, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Lisa Liggins to assign Government Information Services (GIS) a public relations project related to the travel of the Chairman Tehassi Hill and Councilwoman Marie Cornelius to be completed by the end of November 2022, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

X. NEW BUSINESS**A. Accept the Emergency Management After Action Report regarding the June 15, 2022, Severe Weather Event (00:37:13)**

Sponsor: Kaylynn Gresham, Director/Emergency Management

Motion by Brandon Stevens to accept the Emergency Management After Action Report regarding the June 15, 2022, Severe Weather Event, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Lisa Liggins to assign the identified tasks listed within the recommendations and the IP to the Emergency Management Operations Team, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Lisa Liggins to forward the follow up regarding the critical areas for response to the BC Officers to complete the appropriate follow up, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT

B. Approve the nomination of Councilwoman Jennifer Webster to the U.S. Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC) and authorize Chairman Tehassi Hill to sign nomination letter (00:46:03)

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by David P. Jordan to approve the nomination of Councilwoman Jennifer Webster to the U.S. Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC) and authorize Chairman Tehassi Hill to sign nomination letter, seconded by Lisa Liggins. Motion carried:

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

C. Approve the nomination of Debra Danforth to the National Institutes of Health Tribal Advisory Committee (NIH TAC) and authorize Chairman Tehassi Hill to sign nomination letter (00:46:30)

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Liggins to approve the nomination of Debra Danforth to the National Institutes of Health Tribal Advisory Committee (NIH TAC) and authorize Chairman Tehassi Hill to sign nomination letter, seconded by David P. Jordan. Motion carried:

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

D. Approve three (3) requested actions - CDC # 19-004 Amelia Cornelius Culture Park (00:47:01)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to approve a procedural exception to forgo Phase II of the CIP process of routing the CDC approval package to various review entities; to approve the CDC approval package for CDC # 19-004 Amelia Cornelius Culture Park - Site Amenities; and to activate \$2,682,210 from the Tribal Contribution Savings for CDC #19-004 Amelia Cornelius Culture Park - Site Amenities, seconded by Daniel Guzman King. Motion carried:

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

E. Approve the 2023 Oneida Business Committee meeting, reporting, and standing meeting schedules (00:51:07)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the 2023 Oneida Business Committee meeting, reporting, and standing meeting schedules, seconded by Brandon Stevens. Motion carried:

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

DRAFT

- F. Schedule a special Business Committee meeting on December 16, 2022, at 9:00 a.m. for the Year End Financial Statements (00:51:46)**
Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to schedule a special Business Committee meeting on December 16, 2022, at 9:00 a.m. for the Year End Financial Statements, seconded by David P. Jordan. Motion carried:

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

- G. Post one (1) vacancy - Oneida Nation Commission on Aging (00:52:37)**
Sponsor: Lisa Liggins, Secretary

Motion by Brandon Stevens to post one (1) vacancy for the Oneida Nation Commission on Aging, seconded by David P. Jordan. Motion carried:

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

- H. Enter the e-poll results into the record regarding an approved exception to resolution # BC-01-12-22-A to cancel the November 9, 2022, BC meeting (00:52:56)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to enter the e-poll results into the record regarding an approved exception to resolution # BC-01-12-22-A to cancel the November 9, 2022, BC meeting, seconded by Jennifer Webster. Motion carried:

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

Item XII.A. was addressed next.

XI. REPORTS**A. OPERATIONAL**

- 1. Accept the Big Bear Media FY-2022 4th quarter report (01:36:41)**
Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to accept the Big Bear Media FY-2022 4th quarter report, seconded by Brandon Stevens. Motion carried:

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

DRAFT**2. Accept the Comprehensive Health Division FY-2022 4th quarter report (01:37:09)**

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the Comprehensive Health Division FY-2022 4th quarter report, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

3. Accept the Comprehensive Housing Division FY-2022 4th quarter report (01:43:53)

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the Comprehensive Housing Division FY-2022 4th quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

4. Accept the Digital Technology Services FY-2022 4th quarter report (01:44:14)

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the Digital Technology Services FY-2022 4th quarter report, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

5. Accept the Education & Training FY-2022 4th quarter report (01:44:37)

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the Education & Training FY-2022 4th quarter report, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

6. Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2022 4th quarter report (01:45:07)

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2022 4th quarter report, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT**7. Accept the Grants FY-2022 4th quarter report (01:45:34)**

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the Grants FY-2022 4th quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

8. Accept the Governmental Services Division FY-2022 4th quarter report (01:46:00)

Sponsor: Mark W. Powless, General Manager

Motion by Brandon Stevens to accept the Governmental Services Division FY-2022 4th quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

9. Accept the Public Works Division FY-2022 4th quarter report (01:46:30)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the Public Works Division FY-2022 4th quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Item XII.D. was addressed next.

XII. GENERAL TRIBAL COUNCIL**A. Consider request to declare the General Tribal Council Stipend a General Welfare Assistance payment (00:53:30)**

Sponsor: Nancy Barton, Tribal Member

Secretary Lisa Liggins left at 9:29 a.m.

Secretary Lisa Liggins returned at 9:41 a.m.

Motion by Jennifer Webster to forward the request to Law Office for a legal opinion and to Legislative Operating Committee for consideration for emergency adoption for the December 14, 2022, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried:

Ayes: David P. Jordan, Brandon Stevens, Jennifer Webster

Abstained: Daniel Guzman King, Lisa Liggins

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT

- B. Consider request to schedule a General Tribal Council meeting regarding the three (3) petitions from N. Dallas, M. Debraska, and L. Elm (01:11:10)**
Sponsor: Nancy Barton, Tribal Member

Motion by Lisa Liggins to direct the Secretary to bring back possible scheduling options for the three (3) pending General Tribal Council petitions to the November 23, 2022, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

- C. Consider request to schedule a General Tribal Council meeting to address the budget at the Resch Center by December 31, 2022 (01:24:00)**
Sponsor: Nancy Barton, Tribal Member

Councilman David P. Jordan left 9:59 a.m.

Councilman David P. Jordan returned 10:02 a.m.

Motion by Lisa Liggins to forward the topic of off-site General Tribal Council meetings to the November BC work session to assign to the appropriate staff, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Item XI.A.1. was addressed next.

- D. Consider request from the Oneida Land Claims Commission regarding the November 15, 2022, semi-annual General Tribal Council meeting agenda (01:48:12)**
Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission

Chairman Tehassi Hill left at 10:26 a.m. Vice-Chairman Brandon Stevens assumes the role of the Chair.

Chairman Tehassi Hill returned 10:28 a.m. and resumes the role of the Chair.

Motion by Jennifer Webster to accept the discussion as information, seconded by Daniel Guzman King. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

- E. Schedule the 2023 annual General Tribal Council meeting (02:00:15)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to schedule the 2023 annual General Tribal Council meeting on Monday, January 30, 2023, at 6:00 p.m. if held in-person and 5:00 p.m. if held virtually, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT**XIII. EXECUTIVE SESSION****A. REPORTS****1. Accept the Chief Counsel report (02:01:40)**

Sponsor: Jo Anne House, Chief Counsel

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

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

Motion by Brandon Stevens to approve the attorney contract with Husch Blackwell - contract # 2022-0880, in case # 2022-cv-734, seconded by David P. Jordan. Motion carried:

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

Motion by Jennifer Webster to appoint Vice-Chairman Brandon Stevens as the project liaison for FY-2023 budget finalization; to direct the Budget Analyst to be the project team leader; to direct the Chief Financial Officer to identify a representative with sufficient knowledge, skills, and access to provide technical support; and to direct the Chief Financial Officer to assign the Purchasing Manager to provide technical support to expedite engaging a third party to assist in the FY-2023 budget finalization, seconded by Brandon Stevens. Motion carried:

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

Motion by Jennifer Webster to request the Legislative Operating Committee to consider deletion of section 103.7 from the Code of Ethics, 1 O.C. 103, seconded by David P. Jordan. Motion carried:

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

2. Accept the General Manager report (02:05:46)

Sponsor: Mark W. Powless, General Manager

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

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

3. Accept the Chief Financial Officer October 2022 report (02:06:00)

Sponsor: Larry Barton, Chief Financial Officer

Motion by David P. Jordan to accept the Chief Financial Officer October 2022 report, seconded by Jennifer Webster. Motion carried:

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

DRAFT**4. Accept the Intergovernmental Affairs, Communications, and Self-Governance October 2022 report (02:06:16)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Jennifer Webster to accept the Intergovernmental Affairs, Communications, and Self-Governance October 2022 report, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Jennifer Webster to approve Amendment 16 to the Nation's FY-18 Indian Health Service Multi-Year Funding Agreement, File # 2022-0809, and authorize the Chairman to sign the amendment and direct Self-Governance to submit to the Indian Health Service, seconded by David P. Jordan.

Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Jennifer Webster to approve the Indian Health Service Buyback Agreement for FY-23, File # 2022-0808; to authorize the Chairman to sign the agreement; and direct Self-Governance to submit to the Indian Health Service, seconded by Daniel Guzman King. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Jennifer Webster to request Chief Counsel to provide a legal opinion regarding the Nation's Gaming compact with the State of Wisconsin, and the identified provisions as discussed, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Jennifer Webster to approve the use of OBC Special Projects budget for the fellowship activity, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

Motion by Jennifer Webster to approve Vice-Chairman Brandon Stevens to attend the White House Tribal Nations Summit in Washington, D.C. - November 29-December 2, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT**B. NEW BUSINESS****1. Review application(s) for one (1) vacancy - Oneida Election Board (02:08:45)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion as information for one (1) vacancy - Oneida Election Board, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,
Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

2. Review application(s) for one (1) vacancy - Oneida Nation Arts Board (02:09:02)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion as information for one (1) vacancy - Oneida Nation Arts Board, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,
Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

3. Review application(s) for five (5) vacancies - Oneida Youth Leadership Institute Board (02:09:18)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion as information for five (5) vacancies - Oneida Youth Leadership Institute Board, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster
Abstained: Brandon Stevens

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

4. Determine next steps regarding request of employment contract review from DR14 (02:09:37)

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to approve the draft amendment for DR14 file # 2021-0704 and assign the Oneida Business Committee Officers to finalize the recommendation in accordance with the October 25, 2022, recommendations submitted by the Human Resources Department, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,
Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

5. Assign the hiring team for DR05 job posting (02:10:03)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to assign Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Secretary Lisa Liggins, and Councilman Daniel Guzman King, to a team authorized to carry out all duties related to hiring of the DR05, seconded by Daniel Guzman King. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,
Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT

XIV. ADJOURN (02:10:30)

Motion by Daniel Guzman King to adjourn at 10:45 a.m., seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,
Jennifer Webster

Not Present: Marie Cornelius, Tina Danforth, Kirby Metoxen

DRAFT

Minutes prepared by Aliskwet Ellis, Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Approve the November 14, 2022, emergency Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

DRAFT

Oneida Business Committee



Emergency Meeting
 4:00 PM Monday, November 14, 2022
 Virtual Meeting – Microsoft Teams¹

Minutes

EMERGENCY MEETING

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Secretary Lisa Liggins, Council members: Marie Cornelius, Daniel Guzman King, Kirby Metoxen, Jennifer Webster;

Not Present: Treasurer Tina Danforth, Councilman David P. Jordan;

Arrived at: n/a

Others present: Jo Anne House, Todd VanDen Heuvel, Danelle Wilson, Peggy Van Gheem, Aliskwet Ellis;

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 4:00 p.m.

For the record: Treasurer Tina Danforth is out on leave.

II. OPENING (00:00:15)

Opening provided by Councilman Kirby Metoxen.

III. ADOPT THE AGENDA (00:00:39)

Motion by Lisa Liggins to adopt the agenda as presented, seconded by Jennifer Webster. Motion carried:

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

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

DRAFT**IV. EXECUTIVE SESSION (00:01:26)**

Motion by Lisa Liggins to go into executive session at 4:02 p.m., seconded by Jennifer Webster.
Motion carried:

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

Motion by Lisa Liggins to come out of executive session at 4:36 p.m., seconded by Marie Cornelius.
Motion carried:

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

A. NEW BUSINESS**1. Determine next steps regarding DR05 employment contract (00:02:30)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Lisa Liggins to approve the plan identified in the November 14, 2022, memorandum from the Law Office and HRD and approve the dates identified for the notice letter, seconded by Daniel Guzman King. Motion carried:

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

V. ADJOURN (00:03:24)

Motion by Marie Cornelius to adjourn at 4:38 p.m., seconded by Lisa Liggins. Motion carried:

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

Minutes prepared by Aliskwet Ellis, Senior Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Adoption of the Oneida Nation Assistance Fund Law

Business Committee Agenda Request

1. Meeting Date Requested: 11/23/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Adoption of the Oneida Nation Assistance Fund Law.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating

Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
 FROM: David P. Jordan, LOC Chairperson [Signature]
 DATE: November 23, 2022
 RE: Adoption of the Oneida Nation Assistance Fund Law

Please find the following attached backup documentation for your consideration of the adoption of the Oneida Nation Assistance Fund law:

1. Resolution: Adoption of the Oneida Nation Assistance Fund Law
2. Statement of Effect: Adoption of the Oneida Nation Assistance Fund Law
3. Oneida Nation Assistance Fund Law Legislative Analysis
4. Oneida Nation Assistance Fund Law
5. Oneida Nation Assistance Fund Law Fiscal Impact Statement

Overview

The Oneida Business Committee adopted the Oneida Nation Assistance Fund law on an emergency basis on June 8, 2022, through the adoption of resolution BC-06-08-22-A. The emergency adoption of the Oneida Nation Assistance Fund law will expire on December 8, 2022. The Oneida Nation Assistance Fund law is now ready to be considered for permanent adoption.

The purpose of the Oneida Nation Assistance Fund law is to establish the Oneida Nation Assistance Fund as an approved program of the Nation to govern how the Nation provides financial assistance to its members, pursuant to the Oneida General Welfare law. [10 O.C. 1003.1-1]. The Oneida Nation Assistance Fund law will:

- Establish the Oneida Nation Assistance Fund as an approved program of the Nation in accordance with the Oneida General Welfare law [10 O.C. 1003.4-1];
- Provide how this program qualifies for general welfare exclusion [10 O.C. 1003.4-2];
- Provide the eligibility requirements for accessing assistance from the Oneida Nation Assistance Fund – which is that a person is a member of the Nation; age eighteen (18) or older; and submits a completed application during the designated submission timeframe [10 O.C. 1003.5-1];
- Provide the minimum requirements for the information that must be included on the application [10 O.C. 1003.5-3];
- Provide how and when funds from the Oneida Nation Assistance Fund are disbursed [10 O.C. 1003.5-2, 1003.5-4];
- Provide for the types of expenses that shall be considered qualifying expenditures for use of assistance from Oneida Nation Assistance Fund by the recipient [10 O.C. 1003.5-5];
- Provide information on the funding source and who determines that amount of available funding to an eligible participant [10 O.C. 1003.6-1, 1003.6-2]; and

- Provide that the Trust Enrollment Department is the department that has the responsibilities to administer the Oneida Nation Assistance Fund. *[10 O.C. 1003.5-6, 1003.5-7]*.

The Legislative Operating Committee developed the proposed amendments to the Oneida Nation Assistance Fund law through collaboration with representatives from the Oneida Law Office, Government Administrative Office, Finance Administration, Trust Enrollments Department, and Intergovernmental Affairs and Communications. The Legislative Operating Committee held five (5) work meetings on the development of the Oneida Nation Assistance Fund law.

The development of the Oneida Nation Assistance Fund law complies with all processes and procedures required by the Legislative Procedures Act, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. *[1 O.C. 109.6, 109.7, 109.8]*.

A public meeting on the proposed Oneida Nation Assistance Fund law was held on September 2, 2022. No oral comments were provided during the public meeting. The public comment period was then held open until September 12, 2022. The Legislative Operating Committee received one (1) submission of written comments during the public comment period. All public comments received were accepted, reviewed, and considered by the Legislative Operating Committee on September 21, 2022. Any changes made based on those comments have been incorporated into this draft.

Requested Action

Adopt the Resolution: Adoption of the Oneida Nation Assistance Fund Law

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution #
Adoption of the Oneida Nation Assistance Fund Law

- 1 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 2 recognized by the laws of the United States of America; and
- 3
- 4 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 5
- 6 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 7 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 8
- 9 **WHEREAS,** the Oneida Nation Assistance Fund law (“the Law”) was adopted by the Oneida Business
- 10 Committee on an emergency basis through resolution BC-06-08-22-A; and
- 11
- 12 **WHEREAS,** the purpose of the Law is to establish the Oneida Nation Assistance Fund as an approved
- 13 program of the Nation to govern how the Nation provides financial assistance to its
- 14 members, pursuant to the Oneida General Welfare law; and
- 15
- 16 **WHEREAS,** the Law provides how the Oneida Nation Assistance Fund qualifies for general welfare
- 17 exclusion; and
- 18
- 19 **WHEREAS,** the Law provides the eligibility requirements for accessing assistance from the Oneida
- 20 Nation Assistance Fund – which is that a person is a member of the Nation; age eighteen
- 21 (18) or older; and submits a completed application during the designated submission
- 22 timeframe; and
- 23
- 24 **WHEREAS,** the Law provides the minimum requirements for the information that must be included on
- 25 the application for assistance from the Oneida Nation Assistance Fund; and
- 26
- 27 **WHEREAS,** the Law provides how and when funds from the Oneida Nation Assistance Fund are
- 28 disbursed; and
- 29
- 30 **WHEREAS,** the Law provides for the types of expenses that shall be considered qualifying expenditures
- 31 for use of assistance from Oneida Nation Assistance Fund by the recipient; and
- 32
- 33 **WHEREAS,** the Law provides information on the funding source and who determines that amount of
- 34 available funding to an eligible participant; and
- 35
- 36 **WHEREAS,** the Law provides that the Trust Enrollment Department is the department that has the
- 37 responsibilities to administer the Oneida Nation Assistance Fund; and
- 38
- 39 **WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact
- 40 statement were developed for this Law; and
- 41

42 **WHEREAS,** a public meeting on the Law was held on September 2, 2022, in accordance with the
43 Legislative Procedures Act, and the public comment period was held open until September
44 12, 2022; and
45

46 **WHEREAS,** the Legislative Operating Committee accepted, reviewed, and considered the public
47 comments received on September 21, 2022; and
48

49 **NOW THEREFORE BE IT RESOLVED,** that the Oneida Nation Assistance Fund law is hereby adopted
50 and shall become effective on December 7, 2022.



Statement of Effect

Adoption of the Oneida Nation Assistance Fund Law

Summary

This resolution adopts the Oneida Nation Assistance Fund law on a permanent basis in order to establish the Oneida Nation Assistance Fund as an approved program of the Nation to govern how the Nation provides financial assistance to its members, pursuant to the Oneida General Welfare law.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: October 21, 2022

Analysis by the Legislative Reference Office

This resolution adopts the Oneida Nation Assistance Fund law (“the Law”) on a permanent basis. The Oneida Business Committee adopted the Law on an emergency basis on June 8, 2022, through the adoption of resolution BC-06-08-22-A. The emergency adoption of the Oneida Nation Assistance Fund law will expire on December 8, 2022. The purpose of the Law is to establish the Oneida Nation Assistance Fund as an approved program of the Nation to govern how the Nation provides financial assistance to its members, pursuant to the Oneida General Welfare law. [10 O.C. 1003.1-1]. The Law will:

- Establish the Oneida Nation Assistance Fund as an approved program of the Nation in accordance with the Oneida General Welfare law [10 O.C. 1003.4-1];
- Provide how this program qualifies for general welfare exclusion [10 O.C. 1003.4-2];
- Provide the eligibility requirements for accessing assistance from the Oneida Nation Assistance Fund – which is that a person is a member of the Nation; age eighteen (18) or older; and submits a completed application during the designated submission timeframe [10 O.C. 1003.5-1];
- Provide the minimum requirements for the information that must be included on the application [10 O.C. 1003.5-3];
- Provide how and when funds from the Oneida Nation Assistance Fund are disbursed [10 O.C. 1003.5-2, 1003.5-4];
- Provide for the types of expenses that shall be considered qualifying expenditures for use of assistance from Oneida Nation Assistance Fund by the recipient [10 O.C. 1003.5-5];
- Provide information on the funding source and who determines that amount of available funding to an eligible participant [10 O.C. 1003.6-1, 1003.6-2]; and
- Provide that the Trust Enrollment Department is the department that has the responsibilities to administer the Oneida Nation Assistance Fund. [10 O.C. 1003.5-6, 1003.5-7].

Adoption of any legislation is required to comply with the Legislative Procedures Act (“the LPA”), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. The Oneida Nation Assistance Fund law complied with all processes and procedures required

by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

A public meeting on the proposed Oneida Nation Assistance Fund law was held on September 2, 2022. No oral comments were provided during the public meeting. The public comment period was then held open until September 12, 2022. The Legislative Operating Committee received one (1) submission of written comments during the public comment period. All public comments received were accepted, reviewed, and considered by the Legislative Operating Committee on September 21, 2022. Any changes made based on those comments have been incorporated into this draft.

The Oneida Nation Assistance Fund law will become effective ten (10) business days after the adoption of this resolution in accordance with the LPA. [1 O.C. 109.9-3].

Conclusion

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



ONEIDA NATION ASSISTANCE FUND LAW LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
Intent of the Proposed Law	<ul style="list-style-type: none"> ▪ Establish the Oneida Nation Assistance Fund as an approved program of the Nation in accordance with the Oneida General Welfare law. [10 O.C. 1003.4-1]. ▪ Provide how this program qualifies for general welfare exclusion. [10 O.C. 1003.4-2]. ▪ Provide the eligibility requirements for accessing assistance from the Oneida Nation Assistance Fund – which is that a person is a member of the Nation; age eighteen (18) or older; and submits a completed application during the designated submission timeframe. [10 O.C. 1003.5-1]. ▪ Provide the minimum requirements for the information that must be included on the application. [10 O.C. 1003.5-3]. ▪ Provide how and when funds from the Oneida Nation Assistance Fund are disbursed. [10 O.C. 1003.5-2, 1003.5-4]. ▪ Provide for the types of expenses that shall be considered qualifying expenditures for use of assistance from Oneida Nation Assistance Fund by the recipient. [10 O.C. 1003.5-5]. ▪ Provide information on the funding source and who determines that amount of available funding to an eligible participant. [10 O.C. 1003.6-1, 1003.6-2]. ▪ Provide that the Trust Enrollment Department is the department that has the responsibilities to administer the Oneida Nation Assistance Fund. [10 O.C. 1003.5-6, 1003.5-7].
Purpose	To establish the Oneida Nation Assistance Fund to govern how the Nation provides financial assistance to its members, pursuant to the Oneida General Welfare law. [10 O.C. 1003.1-1].
Affected Entities	Oneida Business Committee, Trust Enrollment Department
Public Meeting	A public meeting was held on September 2, 2022. The public comment period was then held open until September 12, 2022.
Fiscal Impact	A fiscal impact statement was received from the Trust Enrollment Department Director on October 5, 2022.
Expiration of Emergency Legislation	The Oneida Nation Assistance Fund law was adopted on an emergency basis on June 8, 2022, through resolution BC-06-08-22-A. The emergency adoption of the Oneida Nation Assistance Fund law will expire on December 8, 2022.

1 SECTION 2. LEGISLATIVE DEVELOPMENT

- 2 A. **Background.** The Oneida Nation Assistance Fund law (“the Law”) was adopted by the Nation on an
3 emergency basis on June 8, 2022, through resolution BC-06-08-22-A for the purpose of establishing
4 the Oneida Nation Assistance Fund to govern how the Nation provides financial assistance to its

5 members, pursuant to the Oneida General Welfare law. [10 O.C. 1003.1-1]. The emergency adoption
6 of the Law will expire on December 8, 2022.

7 **B.** The adoption of the Law on a permanent basis is now being sought by the Legislative Operating
8 Committee.
9

10 **SECTION 3. CONSULTATION AND OUTREACH**

11 **A.** Representatives from the following departments or entities participated in the development of this Law
12 and legislative analysis:

- 13 ▪ Oneida Law Office;
- 14 ▪ Government Administrative Office;
- 15 ▪ Finance Administration;
- 16 ▪ Trust Enrollments Department; and
- 17 ▪ Intergovernmental Affairs and Communications.

18

19 **SECTION 4. PROCESS**

20 **A.** The development of this Law has followed the process set forth in the Legislative Procedures Act
21 (LPA).

- 22 ▪ On June 1, 2022, the Legislative Operating Committee added the Law to its Active Files List.
- 23 ▪ On June 1, 2022, the Legislative Operating Committee approved the Oneida Nation Assistance
24 Fund law emergency adoption packet and forward to the Oneida Business Committee for
25 consideration.
- 26 ▪ On June 8, 2022, the Oneida Business Committee adopted the Law on an emergency basis
27 through the adoption of resolution BC-06-08-22-A entitled, *Emergency Adoption of the Oneida*
28 *Nation Assistance Fund Law*. The emergency adoption of the Law will expire on December 8,
29 2022.
- 30 ▪ On July 20, 2022, the Legislative Operating Committee approved the draft and legislative
31 analysis for the Oneida Nation Assistance Fund law.
- 32 ▪ On August 3, 2022, the Legislative Operating Committee approved the public meeting packet,
33 with updated public meeting notice, and forwarded the Oneida Nation Assistance Fund law to
34 a public meeting to be held on September 2, 2022.
- 35 ▪ On September 2, 2022, the public meeting was held on Microsoft Teams. No one provided
36 comments during this public meeting.
- 37 ▪ The public comment period was held open until September 12, 2022. One (1) submission of
38 written comments was received during the public comment period.
- 39 ▪ On September 21, 2022, the Legislative Operating Committee accepted the public comments
40 and the public comment review memorandum and deferred these items to a work meeting for
41 further consideration.
- 42 ▪ On October 5, 2022 the Legislative Operating Committee approved the updated public
43 comment review memorandum, draft, updated legislative analysis, and fiscal impact statement
44 request memorandum, and forwarded these materials to the Trust Enrollment Department
45 Director directing that a fiscal impact statement be submitted to the Legislative Operating
46 Committee by October 19, 2022.

- 47 ▪ The Legislative Operating Committee received the fiscal impact statement from the Trust
48 Enrollment Department Director on October 5, 2022.
- 49 **B.** At the time this legislative analysis was developed the following work meetings had been held
50 regarding the development of this Law:
- 51 ▪ May 12, 2022: LOC work meeting.
- 52 ▪ May 18, 2022: LOC work meeting with the Oneida Law Office, Finance Administration,
53 Budget Analyst, Trust Enrollment Department, and Government Administrative Office.
- 54 ▪ July 1, 2022: LOC work meeting with the Finance Administration, Trust Enrollment
55 Department, Intergovernmental Affairs and Communications, and Government Administrative
56 Office.
- 57 ▪ July 28, 2022: LOC work meeting.
- 58 ▪ September 21, 2022: LOC work meeting.
- 59

60 **SECTION 5. CONTENTS OF THE LEGISLATION**

- 61 **A. Purpose and Policy.** The purpose of this law is to establish the Oneida Nation Assistance Fund to
62 govern how the Nation provides financial assistance to members, pursuant to the Oneida General
63 Welfare law. [10 O.C. 1003.1-1]. It is the policy of the Nation to prioritize the general welfare needs
64 of its members. [10 O.C. 1003.1-2]. The interests of the Nation are advanced when its members remain
65 confident that their general welfare needs can be met. [10 O.C. 1003.1-2].
- 66 ▪ **Effect.** The overall purpose of this Law is to codify the Nation’s sovereign right to provide
67 assistance to Tribal members on a non-taxable basis through an approved program.
- 68 **B. Establishment.** This Law establishes the Oneida Nation Assistance Fund as an approved program of
69 the Nation in accordance with the Oneida General Welfare Law. [10 O.C. 1003.4-1]. The Oneida
70 Nation Assistance Fund meets the requirements of the General Test as defined in the Oneida General
71 Welfare law; General Criteria as defined in I.R.S. Rev. Proc. 2014-35, section 5; and the requirements
72 of the Tribal General Welfare Exclusion Act of 2014 26 U.S.C. §139E(b). [10 O.C. 1003.4-1].
- 73 **C. Guidelines and Requirements.** The Law provides guidelines and requirements for the Oneida Nation
74 Assistance Fund. The Oneida Nation Assistance Fund shall be open to any individuals who meet the
75 following criteria: is a member of the Nation; is age eighteen (18) or older; and submits a completed
76 application during the designated submission timeframe [10 O.C. 1003.5-1]. The Oneida Business
77 Committee shall set forth, through the adoption of a resolution, an application submission period and
78 disbursement timeframe for a distribution of assistance from the Oneida Nation Assistance Fund. [10
79 O.C. 1003.5-2]. Any individual seeking assistance from the Oneida Nation Assistance Fund shall
80 submit an application. [10 O.C. 1003.5-3]. The Trust Enrollment Department shall make available an
81 Oneida Nation Assistance Fund application form and instructions. [10 O.C. 1003.5-3(a)]. The Law
82 provides the minimum information that is required to be provided on the application. [10 O.C. 1003.5-
83 3(a)(1)(A)-(I)]. Assistance provided through the Oneida Nation Assistance Fund shall be disbursed in
84 accordance with the timeframe set through resolution by the Oneida Business Committee. [10 O.C.
85 1003.5-4]. Funds from the Oneida Nation Assistance Fund may be disbursed through direct deposit, or
86 check, depending on the selection made on the application by the recipient. [10 O.C. 1003.5-4].
- 87 **D. Qualifying Expenditures.** The Law provides that the following types of expenses shall be considered
88 qualifying expenditures for use of assistance from the Oneida Nation Assistance Fund by the recipient:
- 89 ▪ costs relating to housing needs of principal residences such as:
- 90 ▪ mortgage payments, rent payments, and down payments;

- 91 ▪ enhancements for habitability of housing;
- 92 ▪ basic housing repairs or rehabilitation;
- 93 ▪ improvements to adapt housing for special health needs;
- 94 ▪ costs for paying utility bills and charges, including, but not limited to, the following:
- 95 ▪ water;
- 96 ▪ electricity;
- 97 ▪ gas;
- 98 ▪ basic communication services such as:
- 99 ▪ phone
- 100 ▪ internet; and
- 101 ▪ cable;
- 102 ▪ costs associated with education, including, but not limited to the following:
- 103 ▪ transportation to and from school;
- 104 ▪ tutors;
- 105 ▪ supplies for use in school activities and extra-curricular activities;
- 106 ▪ providing tuition or room and board payments;
- 107 ▪ providing for childcare for parents seeking employment or pursuing education;
- 108 ▪ job counseling and interviewing expenses;
- 109 ▪ costs associated with food security;
- 110 ▪ costs associated with home care assistance;
- 111 ▪ costs associated with vehicle payments, maintenance, repair, and insurance;
- 112 ▪ costs associated with medical care and transportation, room, and board costs for seeking
- 113 medical care;
- 114 ▪ funeral and burial expenses and expenses for attending wakes, funerals, burials,
- 115 bereavements, and subsequent honoring events; and
- 116 ▪ costs related to any other emergency circumstance [10 O.C. 1003.5-5].

117 **E. Oversight and Records Maintenance.** The Trust Enrollment Department shall oversee the collection,
118 review, and permitted distribution of funds from the Oneida Nation Assistance Fund to the qualifying
119 recipients and shall be responsible for maintenance of records for the Oneida Nation Assistance Fund.
120 [10 O.C. 1003.5-6, 1003.5-7]. The recipient shall retain receipts for the expenditure of the funds
121 associated with the Oneida Nation Assistance Program. [10 O.C. 1003.5-7].

122 **F. Funding.** The Oneida Nation Assistance Fund shall be funded through the Nation's annual budget, and
123 by any other funding source deemed necessary by the Oneida Business Committee. [10 O.C. 1003.6-
124 1]. The Oneida Business Committee shall determine the amount of assistance available to an eligible
125 recipient from the Oneida Nation Assistance Fund per any permitted distribution. [10 O.C. 1003.6-2].
126

127 SECTION 6. EXISTING LEGISLATION

128 **A. Related Legislation.** The following laws of the Nation are related to this Law:

- 129 ▪ *Oneida General Welfare Law.* The Oneida General Welfare Law governs how the Nation
130 provides assistance to eligible members on a non-taxable basis, pursuant to the principles of
131 the General Welfare Exclusion to Indian Tribal governmental programs that provide benefits
132 to Tribal members. [10 O.C. 1001.1-1].

- 133 ▪ The Oneida Nation Assistance Fund is hereby established as an approved program of
134 the Nation in accordance with the Oneida General Welfare Law. [10 O.C. 1003.4-1].

135 The Oneida Nation Assistance Fund meets the requirements of the General Test as
136 defined in the Oneida General Welfare Law. [10 O.C. 1003.4-2].
137

138 SECTION 7. OTHER CONSIDERATIONS

139 A. **Deadline for Permanent Adoption of Legislation.** The emergency adoption of this Law will expire six
140 (6) months after adoption on December 8, 2022. The emergency legislation may be renewed for an
141 additional six (6) month period.

142 ■ *Conclusion:* The Legislative Operating Committee will need to consider the development and
143 adoption of this Law on a permanent basis within the next six (6) to twelve (12) months.

144 A. **Fiscal Impact.** Under the Legislative Procedures Act, a fiscal impact statement is required for all
145 legislation except emergency legislation. [1 O.C. 109.6-1]. Fiscal Impact statements may be prepared
146 by any agency who may receive funding if the legislation is enacted, any agency who may administer
147 a program if the legislation is enacted, any agency who may have financial information concerning the
148 subject matter of the legislation, or by the Finance Office, upon request of the Legislative Operating
149 Committee. [1 O.C. 109.6-1(a)-(b)]. Oneida Business Committee resolution BC-10-28-20-A entitled,
150 *Further Interpretation of 'Fiscal Impact Statement' in the Legislative Procedures Act*, provides further
151 clarification on who the Legislative Operating Committee may direct complete a fiscal impact
152 statement at various stages of the legislative process, as well as timeframes for completing the fiscal
153 impact statement.

154 ■ *Conclusion.* The Legislative Operating Committee has not yet directed that a fiscal impact
155 statement be completed.

156

Title 10. General Welfare Exclusion - Chapter 1003
ONEIDA NATION ASSISTANCE FUND

1003.1. Purpose and Policy
1003.2. Adoption, Amendment, Repeal
1003.3. Definitions
1003.4. Establishment

1003.5. Guidelines and Requirements
1003.6. Funding

1003.1. Purpose and Policy

1003.1-1. *Purpose.* The purpose of this law is to establish the Oneida Nation Assistance Fund to govern how the Nation provides financial assistance to its members, pursuant to the Oneida General Welfare law.

1003.1-2. *Policy.* It is the policy of the Nation to prioritize the general welfare needs of its members. The interests of the Nation are advanced when its members remain confident that their general welfare needs can be met.

1003.2. Adoption, Amendment, Repeal

1003.2-1. This law was adopted by the Oneida Business Committee by resolution BC-__-__-__-__.

1003.2-2. This law may be amended or repealed by the Oneida Business Committee or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

1003.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

1003.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law shall control.

1003.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

1003.3. Definitions

1003.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) "Approved program" means any program(s) to provide general welfare assistance that is intended to qualify as a General Welfare Exclusion, administered under specific guidelines, and is adopted by the Oneida Business Committee through resolution or law of the Nation in accordance with the Oneida General Welfare law.

(b) "Assistance" means benefits or payments under an approved program, which are paid to or on behalf of a recipient pursuant to this law. Assistance provided under an approved program shall not be considered income of the recipient.

(c) "Lavish" or "Extravagant" shall have the meaning determined by the Oneida Business Committee in its discretion and based on the circumstances, taking into account needs unique to the Nation as well as the social purpose being served by the particular assistance at hand, except as otherwise may be required for compliance with final guidance issued under 26 U.S.C. §139E following consultation between the Nation and the federal government.

(e) "Member" means an individual who is an enrolled member of the Nation.

(f) "Nation" means the Oneida Nation.

(g) "Recipient" means any member entitled to receive assistance in accordance with approved program requirements.

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42 1003.4. Establishment

43 1003.4-1. *Establishment.* The Oneida Nation Assistance Fund is hereby established as an
44 approved program of the Nation in accordance with the Oneida General Welfare law. The purpose
45 of the Oneida Nation Assistance Fund is to provide financial assistance to members of the Nation
46 to address the general welfare needs of members.

47 1003.4-2. *General Welfare Exclusion.* The Oneida Nation Assistance Fund meets the
48 requirements of the General Test as defined in the Oneida General Welfare law; General Criteria
49 as defined in I.R.S. Rev. Proc. 2014-35, section 5; and the requirements of the Tribal General
50 Welfare Exclusion Act of 2014, 26 U.S.C. §139E(b). The assistance provided through the Oneida
51 Nation Assistance Fund is:

- 52 (a) paid on behalf of the Nation;
- 53 (b) pursuant to an approved program of the Nation;
- 54 (c) does not discriminate in favor of members of the governing body of the Nation;
- 55 (d) available to any eligible member of the Nation who meets the guidelines of the
56 approved program;
- 57 (e) provided for the promotion of general welfare;
- 58 (f) not lavish or extravagant;
- 59 (g) not compensation for services; and
- 60 (h) not a per capita payment.

61

62 1003.5. Guidelines and Requirements

63 1003.5-1. *Eligibility.* The Oneida Nation Assistance Fund shall be open to any individual who
64 meets the following criteria:

- 65 (a) is a member of the Nation;
- 66 (b) is age eighteen (18) or older; and
- 67 (c) submits a completed application during the designated submission timeframe.

68 1003.5-2. *Distribution Period.* The Oneida Business Committee shall set forth through the
69 adoption of a resolution an application submission period and disbursement timeframe for a
70 distribution of assistance from the Oneida Nation Assistance Fund.

71 1003.5-3. *Application for Funds.* Any individual seeking assistance from the Oneida Nation
72 Assistance Fund shall submit an application.

73 (a) The Trust Enrollment Department shall make available an Oneida Nation Assistance
74 Fund application form and instructions.

75 (1) The application shall require, at a minimum, the following information:

- 76 (A) first, middle, and last name;
- 77 (B) date of birth;
- 78 (C) street address, city, state, zip code;
- 79 (D) phone number;
- 80 (E) e-mail address;
- 81 (F) enrollment number;
- 82 (G) bank account information for direct deposit if necessary;
- 83 (H) declaration from the applicant that their need exists, and all information
84 provided therein is accurate and in accordance with the laws of the Nation
85 and federal law; and
- 86 (I) signature of the applicant, electronic or handwritten, affirming the

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87 declaration.

88 (2) On the application the applicant shall designate the means by which they would
89 like to receive their disbursement of funds from the Oneida Nation Assistance Fund,
90 either through direct deposit or check.

91 (b) Applicants shall complete and return the Oneida Nation Assistance Fund application
92 form to the Trust Enrollment Department by the deadline set through resolution by the
93 Oneida Business Committee in order to be eligible for assistance from the Oneida Nation
94 Assistance Fund.

95 (1) The information provided in the Oneida Nation Assistance Fund application
96 form may be provided to any department, division, or personnel that processes the
97 applications.

98 1003.5-4. *Disbursement of Funds.* Assistance provided through the Oneida Nation Assistance
99 Fund shall be disbursed in accordance with the timeframe set through resolution by the Oneida
100 Business Committee. Funds from the Oneida Nation Assistance Fund may be disbursed through
101 direct deposit, or check, depending on the selection made on the application by the recipient.

102 1003.5-5. *Qualifying Expenditures.* The following types of expenses shall be considered
103 qualifying expenditures for use of assistance from the Oneida Nation Assistance Fund by the
104 recipient:

105 (a) costs relating to housing needs of principal residences such as:

106 (1) mortgage payments, rent payments, and down payments;

107 (2) enhancements for habitability of housing;

108 (3) basic housing repairs or rehabilitation;

109 (4) improvements to adapt housing for special health needs;

110 (b) costs for paying utility bills and charges, including, but not limited to, the following:

111 (1) water;

112 (2) electricity;

113 (3) gas;

114 (4) basic communication services such as:

115 (A) phone;

116 (B) internet; and

117 (C) cable;

118 (c) costs associated with education including, but not limited to:

119 (1) transportation to and from school;

120 (2) tutors;

121 (3) supplies for use in school activities and extra-curricular activities;

122 (4) providing tuition or room and board payments;

123 (5) providing for childcare for parents seeking employment or pursuing education;

124 (6) job counseling and interviewing expenses.

125 (d) costs associated with food security;

126 (e) costs associated with home care assistance;

127 (f) costs associated with vehicle payments, maintenance, repair, and insurance;

128 (g) costs associated with medical care and transportation, room, and board costs for
129 seeking medical care;

130 (h) funeral and burial expenses and expenses for attending wakes, funerals, burials,
131 bereavements, and subsequent honoring events; and

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132 (i) costs related to any other emergency circumstance.

133 1003.5-6. *Oversight.* The Trust Enrollment Department shall oversee the collection, review, and
134 permitted distribution of funds from the Oneida Nation Assistance Fund to the qualifying
135 recipients.

136 1003.5-7. *Records Maintenance.* The Trust Enrollment Department shall be responsible for
137 maintenance of records for the Oneida Nation Assistance Fund. The recipient shall retain receipts
138 for the expenditure of the funds associated with the Oneida Nation Assistance Fund.

139

140 **1003.6. Funding**

141 1003.6-1. *Funding Source.* The Oneida Nation Assistance Fund shall be funded through the
142 Nation’s annual budget, and by any other funding source deemed necessary by the Oneida
143 Business Committee.

144 1003.6-2. *Amount of Available Funding.* The Oneida Business Committee shall determine the
145 amount of assistance available to an eligible recipient from the Oneida Nation Assistance Fund
146 per any permitted distribution.

147

148 *End.*

149

151 Emergency Adopted – BC-06-08-22-A

152 Adopted – BC-__-__-__-__

MEMORANDUM

To: Legislative Operating Committee

From: Keith Doxtator

Date: October 5th, 2022

Subject: Oneida Nation Assistance Fund Law – Fiscal Impact Statement

Program Expenses

Most of the expenses from this law are outside the control of the Trust Enrollments Department. Rather this law gives both funding source and available funding control to the Business Committee.

In FY22, the funds were budgeted and \$1,300 was paid to all members and \$2,000 was paid to members age 62+. During the last FY23 budget meeting, a higher \$1,500 payment to all members was proposed. The fiscal impact is simple: # of members eligible * payment amount:

<u>Year</u>	<u>Expected Members</u>	<u>Expected Elders</u>
2023	17,300	3,150
2033	16,900	4,110
2043	15,800	4,330

If we simply maintain the FY23's budgeted amounts of \$1,500 /member plus \$2,000 /elder:

<u>Year</u>	<u>All Member Payment</u>	<u>Elder Payment</u>	<u>Total Annual Payment</u>
2023	\$25,950,000	\$6,300,000	\$32,250,000
2033	\$25,350,000	\$8,220,000	\$33,570,000
2043	\$23,700,000	\$8,660,000	\$32,360,000

Any decision impacting membership (such as the next version of Sustain Oneida) or payment amount may have a significant fiscal impact.

Startup Costs

Negligible

Personnel

In my original FY23 budget, I included funds to hire a second Payment Administrator. Historically, our office paid per capita payment with two administrators. While we scaled back to one during Covid, continuing to operate the five GWA payments we've been tasked is not sustainable. I'd expect the grade to be an 8. At median, the salary is \$49,296 /year, and our department's fringe rate is 48.2%.

The total additional personnel expense is \$73,000 /yr.

Office Costs

Negligible

For potential consideration, I'd expect the database technology we use and the ability to communicate with Accounting's technology to require an upgrade in the coming years. I understand DTS has included some allocation for this in their FY23 budget, and I'm not yet sure if that would solve the concern or simply be the first step. Our database remains the most streamlined way to process member information, and future upgrades may target further efficiencies.

Documentation Costs

Negligible

Estimate of Time Necessary to Comply with Law

Already in compliance.

Adopt resolution entitled Older Americans Act, Title VI 2023-2026 Grant Program Application

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/30/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Adopt Resolution

4. **Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Aging & Disability services

5. **Additional attendees needed for this request:**

Mark W. Powless, General Manager

Elijah Metoxen, Elder Services Manager

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Elijah Metoxen, Elder Services Manager

Application for Older Americans Act, Title VI 2023-2026 Cover Memo

Elder Services would be applying for both Parts A & C of this grant Opportunity.

Title VI Part A: The purpose of Title VI of the OAA is to promote the delivery of nutrition, supportive and caregiver services. The goal is to support the independence and well-being of tribal elders and caregivers living in their communities with nutrition, supportive and caregiver services consistent with locally-determined needs.

Required nutrition services include congregate meals and home-delivered meals. Other nutrition-related services could include nutrition counseling, nutrition education, sponsorship of farmer's market programs, or distribution centers for food banks and charitable organizations. Required supportive services include information and assistance, but these funds could also provide transportation, chore services, and many other services that contribute to the well-being of elders.

Title VI Part C: Authorizes grants to Indian tribal organizations representing federally recognized Tribes to provide caregiver support services. The program helps tribes provide locally determined systems of support services for family caregivers.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

**BC Resolution # Leave this line blank
Older Americans Act, Title VI 2023-2026 Grant Program Application**

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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, and the Oneida Nation has determined that the overall goal of the Oneida Nation is to protect, maintain and improve the standard living and the environment in which the Oneida people live; and

WHEREAS, that long-term care, a category that includes health promotion, homemaker services, home chore services, grocery services, outreach, telephoning and visitations, nutrition education, home delivered meals, congregate meals, transportation services, caregiver services and any other in-home services, is an emerging unmet need in Indian Country; and

WHEREAS, the Oneida Nation supports fully the efforts of the Oneida Aging & Disability Services Department to provide these services to the elders of the Oneida Nations; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee authorizes and supports the Oneida Aging & Disability Services Department's application to the Department of Health and Human Services for grant support under the Older Americans Act, Title VI 2023-2026 grant program.

Enter the e-poll results into the record regarding the adopted BC resolution 10-21-22-A Process to...

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: *Choose reason for Executive.*

3. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

4. Budget Information:

- Budgeted
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Cornelius](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [Jo A. House](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Adopt resolution entitled Process to Authorize Use of Carry Over Funds
Date: Friday, October 21, 2022 4:32:15 PM
Attachments: [BCAR Adopt resolution entitled Process to Authorize Use of Carry Over Funds.pdf](#)

E-POLL RESULTS

The e-poll to adopt resolution entitled Process to Authorize Use of Carry Over Funds, **has carried**. Below are the results:

Support: Marie Cornelius, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
 Information Management Specialist
 Government Administrative Office
 O: 920.869.4408 • E: cellis1@oneidanation.org
 P.O. Box 365 • Oneida, WI • 54155



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

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From: Secretary <TribalSecretary@oneidanation.org>
Sent: Thursday, October 20, 2022 8:19 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Adopt resolution entitled Process to Authorize Use of Carry Over Funds

E-POLL REQUEST

Summary:

At the September 28, 2022, Oneida Business Committee meeting the following motion was adopted:

“Motion to direct the Chief Counsel, Chief Financial Officer and Budget Analyst to develop a resolution that restricts the use of carry-over funding by requiring an individual resolution authorizing amount and specific use of carry-over funds to be presented at the October 18, 2022, Oneida Business Committee work session.”

The draft resolution was routed through the Chief Financial Officer and the Budget Analyst for comment and presented at the October 18th BC work session. At the BC work session there was discussion regarding the implementation date as well as the policy or use of the carry over funds. It was determined that the resolution should have immediate effect.

Justification for E-Poll:

The Oneida Business Committee also requested that the resolution be presented via e-poll to avoid delay in implementation. This would provide immediate protections regarding the use of the funds and bring transparency regarding the accumulation of carry-over funds.

- **Requested Action:**

Adopt resolution entitled Process to Authorize Use of Carry Over Funds

- **Deadline for response:**

Responses are due no later than 4:30 p.m., Friday, October 21, 2022.

- **Voting:**

1. Use the voting button above, if available; OR
2. Reply with “Support” or “Oppose”.

Aliskwet Ellis

Information Management Specialist

Government Administrative Office

O: 920.869.4408 • E: cellis1@oneidanation.org

P.O. Box 365 • Oneida, WI • 54155



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Business Committee Agenda Request

1. Meeting Date Requested: *Click or tap to enter a date.*

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve E-Poll Request regarding Resolution “Process for Use of Carry Over Funds”

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jo Anne House, Chief Counsel

Primary Requestor: (Name, Title/Entity)

Jo Anne House, PhD | Chief Counsel
James R. Bittorf | Deputy Chief Counsel
Kelly M. McAndrews | Senior Staff Attorney

Carl J. Artman
Krystal L. John
Peggy A. Van Gheem
Lydia M. Witte

Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: October 19, 2022

SUBJECT: E-Poll Request – Adoption of Resolution – “Process to Authorize Use of Carry Over Funds”

At the September 28, 2022, Oneida Business Committee meeting the following motion was adopted.

“Motion to direct the Chief Counsel, Chief Financial Officer and Budge Analyst to develop a resolution that restricts the use of carry-over funding by requiring an individual resolution authorizing amount and specific use of carry-over funds to be presented at the October 18, 2022, Oneida Business Committee work session.”

The draft resolution was routed through the Chief Financial Officer and the Budget Analyst for comment and presented at the October 18th work session. At the work session there was discussion regarding the implementation date as well as the policy or use of the carry over funds. It was determined that the resolution should have immediate effect. However, the policy discussion required additional time. The Oneida Business Committee determined that separate action regarding setting the policy regarding the use of the carry-over funds would be conducted at future work sessions with the goal of having a policy framework developed within four to six months.

The Oneida Business Committee also requested that the resolution be presented via e-poll to avoid delay in implementation. This would provide immediate protections regarding the use of the funds and bring transparency regarding the accumulation of carry-over funds.

Requested Action:

1. Approve e-poll request.
2. Motion to adopt resolution.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



**BC Resolution # Leave this line blank
 Process to Authorize Use of Carry Over Funds**

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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, each year a budget is adopted by the Oneida Nation to guide expenditures of financial resources of the Oneida Nation; and

WHEREAS, at the conclusion of each fiscal year there are revenues earned that exceed expenditures which result in "carry over funds" that are audited to identify the accuracy of the amount and are then identified in the Investment Report located in the monthly Treasurer's Reports; and

WHEREAS, carry over funds are available only once they are audited, and are allocated accordance with General Tribal Council directives which require 25% of carry over funds from each fiscal year to be allocated to land acquisition in accordance with the 2033 Land Acquisition Plan, as utilized to balance budgets, or as authorized by the Oneida Business Committee for specific projects which could occur by motion or by resolution; and

WHEREAS, the Chief Financial Officer and the Finance Department have been working with the Treasurer and the Oneida Business Committee to identify budgeting processes and directions which reduce carry over funding by providing more accurate budgeting; and

WHEREAS, over many fiscal years, the carry over funds have grown to a significant amount representing opportunities to carry out unanticipated or planned activities that would not ordinarily be funded or would be ordinarily be financed; and

WHEREAS, the Oneida Business Committee, recognizing that carry over funds represent an opportunity for many different activities, has determined that their use should be restricted and authorized only by resolution as a method of preserving these funds for future activities and needs of the Oneida Nation and members, especially considering the goal of reducing carry over funds in future budgets; and

NOW THEREFORE BE IT RESOLVED, that use of carry over funds shall be required to be authorized by adoption of a resolution by the Oneida Business Committee which states the amount to be authorized, the purpose of the fund request, and identify the remaining balance of carry over funds.

BE IT FINALLY RESOLVED, that this resolution shall be effectively immediately upon adoption.



Statement of Effect

Process to Authorize Use of Carry Over Funds

Summary

The resolution provides that use of carry over funds shall be required to be authorized by adoption of a resolution by the Oneida Business Committee which states the amount to be authorized, the purpose of the fund request, and identify the remaining balance of carry over funds.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office
Date: October 19, 2022

Analysis by the Legislative Reference Office

The Budget and Finances law sets forth the requirements to be followed by the Oneida Business Committee and the Oneida fund units when preparing the budget to be presented to the General Tribal Council for approval, and establishes financial policies and procedures for the Nation which:

- institutionalize best practices in financial management to guide decision makers in making informed decisions regarding the provision of services, implementation of business plans for enterprises, investments, and capital assets;
- provide a long term financial prospective and strategic intent, linking budget allocations to organizational goals, as well as providing fiscal controls and accountability for results and outcomes;
- identify and communicate to the membership of the Nation spending decisions for the government function, grant obligations, enterprises, membership mandates, capital expenditures, technology projects, and capital improvement projects;
- establish a framework for effective financial risk management; and
- encourage participation by the Nation's membership. [1 O.C. 121.1-1].

The Nation's adopts a balanced budget, which does not propose to spend more funds than are reasonably expected to become available to the Nation during that fiscal year, on an annual basis to guide revenues and expenditures for the year. [1 O.C. 121.5-1].

At the conclusion of each fiscal year there are revenues earned that exceed expenditures which result in "carry over funds" that are audited to identify the accuracy of the amount and are then identified in the Investment Report located in the monthly Treasurer's Reports Carry over funds are available only once they are audited, and are allocated accordance with General Tribal Council directives. The Chief Financial Officer and the Finance Department have been working with the Treasurer and the Oneida Business Committee to identify budgeting processes and directions which reduce carry over funding by providing more accurate budgeting. Over many fiscal years, the carry over funds have grown to a significant amount representing opportunities to carry out unanticipated or planned activities that would not ordinarily be funded or would be ordinarily be financed. The Oneida Business Committee, recognizing that carry over funds represent an

opportunity for many different activities, has determined that their use should be restricted and authorized only by resolution as a method of preserving these funds for future activities and needs of the Oneida Nation and members, especially considering the goal of reducing carry over funds in future budgets.

This resolution provides that use of carry over funds shall be required to be authorized by adoption of a resolution by the Oneida Business Committee which states the amount to be authorized, the purpose of the fund request, and identify the remaining balance of carry over funds. This resolution shall be effective immediately upon adoption.

The Budget and Finances law does not currently address general carry over funding, and only addresses unexpended funds in regard to unexpended capital improvement funds and unexpended capital expenditure funds. [1 O.C. 121.6-6].

The requirement for carry over funds to be authorized by adoption of a resolution by the Oneida Business Committee is consistent with other processes contained in the Budget and Finances law. Unbudgeted expenditures, as well as the approval of unbudgeted positions, are required to be authorized by adoption of a resolution by the Oneida Business Committee. [1 O.C. 121.6-4, 121.9-3].

Conclusion

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

Enter the e-poll results into the record regarding the adopted BC resolution 10-26-22-H Extension of...

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Cornelius](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until January 18, 2023
Date: Wednesday, October 26, 2022 4:32:03 PM
Attachments: [BCAR Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until January 18, 2023.pdf](#)
[MC comment beyond vote.pdf](#)
[KM comment beyond vote.pdf](#)

E-POLL RESULTS

The e-poll to adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until January 18, 2023, **has carried**. Below are the results:

Support: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Oppose: Marie Cornelius

Per section 5.2.c. of the OBC SOP "[Conducting Electronic Voting \(E-polls\)](#)", attached are copies of any comment made by an OBC member beyond a vote.

Aliskwet Ellis
 Information Management Specialist
 Government Administrative Office
 O: 920.869.4408 • E: cellis1@oneidanation.org
 P.O. Box 365 • Oneida, WI • 54155



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From: Secretary <TribalSecretary@oneidanation.org>
Sent: Tuesday, October 25, 2022 10:22 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Cornelius <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Adopt resolution entitled Extension of Declaration of Public Health State

of Emergency Until January 18, 2023

E-POLL REQUEST

-

Summary:

The Oneida Nation Public Health State of Emergency expires on November 19, 2022.

Justification for E-Poll:

Due to the cancellation of the November 9, 2022 OBC meeting, the next scheduled OBC meeting will not occur until after the expiration date. This request is to extend the Public Health State Of Emergency through January 18, 2023.

-

Requested Action:

Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until January 18, 2023.

-

Deadline for response:

Responses are due no later than 4:30 p.m., Wednesday, October 26, 2022.

-

Voting:

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

Aliskwet Ellis

Information Management Specialist
Government Administrative Office

O: 920.869.4408 • E: cellis1@oneidanation.org

P.O. Box 365 • Oneida, WI • 54155



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Enter the e-poll results into the record regarding the adopted BC resolution 11-07-22-A Extension of the...

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Cornelius](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#); [Clorissa N. Leeman](#)
Subject: E-POLL RESULTS: Adopt the resolution entitled Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures
Date: Monday, November 7, 2022 4:32:58 PM
Attachments: [BCAR Adopt resolution entitled Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures.pdf](#)

E-POLL RESULTS

The e-poll to adopt the resolution entitled Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures, **has carried**. Below are the results:

Support: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Senior Information Management Specialist
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A good mind. A good heart. A strong fire.

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From: Secretary <TribalSecretary@oneidanation.org>
Sent: Friday, November 4, 2022 12:21 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Cornelius <ecornel2@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Adopt the resolution entitled Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures

E-POLL REQUEST

-
Summary:

This resolution for consideration of adoption by the Oneida Business Committee in this e-poll extends the emergency amendments to the Oneida Personnel Policies and Procedures (“the Law”) for an additional six (6) month period.

On November 24, 2021, the Oneida Business Committee adopted emergency amendments to the Law through the adoption of resolution BC-11-24-21-A to improve the Nation’s hiring capacity and service delivery in the tight labor markets that have resulted from the COVID-19 pandemic. After the adoption of emergency amendments to the Law through resolution BC-11-24-21-A, it became clear that additional emergency amendments to the Law would be necessary to clarify inconsistencies that arose as a result of the last emergency amendments. The Oneida Business Committee then adopted additional emergency amendments to the Law on May 11, 2022, through the adoption of resolution BC-05-11-22-A for the purpose providing additional clarifications on the appeal rights and payout of accrued vacation/personal time of a terminated employee in their original probation period to improve the Nation’s hiring capacity and service delivery in the tight labor markets that have resulted from the COVID-19 pandemic. These emergency amendments are set to expire on November 11, 2022.

The Legislative Procedures Act (“the LPA”) was adopted by the General Tribal Council for the purpose of providing a process for the adoption or amendment of laws of the Nation. [1 O.C. 109.1-1]. The LPA allows the Oneida Business Committee to take emergency action where it is necessary for the immediate preservation of the public health, safety or general welfare of the Reservation population and when enactment or amendment of legislation is required sooner than would be possible under the LPA. [1 O.C. 109.9-5]. A public meeting and fiscal impact statement are not required for emergency legislation. [1 O.C. 109.8-1(b) and 109.9-5(a)]. Emergency legislation takes effect immediately upon adoption by the Oneida Business Committee, and remains effective for a six (6) month period of time. [1 O.C. 109.9-5(b)]. The LPA provides the possibility to extend emergency legislation for an additional six (6) months, or until the emergency amendments expire or are permanently adopted. [1 O.C. 109.9-5(b)].

The resolution provides that the emergency amendments to this Law were, and continue to be, necessary for the preservation of the general welfare of the Reservation population in order to continue to simplify the Nation’s hiring selection procedures so they are more effective so that the Nation can improve its hiring capacity and service delivery during increasingly tight labor markets that have resulted from the COVID-19 pandemic. Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of this Law were, and continue to be, contrary to public interest and the process and requirements of the LPA cannot be completed in time to allow the Nation the ability to adequately address its hiring selection procedures in the tight labor markets resulting from the COVID-19 pandemic.

The emergency amendments to the Oneida Personnel Policies and Procedures expire on November 11, 2022. The Legislative Procedures Act allows the Oneida Business Committee to extend emergency amendments for a six (6) month time period. [1 O.C. 109.9-5(b)]. A six (6) month extension of the emergency amendments to the Law is being requested to allow for the emergency amendments to remain in effect while the Legislative Operating Committee finalizes the development of permanent amendments to the Law to be presented to the General Tribal Council for adoption. The extension of the emergency amendments to the Law will become effective on November 11, 2022, when the emergency amendments as adopted through BC-05-11-22-A expire and will

remain in effect for an additional six (6) month term which will end on May 11, 2023.

Justification for E-Poll:

The next Oneida Business Committee meeting is scheduled for Wednesday, November 30, 2022. The emergency amendments to the Oneida Personnel Policies and Procedures will expire on Friday, November 11, 2022. Therefore, it is necessary for the Oneida Business Committee to consider the extension of the emergency amendments to the Oneida Personnel Policies and Procedures via e-poll prior to their expiration on November 11, 2022.

-

Requested Action:

Adopt the resolution entitled, Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures

-

Deadline for response:

Responses are due no later than **4:30 p.m., Monday, November 7, 2022.**

-

Voting:

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

Aliskwet Ellis

Senior Information Management Specialist
Government Administrative Office

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

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Business Committee Agenda Request

1. Meeting Date Requested: 11/4/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Proprietary - trade secrets/commercial/financial

3. Requested Motion:

Accept as information; OR

Adopt resolution entitled Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating

Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:


Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
 FROM: David P. Jordan, LOC Chairperson 
 DATE: November 4, 2022
 RE: Extension of the Oneida Personnel Policies and Procedures Emergency Amendments

Please find the following attached backup documentation for your consideration of extending the emergency amendments to the Oneida Personnel Policies and Procedures:

1. Resolution: Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures
2. Statement of Effect: Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures
3. Oneida Personnel Policies and Procedures

Overview

Emergency amendments to the Oneida Personnel Policies and were adopted by the Oneida Business Committee on November 24, 2021, through the adoption of resolution BC-11-24-21-A to improve the Nation's hiring capacity and service delivery in the tight labor markets that have resulted from the COVID-19 pandemic. The emergency amendments to the Oneida Personnel Policies and Procedures:

- Required that all applications for employment with the Nation be submitted online;
- Eliminated the requirement that a position vacancy be posted twice with the first posting open to enrolled members of the Nation only and the second posting open to the general public;
- Required that applicants who are enrolled members of the Oneida Nation be screened and interviewed prior to any other applicants;
- Allowed for a supervisor to choose between the next two (2) ranked applicants if the first choice refuses the position offer;
- Required an employee who is transferred to continue serving in their present position until a replacement can be found, for a period up to thirty (30) days;
- Removed the requirement that an employee completes one (1) year of service to the Nation before being eligible for a transfer;
- Clarified that an employee shall be required to undergo an original probation period for three (3) months after being hired, transferred, or reassigned to a new position;
- Removed the provision that provided probationary employees be paid at five percent (5%) below the posted pay rate for the position; and
- Made other revisions throughout Section III of the Oneida Personnel Policies and Procedures to simplify and clarify language to make the hiring selection process more efficient.

When discussing the potential six (6) month extension of the emergency amendments to the Oneida Personnel Policies and Procedures the Legislative Operating Committee determined it was necessary to seek additional emergency amendments to the Oneida Personnel Policies and Procedures to clarify inconsistencies that arose as a result of the last emergency amendments. The proposed emergency amendments to the Oneida Personnel Policies and Procedures will maintain the current emergency amendments and also:

- Clarify that termination of an employee for cause during their original probationary period shall not be subject to appeal. [*OPPP Section III.D.1.c*]; and
- Clarify that employees who are terminated during their original probation period shall not be paid for any unused accrued vacation or personal days in their final paycheck. [*OPPP Section IV.A.5.h.2*].

The emergency amendments to the Oneida Personnel Policies and Procedures will expire on November 1, 2022. The Legislative Operating Committee is now seeking an extension of the emergency amendments to the Law.

In accordance with the Emergency Management and Homeland Security law, on March 12, 2020, Chairman Tehassi Hill signed a *Declaration of Public Health State of Emergency* regarding COVID-19 which declared a Public Health State of Emergency for the Nation until April 12, 2020. [*3 O.C. 302.8-1*]. The Public Health State of Emergency for the Nation has since been extended until January 18, 2023, by the Oneida Business Committee through the adoption of resolutions BC-03-26-20-A, BC-05-06-20-A, BC-06-10-20-A, BC-07-08-20-A, BC-08-06-20-A, BC-09-09-20-A, BC-10-08-20-A, BC-11-10-20-A, BC-12-09-20-D, BC-01-07-21-A, BC-02-10-21-A, BC-03-10-21-D, and BC-05-12-21-A, BC-06-23-21-B, BC-07-28-21-N, BC-09-22-21-A, BC-11-24-21-F, BC-01-12-22-B, BC-03-23-22-A, BC-05-11-22-E, BC-07-13-22-F, BC-09-14-22-C, and BC-10-26-22-H. [*3 O.C. 302.8-2*].

The Oneida Business Committee can temporarily enact legislation when legislation is necessary for the immediate preservation of the public health, safety, or general welfare of the Reservation population, and the amendment of the legislation is required sooner than would be possible under the Legislative Procedures Act. [*1 O.C. 109.9-5*]. A fiscal impact statement and public meeting are not required for emergency legislation. [*1 O.C. 109.9-5(a)*].

The emergency amendments to the Oneida Personnel Policies and Procedures were, and continue to be, necessary for the preservation of the general welfare of the Reservation population. The emergency amendments simplify and clarify the Nation's hiring selection procedures so they are more effective so that the Nation can improve its hiring capacity and service delivery during increasingly tight labor markets that have resulted from the COVID-19 pandemic.

Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of these amendments was, and continues to be, contrary to public interest. The process and requirements of the Legislative Procedures Act cannot be completed in time to allow the Nation the ability to adequately address its hiring selection procedures in the tight labor markets resulting from the COVID-19 pandemic.

The Legislative Procedures Act allows the Oneida Business Committee to extend emergency amendments for a six (6) month time period. [1 O.C. 109.9-5(b)]. A six (6) month extension of the emergency amendments to the Law is being requested to provide additional time for the Legislative Operating Committee to finalize the development of permanent amendments to the Law to be presented to the General Tribal Council for adoption.

The extension of the emergency amendments to the Law will become effective on November 11, 2022, when the emergency amendments as adopted through BC-05-11-22-A expire and will remain in effect for an additional six (6) month term which will end on May 11, 2023.

Requested Action

Adopt the Resolution: Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution

Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures

- 1 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 2 recognized by the laws of the United States of America; and
- 3
- 4 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 5
- 6 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 7 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 8
- 9 **WHEREAS,** the Oneida Personnel Policies and Procedures (“the Law”) sets forth the Nation’s various
- 10 employment related policies and procedures; and
- 11
- 12 **WHEREAS,** on March 12, 2020, Chairman Tehassi Hill signed a “Declaration of Public Health State of
- 13 Emergency” regarding COVID-19 which declared a Public Health State of Emergency for
- 14 the Nation until April 12, 2020, which was subsequently extended by the Oneida Business
- 15 Committee until January 18, 2023, through the adoption of resolutions BC-03-26-20-A, BC-
- 16 05-06-20-A, BC-06-10-20-A, BC-07-08-20-A, BC-08-06-20-A, BC-09-09-20-A, BC-10-08-
- 17 20-A, BC-11-10-20-A, BC-12-09-20-D, BC-01-07-21-A, BC-02-10-21-A, BC-03-10-21-D,
- 18 and BC-05-12-21-A, BC-06-23-21-B, BC-07-28-21-N, BC-09-22-21-A, BC-11-24-21-F,
- 19 BC-01-12-22-B, BC-03-23-22-A, BC-05-11-22-E, BC-07-13-22-F, BC-09-14-22-C, and
- 20 BC-10-26-22-H; and
- 21
- 22 **WHEREAS,** the COVID-19 pandemic interrupted many business operations and had vast effects on
- 23 employment throughout the country; and
- 24
- 25 **WHEREAS,** the Legislative Procedures Act authorizes the Oneida Business Committee to enact
- 26 legislation on an emergency basis when legislation is necessary for the immediate
- 27 preservation of the public health, safety, or general welfare of the Reservation population,
- 28 and the adoption of the legislation is required sooner than would be possible under the
- 29 Legislative Procedures Act; and
- 30
- 31 **WHEREAS,** on November 24, 2021, the Oneida Business Committee adopted emergency amendments
- 32 to the Law through the adoption of resolution BC-11-24-21-A to improve the Nation’s hiring
- 33 capacity and service delivery in the tight labor markets that have resulted from the COVID-
- 34 19 pandemic; and
- 35
- 36 **WHEREAS,** after the adoption of emergency amendments to the Law through resolution BC-11-24-21-
- 37 A, it became clear that additional emergency amendments to the Law would be necessary
- 38 to clarify inconsistencies that arose as a result of the last emergency amendments; and
- 39
- 40 **WHEREAS,** the Oneida Business Committee then adopted additional emergency amendments to the
- 41 Law on May 11, 2022, through the adoption of resolution BC-05-11-22-A for the purpose
- 42 providing additional clarifications on the appeal rights and payout of accrued
- 43 vacation/personal time of a terminated employee in their original probation period, to

44 improve the Nation’s hiring capacity and service delivery in the tight labor markets that
45 have resulted from the COVID-19 pandemic; and
46

47 **WHEREAS,** the emergency amendments to this Law were, and continue to be, necessary for the
48 preservation of the general welfare of the Reservation population in order to continue to
49 simplify the Nation’s hiring selection procedures so they are more effective so that the
50 Nation can improve its hiring capacity and service delivery during increasingly tight labor
51 markets that have resulted from the COVID-19 pandemic; and
52

53 **WHEREAS,** observance of the requirements under the Legislative Procedures Act for adoption of the
54 emergency amendments to this Law were, and continue to be, contrary to public interest
55 and the process and requirements of the Legislative Procedures Act cannot be completed
56 in time to allow the Nation the ability to adequately address its hiring selection procedures
57 in the tight labor markets resulting from the COVID-19 pandemic; and
58

59 **WHEREAS,** emergency legislation is effective for a period of six (6) months, renewable for an additional
60 six (6) months by the Oneida Business Committee; and
61

62 **WHEREAS,** the emergency amendments to the Law will expire on November 11, 2022; and
63

64 **WHEREAS,** a six (6) month extension of the emergency amendments is being requested to allow for
65 the emergency amendments to remain in effect while the Legislative Operating Committee
66 finalizes the development of permanent amendments to the Law to be presented to the
67 General Tribal Council for adoption; and
68

69 **NOW THEREFORE BE IT RESOLVED,** that the emergency amendments to the Oneida Personnel Policies
70 and Procedures are hereby extended for an additional six (6) month period effective November 11, 2022,
71 and shall expire on May 11, 2023.



Statement of Effect

Extension of the Emergency Amendments to the Oneida Personnel Policies and Procedures

Summary

This resolution extends the emergency amendments to the Oneida Personnel Policies and Procedures adopted through resolution BC-05-11-22-A for an additional six (6) months in accordance with the Legislative Procedures Act.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: November 3, 2022

Analysis by the Legislative Reference Office

This resolution extends the emergency amendments to the Oneida Personnel Policies and Procedures (“the Law”) for an additional six (6) month period. The Law sets forth the Nation’s various employment related policies and procedures.

On November 24, 2021, the Oneida Business Committee adopted emergency amendments to the Law through the adoption of resolution BC-11-24-21-A to improve the Nation’s hiring capacity and service delivery in the tight labor markets that have resulted from the COVID-19 pandemic. After the adoption of emergency amendments to the Law through resolution BC-11-24-21-A, it became clear that additional emergency amendments to the Law would be necessary to clarify inconsistencies that arose as a result of the last emergency amendments. The Oneida Business Committee then adopted additional emergency amendments to the Law on May 11, 2022, through the adoption of resolution BC-05-11-22-A for the purpose providing additional clarifications on the appeal rights and payout of accrued vacation/personal time of a terminated employee in their original probation period to improve the Nation’s hiring capacity and service delivery in the tight labor markets that have resulted from the COVID-19 pandemic. These emergency amendments are set to expire on November 11, 2022.

The Legislative Procedures Act (“the LPA”) was adopted by the General Tribal Council for the purpose of providing a process for the adoption or amendment of laws of the Nation. [1 O.C. 109.1-1]. The LPA allows the Oneida Business Committee to take emergency action where it is necessary for the immediate preservation of the public health, safety or general welfare of the Reservation population and when enactment or amendment of legislation is required sooner than would be possible under the LPA. [1 O.C. 109.9-5]. A public meeting and fiscal impact statement are not required for emergency legislation. [1 O.C. 109.8-1(b) and 109.9-5(a)]. Emergency legislation takes effect immediately upon adoption by the Oneida Business Committee, and remains effective for a six (6) month period of time. [1 O.C. 109.9-5(b)]. The LPA provides the possibility to extend emergency legislation for an additional six (6) months, or until the emergency amendments expire or are permanently adopted. [1 O.C. 109.9-5(b)].

In accordance with the Emergency Management and Homeland Security law, on March 12, 2020, Chairman Tehassi Hill signed a *Declaration of Public Health State of Emergency* regarding COVID-19 which declared a Public Health State of Emergency for the Nation until April 12, 2020. [3 O.C. 302.8-1]. The Public Health State of Emergency for the Nation has since been extended until January 18, 2023, through the adoption of resolutions BC-03-26-20-A, BC-05-06-20-A, BC-06-10-20-A, BC-07-08-20-A, BC-08-06-20-A, BC-09-09-20-A, BC-10-08-20-A, BC-11-10-20-A, BC-12-09-20-D, BC-01-07-21-A, BC-02-10-21-A, BC-03-10-21-D, and BC-05-12-21-A, BC-06-23-21-B, BC-07-28-21-N, BC-09-22-21-A, BC-11-24-21-F, BC-01-12-22-B, BC-03-23-22-A, BC-05-11-22-E, BC-07-13-22-F, BC-09-14-22-C, and BC-10-26-22-H. [3 O.C. 302.8-2]. The COVID-19 pandemic interrupted many business operations and had vast effects on employment throughout the country.

The resolution provides that the emergency amendments to this Law were, and continue to be, necessary for the preservation of the general welfare of the Reservation population in order to continue to simplify the Nation's hiring selection procedures so they are more effective so that the Nation can improve its hiring capacity and service delivery during increasingly tight labor markets that have resulted from the COVID-19 pandemic.

Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of this Law were, and continue to be, contrary to public interest and the process and requirements of the LPA cannot be completed in time to allow the Nation the ability to adequately address its hiring selection procedures in the tight labor markets resulting from the COVID-19 pandemic.

The emergency amendments to the Oneida Personnel Policies and Procedures expire on November 11, 2022. The Legislative Procedures Act allows the Oneida Business Committee to extend emergency amendments for a six (6) month time period. [1 O.C. 109.9-5(b)]. A six (6) month extension of the emergency amendments to the Law is being requested to allow for the emergency amendments to remain in effect while the Legislative Operating Committee finalizes the development of permanent amendments to the Law to be presented to the General Tribal Council for adoption.

The extension of the emergency amendments to the Law will become effective on November 11, 2022, when the emergency amendments as adopted through BC-05-11-22-A expire and will remain in effect for an additional six (6) month term which will end on May 11, 2023.

Conclusion

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



ONEIDA NATION
PERSONNEL POLICIES AND PROCEDURES MANUAL

Table of Contents (Last update 5/11/22)

[SECTION I INTRODUCTION](#) 2

[SECTION II - RECRUITING](#)..... 3

[SECTION III – SELECTION POLICY](#)..... 6

[SECTION IV – COMPENSATION AND BENEFITS](#)..... 13

[SECTION V – EMPLOYEE RELATIONS](#)..... 19

[SECTION VI – SAFETY AND HEALTH](#)..... 28

[SECTION VII – PROGRAM/ENTERPRISE RULES & REGULATIONS](#)..... 29

[SECTION VIII - RECORDKEEPING](#) 30

[SECTION IX – PRIVACY AND CONFIDENTIALITY OF EMPLOYEE RECORDS](#)..... 31

SECTION I – INTRODUCTION

Welcome to the Oneida Nation. We are pleased to have you join us as a partner on a team of individuals dedicated to providing quality service that enhances the quality of life of the Oneida community. The role you play in your position is important to the overall effort required by your department to meet the goals and objectives of the Oneida Nation. We encourage you to take advantage of the opportunities presented to you, as an employee, to grow and develop both personally and professionally.

The purpose of this "Employee Manual" is to provide you with a ready source of information about employee related Oneida Nation policies and procedures. Although we have tried to make this manual as comprehensive as possible; it does not, and cannot, include policies which address every situation that may arise. The Oneida Nation reserves the right to modify, alter, change or cancel existing policies and procedures or adopt new procedures and policies at any time.

The policies and procedures set forth in this manual apply to all employees. As an employee of the Oneida Nation, you are required to know and abide by these policies and procedures. Oneida Nation departments may have specific and additional procedures enhancing the general policies stated in this manual. Each employee is expected to learn his/her department's procedures and comply with them. In the event of any conflict between policies in this manual and departmental procedure, the policies in this manual supersede. Each employee is also expected to conform to the professional standards of his/her occupation. Questions regarding this manual, or any employee related policies, should be directed to your supervisor, department head, or to the Human Resources Department at (920) 496-7900.

The Oneida Nation is proud to have you on our staff and we look forward to a fulfilling and successful team relationship.

SECTION II - RECRUITING

A. RECRUITING

1. Recruiting Strategy

- a. The Oneida Nation shall implement a Recruiting Strategy to increase the potential for hiring the best-qualified and most capable employees possible.
 - 1) The Recruiting Strategy shall target, as the first priority, applicants in accordance with the Oneida and Indian Preference Policy.
 - 2) The Recruiting Strategy shall have a nationwide focus and will use:
 - a) The Kalihwisaks (national distribution);
 - b) The Oneida Higher Education Office's network of post-secondary school students;
 - c) Local and regional media and public employment agencies.

2. Applicant Pool

- a. The Oneida Nation shall establish and maintain an Applicant Pool consisting of individuals who have expressed an interest in working for the Oneida Nation.
 - 1) The Applicant Pool will consist of files containing:
 - a) An Oneida Nation Application Form;
 - b) A summary of career goals and job preferences.
 - 2) The Applicant Pool will be regularly reviewed to:
 - a) Update individual files;
 - b) Remove files where indicated.
 - 3) The Applicant Pool will be cross-referenced by job preferences.
 - a) Notices of job vacancies and an Application Form will be sent to all Applicant Pool members as appropriate.
 - 4) All Applicant Pool members shall have the right to review and update their file upon request.
 - 5) Applicant Pool members shall be apprised of the Nation's Indian Preference Policy.

B. LABOR POOLS

1. Supervisors that wish to establish a job classification as a Labor Pool Position will work with the HRD to establish the job classification.
2. Each Labor Pool Position shall be advertised as on-going recruitment pool. The HRD shall maintain an updated list of qualified candidates for each Labor Pool Position.
3. The HRD will accept all job applications and verify that each applicant is qualified according to the established job description. All qualified applicants will then be placed in a pool according to the Nation's Oneida and Indian Preference Policy and the date the application was received. All applicants will be notified of acceptance into or rejection from the pool.
 - a. **PRESCREENING OF LABOR POOL POSITIONS** [\(HR Interpretation 11-13-12\)](#) Applicants who were previously employed by the Oneida Nation and were terminated for reasons of misconduct or performance issues will be screened out for a period of twelve (12) months following the date of discharge.
4. The HRD will keep an updated list of qualified applicants for each job position.
5. When a vacancy occurs in a Labor Pool Position, the supervisor will notify the HRD of the position to be filled. The HRD Office shall then refer the top three (3) applicants to the immediate supervisor. The top three applicants shall be based first on the Oneida and Indian Preference Policy and, second, the date an application was received. The

immediate supervisor will notify the HRD of their selection and the HRD will then offer the position to the applicant. After the position is filled, all ranked candidates will move up on the list. [\(HR Interpretation 7-11-13\)](#)

6. If the applicant refuses the position, the HRD Office will then offer it to the next applicant until the position is filled.
7. If the applicant refuses the job, the applicant may withdraw from the Labor Pool or, if he or she declines to withdraw from the Labor Pool, the date of refusal will be considered the date the application was received and the applicant will be placed in the Labor Pool list according to B.3.
8. Indian (Oneida) Preference will be adhered to in all hiring decisions.

C. EMERGENCY/TEMPORARY POSITIONS

1. The HRD will periodically recruit individuals who are interested in filling temporary positions which consist of the following classifications:
 - a. Emergency/Temp
 - b. Limited Term
 - c. Seasonal
 - d. Substitute/Relief
 - e. Youth Worker
 - f. Student/Intern
2. Creation of Positions
 - a. Creation of positions in the above Temporary Employee Classifications will require that these positions be budgeted for the current fiscal year, or proof through documentation that the budget is adequate to incorporate these positions.
 - b. The positions must be developed in conjunction with the HRD; assuring that all Policies and Procedures are adhered to. Creation of temporary classification requires the approval of the Director, Area Manager, and HRD Manager, or elected official of the Oneida Nation.
 - c. All newly created temporary positions must be processed through the Wage and Salary system before a position can be filled with a temporary employee.
3. Recruitment/Selection
 - a. Recruitment/selection of applicants for all temporary positions requires a completed Temporary Personnel Requisition form with an updated job description attached.
 - b. The HRD will provide a list of qualified candidates according to the job descriptions to the immediate supervisor. The immediate supervisor will select from the approved list adhering to Indian Preference.
 - c. The HRD will contact the selected candidate and offer the position, following the proper procedures to put the incumbent on payroll.
 - d. The selected candidate will sign a statement accepting conditions of temporary employment, and length of employment where applicable.
 - e. Temporary employees will be paid within the Grade in which the job is classified and salary will be negotiated within the first three (3) steps of respective grade.
 - 1) Any negotiated salary beyond step three will require written justification and approval from the respective General Manager. [\(H.R. Interpretation, 12-8-16\)](#)
 - f. Temporary employees are welcome to apply for any regular position within the Nation that becomes available during the term of their employment.
 - g. Temporary employees that are terminated due to documented cause will have the right to the appeal process as outlined in the Personnel Policies and Procedures.
 - h. All temporary employees are subject to lay-off based upon department job needs and budgets. [\(HR Interpretation – 11-25-13\)](#)

- i. Supervisors are required to do proficient planning within their respective span of control; as such they must also enforce separation dates and will be monitored by HRD for compliance.
 - j. Supervisors must select the most appropriate category of classification for the job.
 - 1) Moving from one classification to another is prohibited.
4. Benefits
- a. The following employee classifications will be eligible for benefits as defined in the section of the Personnel Policies and Procedures as medical, dental, vacation and personal accrual, holiday pay, premium pay.
 - 1) Limited Term
 - 2) Seasonal
 - b. The following employee classifications will be eligible for benefits as defined in this section of the Personnel Policies and Procedures as Mandatory Benefits and Holiday pay.
 - 1) Emergency/Temporary
 - 2) Substitute/Relief
 - 3) Seasonal Worker (only during their first season)
 - c. The following employee classifications will be eligible for benefits as defined in this section of the Personnel Policies and Procedures as Mandatory Benefits.
 - 1) Youth Worker
 - 2) Student/Intern

SECTION III – SELECTION POLICY

A. ONEIDA PREFERENCE AND INDIAN PREFERENCE STATEMENT OF POLICY

Federal policy since 1834 accords hiring preference to Indians. The purpose of this preference is threefold: 1) to give Indians a greater participation in self-government; 2) to further the Government's trust obligation; and 3) to increase the positive effect of having Indians administer matters that affect Indian tribal life. ([GTC Resolution – 5-23-11-A](#))

More recently, legislation such as the Civil Rights Act (1964) and the Education Amendments of 1972 (passed after the Equal Employment Opportunity Act) continued to specifically provide for preferential hiring of Indians by Indian Nations.

As an employer, the Nation seeks to employ individuals who possess the skills, abilities and background to meet the employment needs of the Nation.

As a sovereign Indian Nation and a unique cultural group, the Oneida Nation has determined that a highly desirable employment characteristic is knowledge of Oneida culture. Further, the Nation recognizes the unique, shared culture of Native American Indians and has determined that a desirable employment characteristic is status as a member or descendant of a federally recognized tribe. At a minimum, the Nation has determined that some knowledge of Indian culture is a desirable employment characteristic.

Accordingly, the Oneida Nation establishes the following policy in regard to Indian Preference for selecting employees to provide services that meet the needs of the Oneida people. This Indian Preference policy shall be specific to staffing decisions made under the Personnel Policies and Procedures and shall not be construed to have an application outside of these policies and procedures.

The Oneida Nation is an equal employment opportunity employer and follows non-discriminatory policies and procedures in personnel decisions. ([HR Interpretation 5-19-14](#)) The Oneida Nation exists to serve the needs of the Oneida people and therefore accords Oneida Preference to enrolled members of the Oneida Nation where such preference is not otherwise prohibited. All General Managers and top administrative positions, as defined by HRD in a standard operating procedure, shall be held by enrolled members of the Oneida Nation. In all other instances, the Nation applies the following priorities of Indian Preference in staffing decisions:

- 1 Enrolled members of the Oneida Nation;
- 2 Individuals eligible for enrollment in the Oneida Nation;
- 3 Documented first generation descendants of the Oneida Nation;
- 4 Members or descendants of a federally recognized tribe;
- 5 Other (non-Indian). ([HR Interpretation – 6-24-11](#))

This policy shall apply in decisions where the basic requirements for employment are met.

B. HIRING PROCEDURE

- 1 Statement of Policy

- a. The Oneida Nation is an equal employment opportunity employer and follows nondiscriminatory policies in hiring.
 - b. The Oneida Nation is a firm advocate of the 1964 Civil Rights Act (as amended) and the 1968 Indian Civil Rights Act (as amended) and will make every effort to ensure compliance with each Act; however:
 - c. The Oneida Nation follows the principles of Indian Preference in the implementation of hiring practices (see the Oneida Preference and Indian Preference Statement of Policy).
2. Hiring Guidelines
- a. All Supervisors of the Oneida Nation shall undergo periodic training in EEO and laws, rules, and regulations of the Nation.
 - b. Personnel Commission Role
 - 1) The Oneida Nation established the Personnel Commission to represent the Oneida Community-at-large in the selection of employees of the Nation.
 - a) The Personnel Commission is directed to:
 - i. Seek out the best-matched applicants for each available position;
 - ii. Consider only job-related factors (such as education, experience, past performance, skills and abilities, and compatibility with the position and potential co-workers) when selecting candidates; and
 - iii. Comply with the Oneida Personnel Commission Bylaws.
 - c. Identification of Vacancies and Development of Position Descriptions ([Work Standard, 11-16-11](#))
 - 1) Supervisors may inform the HRD Office of pending vacancies as soon as they are identified.
 - 2) For new and existing positions, the HRD Representative, the supervisor and the Area Manager (at their option) shall review the position description to ensure compliance with:
 - a) The Nation's employment structure; and
 - b) The needs and requirements of the position.
 - 3) All position descriptions shall follow the outlined structure.
 - d. Applications
 - 1) All inquiries for position vacancies shall be responded to with an application.
 - 2) All applications shall be submitted online.
 - 3) All applications shall be acknowledged.
 - e. Advertising
 - 1) Position vacancies shall be advertised as widely as possible. Advertising efforts may include, but not be limited to the following:
 - a) The Kalihwisaks;
 - b) The Oneida Nation website;
 - c) Oneida Nation social media platforms;
 - d) Electronic communications or alerts;
 - e) Mailings;
 - f) Statewide, through print and electronic media and public employment agencies;

- g) Through targeted recruiting efforts including:
 - i. The Bureau of Indian Affairs;
 - ii. The Oneida Higher Education Office.
 - h) Other postings targeted toward special recruiting categories (such as professions) shall be carried out at the discretion of HRD with the advice and consent of the affected department.
- 2) A position vacancy shall be posted for a minimum of seven (7) calendar days and shall be open to the general public, unless the position is required to be filled by an enrolled Oneida Nation member.
 - 3) All vacancies requiring re-posting shall be referred back to B-2.c (Identification of Vacancies and Development of Position description) to begin the re-posting process.
- f. Screening ([HR Interpretation 11-16-12](#)) ([HR Interpretation 10-22-12](#))
- 1) Applicants who are enrolled members of the Oneida Nation shall be screened and interviewed prior to any other applicants. If the screening and interviewing of the applicants who are enrolled members of the Oneida Nation did not result in the position vacancy being filled, then all other applicants may be screened and interviewed.
 - 2) A Screening Committee consisting of the HRD Representative, the position supervisor, the Area Manager (at their option), and a member of the Personnel Commission shall be convened to conduct the screening of applicants. The Screening process shall begin as soon as practical following the closing of the position. The Screening Committee shall:
 - a) Verify that all applications were submitted on time.
 - b) Applications that are incomplete or were not submitted on or before the posted deadline date may be screened out.
 - c) Analyze the position description to establish screening criteria. These criteria shall include qualifications listed on the position description determined by the supervisor and HRD Representative to be essential to the position. ([T.O.E. WS-5-6-13](#))
 - d) Screen and identify a list of applicants to be interviewed.
 - e) Ensure there are no applicants ineligible for employment with the Nation due to termination or resignation in accordance with the applicable standard operating procedure developed by HRD.
 - 3) No person shall be recommended for a position if nepotism is created. Nepotism is created by the following relationships that are created by birth, marriage, or through another legally recognized means:
 - a) Spouse;
 - b) Child;
 - c) Parent;
 - d) Sibling;
 - e) Grandparent;
 - f) Great-grandparent;

- g) Grandchild; and
 - h) Guardian.
- 4) No person shall be recommended for a position if a conflict of interest is created. Conflict of interest is defined as:
- a) any interest, real or apparent, whether it be personal, financial, political, or otherwise, in which an elected official, officer, political appointee, employee, contractor, or appointed or elected member, or their immediate family members, friends or associates, or any other person with whom they have contact, have that conflicts with any right of the Nation to property, information, or any other right to own and operate activities free from undisclosed competition or other violation of such rights of the Nation.
 - b) any financial or familial interest an elected official, officer, political appointee, employee, contractor, or appointed or elected member or their immediate family members may have in any transaction between the Nation and an outside party
- 5) The HRD Representative and supervisor shall construct an interview format consisting of:
- a) A set of questions related to the screening criteria qualifications; and
 - b) An interview rating scale designed to objectively evaluate each applicant's qualifications.
- 6) The HRD Office shall arrange for interviews with the listed applicants.
- g. Applicant Interviews
- 1) An Interview Committee shall be convened consisting of the members of the Screening Committee and a second member of the Personnel Commission. The Interview Committee shall interview applicants and evaluate each individually.
 - 2) No interview shall take place without an HRD Representative present.
 - 3) The HRD Representative shall total the evaluation rating scale to rank order of the applicants.
- h. Selection [\(HR Interpretation - Disqualification of Applicant 10-24-13\)](#)
- 1) The supervisor shall select one of the top two (2) applicants as ranked through the rating scale. [\(HR Interpretation - 10-17-12\)](#)
 - a) The supervisor may conduct an additional follow-up interview with the top two (2) applicants.
 - b) The selection decision shall be governed by the Oneida Preference and Indian Preference Policy. [\(HR Interpretation - 6-6-11\)](#)
 - c) The HRD Office shall notify and offer the position to the selected applicant.
 - i. Should the supervisor's first choice refuse the offer, the HRD Office shall provide the supervisor with the next two (2) ranked applicants to choose from.
 - ii. Should the top two (2) chosen applicants refuse the position offer, the supervisor may:
 - 1. Repeat the hiring selection process outlined in B.2.h.1. above with the remaining candidates; or
 - 2. Re-post the position.

- 2) The HRD Office shall notify those applicants interviewed but not selected of the decision.
- C. INTERNAL POSITION POSTING - The Oneida Nation encourages movement within and among units in order to make the best possible use of human resources to meet the Oneida Nation's goals and objectives. Supervisors and employees are encouraged to work together to create an environment in which employees constantly strive to improve their skills and abilities and managers constantly seek to provide challenging and rewarding work experiences.
1. Procedure
 - a. Internal Position Posting
 - 1) Open positions as determined by a supervisor and their Area Manager may be posted internally for a position transfer for a minimum of five (5) working days.
 - 2) At the end of the five (5) day minimum internal posting period, the HRD Representative shall schedule a screening with the open position's supervisor and the Area Manager (at their option).
 - 3) Employees who are transferred shall not lose any benefits; however:
 - a) An employee may be required to continue serving in their present position until a replacement can be found, for a period up to thirty (30) days.
 - b) An employee who is transferred to a position lower on the Oneida Nation Position Structure shall be paid at the grade level corresponding to the new position.
 - c) Requests for transfers for documented medical conditions will be handled on a case-by-case basis and only when in the best interests of both the employee and the Nation.
 - d) The newly transferred employee shall be required to complete a three (3) month probation period. All conditions of the Nation's Original Probation Policy shall apply during that period.
 2. Reassignments
 - a. Title Reassignments
 - 1) Title Reassignments may be made by supervisors to:
 - a) More accurately describe or define an existing position; or
 - b) Make minor adjustments in positions within a unit or operating division.
 - 2) Title Reassignments may be made at any time with the approval of the Area Manager and HRD Representative.
 - b. Position Reassignments
 - 1) Position Reassignments may be made by supervisors to make more efficient and effective use of human resources.
 - 2) Position Reassignments may be supervisor-initiated or employee-initiated but must be made in the best interests of the operating unit.
 - 3) Position Reassignments may be made at any time with the approval of the Area Manager and HRD Manager.
 - c. Interim Position Reassignments.

- 1) Interim position reassignments may be processed to fill a position in which the previous employee is in the appeals process, on a leave of absence, or for a vacant position.

D. ORIGINAL PROBATION

The first three (3) months after an employee's starting date after being hired, transferred, or reassigned shall be considered a period of probation. At the end of six (6) weeks, the employee's performance shall be reviewed with them by the supervisor by completing an employee evaluation. At the end of the three-month probation period, a second performance evaluation shall be conducted. This evaluation shall recommend the end of probation and regular status for the employee, an extension of probation, or termination for cause.

1. Status as a Probationary Employee
 - a. Probationary employees shall accrue vacation and personal days during the probation period and shall receive holiday pay.
 - b. Probationary employees may be terminated for cause at any time during the probation period. Cause must consist of a violation of policies or the documented inability of the employee to perform the duties and responsibilities of the position.
 - c. Termination of an employee for cause during their original probationary period shall not be subject to appeal.

SECTION IV - COMPENSATION AND BENEFITS

A. SALARY

1. Oneida Nation Job and Salary Structure
 - a. An ongoing plan will be instituted based on standard employee grades and step levels to assure that a uniform approach is taken to establish equitable salary and wage levels.
 - b. Employee performance evaluations will be a resource in determining whether an employee receives an increase in pay for the upcoming year. An overall satisfactory rating must be attained in order to be granted an increase in pay.
 - c. Merit increase shall be granted upon the recommendation of the supervisor, the Area Manager, the HRD Manager and the General Manager.
2. Workday [\(Work Standard, 10-17-12\)](#)
 - a. The regular Tribal workday is from 8:00 a.m. to 4:30 p.m. with an hour for lunch. The exception to these hours occurs only if the program/enterprise hours must vary for the purpose of providing service (such as retail hours beyond 4:30 p.m.). Shifts will be developed as needed, and the shift hours will then become the regular workday for assigned employees for that program/enterprise.
 - b. Employees are expected to be at work each scheduled work day.
 - 1) Employees who do not report for work because of inclement weather or unforeseen circumstances will not be paid for that day. Employees may elect to use personal day(s) to cover this absence. [\(W.S. Closures Multiple/Individual Depts.7-28-2017\)](#)
[\(W.S. Closures Non-Critical Departments/Divisions 7-28-2017\)](#)
 - 2) In case of an unavoidable delay or absence, the supervisor must be notified no later than thirty (30) minutes after the scheduled starting time. Employees are encouraged to notify their supervisor before their scheduled starting time.
 - i. Employees failing to report to their assigned jobs or failing to call in within the thirty (30) minute time allowed will be subject to disciplinary action.
 - ii. Permission to leave early must be obtained by the employee from his/her supervisor.
3. Overtime
 - a. Any and all overtime will be kept to a minimum and must be approved by the Supervisor and Area Manager.

- 1) In the case of potential overtime that may occur at night, on holidays or on weekends, supervisors will delegate this authority to a specific employee and outline specific situations and actions that warrant overtime.
 - b. All overtime must be reported to the supervisor for evaluation.
 - c. Overtime will be approved only if the program or enterprise budget is capable of paying it.
 - d. Overtime will be approved only for hours worked in excess of forty (40) hours per week. Personal/vacation days and holidays will not count toward the forty (40) hour requirements.
 - e. Tribal employees are expected to work overtime if required. Time and one-half will be paid for this overtime.
 - f. Exempt employees are not eligible for overtime.
 - 1) The HRD Office will maintain a list of exempt employees.
4. Holidays ([Work Standard, 11-7-14](#))
- a. Tribal holidays consist of the following:
 - 1) One-half Day Christmas Eve
 - 2) Christmas Day
 - 3) New Year's Day
 - 4) Memorial Day
 - 5) Veteran's Day
 - 6) Independence Day
 - 7) Labor Day
 - 8) Thanksgiving Day
 - 9) Indian Day (day after Thanksgiving)
 - 10) One-half day Good Friday
 - 11) Code Talker's Day (Oneida Day, Friday prior to Memorial Day)
([BC Resolution – 12-11-13A](#))
 - b. To be eligible for a paid holiday, employees must work the preceding and following scheduled work days (except for employees who are on a prescheduled work leave or an approved extended sick leave.) Employees who are granted a sick day directly prior to a holiday must certify that they were capable of working the holiday in order to qualify for a paid holiday.
 - c. All regular employees will be given holiday pay for the maximum pay of eight (8) hours per day.
 - d. Holidays falling on a Saturday will be observed the preceding Friday; holidays falling on a Sunday will be observed on the following Monday. ([2019 Holiday Observance Calendar](#))
([2018 Holiday Observance Calendar](#))
 - e. The Oneida Nation acknowledges its responsibility to make a reasonable accommodation to employees who wish time off to observe religious holidays. Requests for such time off will be granted where possible, based on the scheduling and staffing needs of affected departments. Employees wishing to take time off work for religious observances should inform their supervisor as early as possible.

- Employees may use personal time for such requests if eligible; otherwise the time off will be treated as unpaid leave.
5. Vacation/Personal Days
- a. Every Oneida Nation employee, except temporary employees, shall be allowed personal and vacation days with pay to the extent that personal days and vacation are accumulated.
 - b. The amount of personal and vacations days shall be determined by continuous service for the Nation. A "lay-off" from Oneida Nation employment shall not be considered an interruption in continuous service where the lay-off is in accordance with the Nation's Layoff Policy, nor shall a preapproved leave of absence. [\(HR Interpretation. 3-6-12\)](#)
 - c. Except as provided for in section g, the accrual of personal days shall be as follows: [\(BC Resolution – 4-11-13-F\)](#)
 - 1) 0-3 years of service - 6 days per year;
 - 2) 4-7 years of service - 8 days per year;
 - 3) 8-14 years of service - 10 days per year;
 - 4) 15+ years of service - 12 days per year;
 - d. Except as provided for in section g, the accrual of vacation days shall be as follows:
 - 1) 0-3 years of service - 12 days per year
 - 2) 4-7 years of service - 15 days per year;
 - 3) 8-15 years of service - 20 days per year;
 - 4) 15+ years of service - 25 days per year.
 - e. Part-time employees accrue personal and vacation days for time actually worked at a ratio of a full-time employee.
 - f. Service is defined as working for Programs/Enterprises which are contracted by the Nation or specifically sponsored by the Nation.
 - g. Vacation and personal days shall be capped at 280 hrs. An employee shall cease to accrue vacation and personal hours when he or she has reached 280 total hours. Supervisors shall notify their employees when said employees have accumulated 200 total hours of vacation and personal time. [\(GTC Resolution, 7-2-12A\)](#)
 - 1) An employee may trade back accumulated vacation and personal hours in accordance with Section IV.A.5.n. below. [\(GTC Resolution, 5-23-11-B\)](#)
 - h. Upon termination from Oneida Nation employment, employees will be paid for any unused personal and/or vacation days.
 - 1) Employees who have used the Oneida Nation-sponsored loan program will be required to honor the terms of the loan agreement.
 - 2) Employees who are terminated during their original probation period shall not be paid for any unused accrued vacation or personal days in their final paycheck.
 - i. Personal Days can be used for any reason so long as the request is approved by the employee's supervisor at least twenty-four (24) hours in advance (unless the absence is due to illness or unforeseen circumstances).
 - 1) In the case of illness or unforeseen circumstance, the supervisor shall be notified no later than fifteen (15) minutes before the scheduled starting time.

- 2) Programs and enterprises may institute stricter standards of notification. These standards will be submitted to and approved by the Personnel Department.
- j. An employee shall notify his/her supervisor of an intent to use personal days in the following ways:
 - 1) Three (3) to five (5) days - one (1) week advance notification
 - 2) Six (6) days or more - two (2) weeks advance notification.
- k. An employee shall notify his/her supervisor one (1) day in advance if he/she will take off one (1) or two (2) days of vacation. Programs and enterprises may institute stricter standards of notification.
 - 1) Three (3) to five (5) days of vacation require a one (1) week advance notification.
 - 2) Six (6) or more days of vacation require at least two (2) weeks advance notification.
- l. The burden shall be on the supervisor to show that a denial of a personal day or a vacation day is based upon interference with the business of the Nation.
- m. Personal or Vacation Days can be taken when an employee is on probation. [\(GTC Resolution 5-23-11-B, HR Interpretation 5-8-17\)](#)
- n. Trade-back for Cash - Each fiscal year, the Oneida Business Committee shall analyze fiscal conditions to determine whether employees may trade back personal and/or vacation hours for cash that fiscal year.
 - 1) If the Oneida Business Committee approves trade-back for cash, they shall also determine whether (i) and/or (ii) applies: [\(See Revision\)](#)
 - i. All employees will have the opportunity to trade-back hours one time that year.
 1. By August 15, each employee who has accumulated twenty-four (24) hours or more of vacation and/or personal days may opt to trade in his/her hours for cash.
 2. Employees will receive their trade back on or before September 30 of that year.
 - ii. Only those employees who are unable to utilize their personal and/or vacation time due to working conditions, such as a shortage in staffing, as determined by the HRD Manager or designee, will have the opportunity to trade back hours on a quarterly basis.
 1. Employees will receive their trade back within sixty (60) days after opting to trade back hours.
 - 2) When trade-back for cash is approved by the Oneida Business Committee, the following standards shall apply:
 - i. Employees must decide which status (vacation or personal or both) from which their trade back will be drawn.
 - ii. Employees may not trade for cash more than eighty (80) hours in one year. [\(GTC Resolution, 5-23-11-B\)](#)
- o. Additional Duties Compensation
- p. Travel Time Compensation [\(Work Standard , 3-20-13\)](#)

- B. INSURANCES ([see separate publication](#)) for information on Oneida Nation Insurance plans.
- C. RETIREMENT PLAN ([See separate publication for information on Tribal Retirement Plan](#)), ([Separating Employees WS 5-6-13](#))
- D. LEAVES
1. Meeting Attendance
 - a. Approval for attending any meetings inside normal working hours must be approved in advance by the employee's immediate supervisor. ([BC Action, 5-16-89](#))
 - b. Employees who receive stipends or honoraria in excess of \$50.00 for attending meetings during working hours will forfeit the amount in excess of \$50.00 from their regular paycheck. Stipends for travel or per diem will not be deducted if accompanied by receipts for such expenses.
 - c. Stipends or honoraria for intra-tribal meetings during normal working hours will result in the employee's paycheck being reduced by the full amount of the stipend.
 2. Funeral Leave ([Work Standard, 8-2-11](#))
 - a. All regular employees will be given a three (3) day leave without loss of pay for funeral services for immediate family. Immediate family includes:

Husband	Mother	Brother	Great-grandparent
Wife	Father	Sister	Great-grandchildren
Mother-in-law	Son	Grandparent	Spouse's great-grandparents
Father-in-law	Daughter	Grandchild	Spouse's grandparents
Daughter-in-law	Sister-in-law	Brother-in-law	
 - b. Three (3) day leave for other persons will be given only if the employee is responsible for making funeral arrangements, subject to prior approval of supervisor.
 - c. All other funeral leave will be limited to no more than one (1) day with pay subject to the notification and approval of the immediate supervisor. ([Mgmt Directive, 12-17-2009](#))
 3. Leave of Absence ([Work Standard, 6-10-14](#))
 - a. A leave of absence without pay may be granted to employees for a justifiable reason (including caring for a child, spouse or parent with a serious health condition) and when in the best interest of the Nation.
 - 1) Leaves of absence will not exceed three (3) months.
 - i. All leaves of absence must be approved by the Supervisor, Area Manager, HRD Manager and General Manager. ([HR Interpretation, 12-8-16](#))
 - ii. Requests must be documented and submitted to the supervisor with as much advance notice as possible.
 - iii. Disposition of requests will be made on the basis of staffing requirements.
 - 2) Upon returning, the employee will be reinstated in the former position with full status and benefits. Holiday, vacation, and sick leave will not be accrued during the leave of absence.
 - 3) No later than fifteen (15) working days prior to the expiration of the leave period the employee must give notice in writing of his/her intent to return to the position. Notice must be presented to the supervisor.

- i. Failure to provide written notice will be interpreted to mean that the employee does not intend to return following the leave. The position will be posted and filled through the selection process. [\(HR Interpretation, 11-21-11\)](#)
- 4. Maternity Leave
 - a. Maternity leave will be granted for a period of six (6) weeks without pay.
 - 1) An employee may elect to cover any portion of this time by using accumulated sick days.
 - 2) Any maternity-related absences for longer than six (6) weeks must be taken as a medical leave of absence.
- 5. Military Leave
 - a. In addition to the following provisions, the Nation's Military Service Protection Act shall govern Military Leave.
 - b. A Military Leave of Absence is afforded employees entering active duty without accumulation of holiday, vacation or personal time during the period of leave. Any accumulated benefits prior to leave will be maintained for the employee.
 - c. Time off for inactive duty training, examinations to determine fitness for duty and funeral honors duty shall be afforded to employees without the accumulation or loss of holiday, vacation or personal time. An employee will receive pay from the Nation for any hours work that the employee was required to miss due to reservist training.
 - 1) Any pay received for performing any of the above duties shall be deducted from the employee's pay. [\(GTC Resolution, 1-26-08A\)](#)
- 6. Jury Duty
 - a. During a period of jury duty, an employee will receive pay from the Nation for any hours of work missed due to jury duty.
 - 1) Jury duty pay will be deducted from the employee's paycheck when determining the amount of pay
 - 2) No overtime will be allowed in determining employee pay while serving on jury duty.
- 7. Educational Leave [\(BC Action, 5-4-90\)](#)
- 8. Parent Policy Leave [\(BC Action, 3-2-94A\)](#) [\(Parental Leave Policy, 11-3-17\)](#)
 - a. Employees who are parents, guardians, or those individuals specifically referred to as "immediate family" as defined in Section IV, page 6 of these Personnel Policies and Procedures which includes husband, wife, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, grandparent and grandchild may request to participate in their child(ren)'s educationally sanctioned events not to exceed four (4) hours per employee per month
 - 1) These four (4) hours shall not accumulate.
 - b. Approval to utilize the four (4) hours must be obtained from the supervisor.
 - 1) An employee shall request his/her supervisor to utilize this leave with a minimum of twenty-four (24) hours' notice.
 - 2) The Supervisor may request verification of
 - i. Guardianship of the child(ren) and/or

- ii. The attendance of the employee at their child(ren)'s educationally sanctioned event.
- c. The burden shall be on the supervisor to show that a denial of the Parent Policy Leave which is based upon interference with the business of the Nation.
- d. This leave shall not be paid as overtime. The supervisor may have the option to use flex time to cover this time off to attend their child(ren)'s educationally sanctioned events.
- e. All employees, except Emergency/Temporary, Youth Workers, Student Interns, and Seasonal Workers during their first season, and Substitute Reliefs are eligible to participate in this benefit.

SECTION V – EMPLOYEE RELATIONS

A. ORIENTATION POLICY

The Oneida Nation reflects the unique culture and character of our Nation. The Oneida Nation recognizes that this may present special problems and difficulties for a new employee. The Nation therefore provides an Orientation Program designed to ease the new employee's transition into a job and enable the new employee to become effective and productive as quickly as possible.

1. Orientation Program Outline
 - a. Overview
 - b. Tribal Government and Procedures
 - c. Key Policies and Procedures
 - d. Benefits
 - e. Safety, Health and Security
 - f. Departmental Orientation
2. Responsibilities
 - a. The HRD Office will administer the General Orientation Program
 - 1) The HRD Office will assist Divisions in administering Departmental Orientation Programs.
 - b. The HRD Office will develop and establish an Employee Mentor Program with each Division.
 - 1) Employee Mentors will be responsible for conducting the Departmental Orientation.
 - 2) Employee Mentors will assist new employees throughout their probation period as a source of references and referrals.
 - c. The HRD Office will annually review the General Orientation Program and each Departmental Orientation Program to:
 - 1) Evaluate the effectiveness of each Program,
 - 2) Modify programs as necessary.
 - 3) Requirements
 - a) The HRD Office will provide a copy of the Employee Policy and Procedures Manual to new employees before (if possible) the scheduled starting date.

- b) The General Orientation Program will be completed in appropriate stages within the first month of the new employee's starting date.
 - i. The Departmental Orientation will be completed within the first week of the starting date.
- c) The HRD Office will administer a NEW Employee Reporting Form to provide information for the purposes of maintaining a Nation-wide skills assessment inventory and a management succession plan.

B. EVALUATIONS

- 1. Evaluation reports will be used in determining all promotions, transfers and salary adjustments.
- 2. Annual evaluation reports for each employee will be submitted to the HRD Office by August 1 of each year. [\(Work Standard, 6-23-15\)](#)
 - a. Evaluation reports will be retained in each employee's personnel file.
- 3. All Oneida Nation employees will be evaluated at least once a year.
 - a. Employee performance evaluations will be conducted by each employee's immediate supervisor. The Business Committee will conduct the performance evaluation of the General Manager. [\(HR Interpretation, 12-8-16\)](#)
 - b. The supervisor will discuss the evaluation with each employee. The evaluation will then be signed by the employee and the supervisor and forwarded to the HRD Office.
- 4. Satisfactory evaluations may result in the employee receiving an increase in pay within their grade level provided that the employee has not attained the highest step within the grade.
 - a. Unsatisfactory evaluations will result in probation status for the employee. The supervisor shall provide documentation to the Area Manager and to the employee detailing the deficiency(s). A repeat evaluation will be conducted three (3) months after the unsatisfactory evaluation. This second evaluation will result in the employee:
 - 1) Being removed from probation and receiving a salary increase if the second evaluation results in an overall satisfactory rating; or
 - 2) Receiving appropriate disciplinary actions if the second evaluation also results in an unsatisfactory rating.
 - b. Employees may appeal unsatisfactory evaluations to the HRD Manager. The HRD Manager will consult with the supervisor and the employee to negotiate an appropriate resolution [\(Work Standard, 12-8-16\)](#)

C. CAREER DEVELOPMENT

- 1. Oneida Nation employees are encouraged to develop their skills and abilities by pursuing education at a local educational institution. [\(BC Action, 9-9-92\)](#)
 - a. Oneida Nation employees must provide a general Career Development Plan to the supervisor listing the goals and objectives of the training and education to be undertaken.
- 2. Oneida Nation employees may be eligible for assistance for one (1) course per semester. The employee must attempt to arrange to take the class outside his/her normal working hours.
 - a. Where a class conflicts with the employee's work schedule, the needs of the Tribal unit take precedence; however, the supervisor shall attempt to accommodate the employee's request.

- b. In no case shall the accommodation exceed actual class hours plus reasonable travel time.
 - c. Employees must obtain the approval of their immediate supervisor to take a course on work time.
3. The supervisor's approval and estimated cost must be submitted to the HRD Office, the Area Manager and the General Manager. [\(HR Interpretation, 12-8-16\)](#)
 4. The cost of the books, tuition and fees for the course shall be paid by the Nation through funds budgeted in programs or through the Higher Education program.
 - a. Reimbursement for books, tuition and fees is contingent upon the employee receiving at least a C (2.0 on a 4.0 point scale).
 - b. Employees who receive less than the required grade point will be required to reimburse the program for whatever costs were incurred.

D. COMPLAINTS, DISCIPLINARY ACTIONS, AND GRIEVANCES

Disciplinary procedures provide a systematic process for handling problem employees. Disciplinary procedures serve to correct unacceptable behavior and to protect the Nation. Grievance procedures provide a systematic process for hearing and evaluating job related disputes. Grievance procedures serve to protect employees from inconsistent and unfair treatment. In all cases of grievance and discipline, supervisors are enjoined to use common sense, discretion and judicious good sense to resolve complaints between employees, exercise disciplinary prerogatives, and handle grievances.

[\(HR Interpretation, 2-4-13\)](#) [\(HR Interpretation, 1-29-14\)](#)

1. Complaints
 - a. Should an employee have a disagreement with another employee, he/she may lodge an informal (verbal) or formal (written) complaint with the employee's supervisor.
 - b. The supervisor will investigate the complaint and attempt to resolve the disagreement.
 - c. If the employee lodging the complaint is dissatisfied with the attempted resolution, he/she may ask the Area Manager to attempt a resolution.
 - d. There is no further appeal of this process.
2. Disciplinary Actions
 - a. Disciplinary actions will be initiated by an immediate supervisor for the purpose of correcting unacceptable work performance. The supervisor will always discuss the action with the employee being disciplined to ensure that the employee:
 - 1) Understands the reason for the disciplinary action;
 - 2) Understands the expected work performance in light of the disciplinary action;
 - 3) Understands the consequences of continued unacceptable behavior.
 - b. A supervisor shall initiate disciplinary actions commensurate with the seriousness of the unsatisfactory performance. A supervisor must consider each disciplinary action in progressive order and justify a deviance from that recommended progression.
 - c. The actions listed below are examples of unacceptable work performance and do not constitute a comprehensive or exhaustive list. The actions in parentheses are guidelines for a supervisor to use in administering disciplinary actions. (W = written warning; S = suspension; T = termination):
 - 1) Work Performance
 - a) Insubordination (including disobedience) or failure/refusal to carry out assignments or instructions. (W/S/T)
 - b) Loafing, loitering, sleeping or engaging in personal business. (W/S/T)
 - c) Unauthorized disclosure of confidential information or records. (S/T)

- d) Falsifying records or giving false information to departments and/or employees responsible for Recordkeeping. (S/T)
- e) Failure to provide accurate and complete information where such information is required by an authorized person. (S/T)
- f) Failure to comply with health, safety and sanitation requirements, rules and regulations. (W/S/T)
- g) Negligence in the performance of assigned duties. (W/S/T)
- 2) Attendance and Punctuality
 - a) Failure to report promptly and observe work schedules (such as starting time, quitting time, rest and meal breaks) without the specific approval of the supervisor. (W/S/T)
 - b) A pattern of unexcused or excessive absenteeism and/or tardiness. (W/S/T)
- 3) Use of Property
 - a) Unauthorized or improper use of Oneida Nation property or equipment (for example, Oneida Nation vehicles, telephone, mail services, etc.) (W/S/T)
 - b) Unauthorized possession, removal or willful destruction of Oneida Nation or another employee's property (including improper use of possession of uniforms, identification cards, badges, permits or weapons). (Willful destruction of property may subject the violator to applicable liability laws.) (T)
 - c) Unauthorized use, lending, borrowing or duplicating of Oneida Nation keys. (T)
 - d) Unauthorized entry of Oneida Nation property, including unauthorized entry outside of assigned hours of work or entry into restricted areas without prior supervisory approval. (S/T)
 - e) Theft or property shall include theft, embezzlement, cheating, defrauding, pilfering, robbery, extortion, racketeering, swindling or any of these actions, or conspiracy to commit such actions with Oneida Nation employees or other persons against the Nation, its guests, employee, members, customers and/or clients while on or about Tribal premises. (S/T) [\(BC Action, 12-2-88\)](#)
- 4) Personal Actions and Appearance
 - a) Threatening, attempting, or doing bodily harm to another person. (T)
 - b) Intimidating, interfering with or using abusive language toward customers, clients, co-workers or others. (S/T)
 - c) Making false or malicious statements concerning other employees, supervisors or program heads. (W/S/T)
 - d) Use of alcohol or illegal controlled substances during work hours. (S/T) [\(GTC Resolution, 01-05-09A\)](#)
 - e) Reporting for work under the influence of alcohol or illegal controlled substances. (S/T) [\(GTC Resolution, 01-05-09A\)](#)
 - f) Failure to immediately report any work-related injuries to the immediate supervisor. (W/S)
 - g) Direct involvement in political campaigning during scheduled work hours. Violations include:
 - i. Use of Oneida Nation employment title in Oneida Nation campaign activities. (W/S/T)
 - 1. Political materials include: leaflets, brochures, etc. which solicit support for candidates for office.
 - 2. Resolutions or petitions which propose that a political action be initiated.

3. Leaflets, newsletters, or other written materials the purpose of which is to espouse political views or opinions.
- h) The acceptance of gifts or gratuities for personal gain in the course of official duties. (Customers are allowed to tip Bingo workers, Oneida Tobacco Enterprise workers, and Museum Workers.) (W/S/T)
 - i) Inappropriate dress or personal hygiene which adversely affects the proper performance of duties or constitutes a health or safety hazard. (W/S)
 - j) Failure to exercise proper judgment. (W/S/T)
 - k) Failure to be courteous in dealing with fellow employees or the general public. (W/S/T)
 - l) Any of the following acts by employees: Arson, bribery, perjury, obstruction or interference with an investigation authorized by the Oneida Nation. (S/T) [\(BC Action, 12-2-88\)](#)
 - m) The use, possession, selling or purchasing of, or attempt to sell or purchase alcohol, and/or controlled substances on or about Oneida Nation premises. (S/T) [\(BC Action, 12-2-88\)](#)
 - n) Any violation of duly adopted Oneida Nation ordinances. (W/S/T) [\(BC Action, 12-2-88\)](#)
- 5) Sexual Harassment Policy
- It is the Oneida Nation's Policy that all employees have a right to work in an environment free of discrimination which includes freedom from harassment, more specifically sexual harassment. The Oneida Nation considers sexual harassment, in whatever form, in the workplace to be a serious violation of an individual's dignity and personal rights. In all matters, where complaint of sexual harassment is lodged against an employee, the Oneida Nation has a duty and obligation to conduct a thorough investigation using discretion, good judgment and the principles and practice of strict confidentiality. If sexual harassment has been committed, the progressive disciplinary process is as follows (W/S/T).

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submissions to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

- a) Sexual Harassment (W/S/T)
 - i. Procedure
 - a. Should an employee have a complaint, he/she should file a formal (written) complaint with the Human Resources Department.
 - b. The Human Resources Department is obligated to investigate the complaint which is to be held in the strictest confidence. This investigation shall be done within five (5) working days from receiving the formal written complaint.
 - c. After investigating the complaint and the Human Resources Department finds cause to take disciplinary action due to sexual harassment violation, the employee will be disciplined accordingly

by their supervisor. This disciplinary action shall be initiated within five (5) working days from the date the supervisor receives the report from the Human Resource Department. [\(BC Actions, 7-16-93\)](#)

3. Accumulated Disciplinary Actions Warranting Termination [\(HR Interpretation, 1-29-14\)](#) (Provided that the Drug and Alcohol Free Workplace Policy shall govern disciplinary actions warranting termination for drug and alcohol related violations.) [\(GTC Resolution, 01-05-09A\)](#)
 - a. The accumulation of three (3) upheld warning notices within any twelve (12) month period. (T)
 - b. The accumulation of two (2) upheld suspensions within any twelve (12) month period. (T)
 - c. The accumulation of three (3) of any combination of upheld warning notices and/or upheld suspensions within any twelve (12) month period. (T)
4. Substance Abuse Disciplinary Procedure - Section was deleted. [\(GTC Resolution, 01-05-09-A\)](#)
[Click here](#) for Drug and Alcohol Free Workplace Policy.
5. Disciplinary Procedure [\(Disciplinary Flowchart\)](#)

The following procedure shall be adhered to whenever disciplinary action is taken.

- a. Supervisor becomes aware of unsatisfactory work performance or violation.
 - 1) Supervisor investigates through a meeting with the employees and determines whether disciplinary action is warranted.
- b. If disciplinary action is warranted, within five (5) working days the supervisor will fill out the five (5) part disciplinary action form stating the behavior for which the action is being taken, the time and date of its occurrence, and the specific policy section under which action is being taken.
- c. The form will be discussed with the employee and a corrective action will be identified.
- d. The employee being disciplined will sign the form.
 - 1) Should an employee being disciplined refuse to discuss the action with his/her supervisor, the supervisor shall so note this, with date of refusal, on the form and distribute as in 5.e.
- e. Copies will be given to the employee, the HRD Manager, the supervisor, the Area Manager and General Manager within twenty-four (24) hours of the conference with the employee. [\(HR Interpretation, 12-8-16\)](#)
- f. Should a disciplinary action result in the suspension or termination of an employee, the following guidelines shall apply:
 - 1) The supervisor shall consult with the HRD Manager to mutually determine the length of the suspension.
 - a) Suspensions will be limited to a maximum of three (3) weeks.
 - b) Suspension/terminations that are overturned in the appeal process shall result in the employee receiving back pay for the days he/she was suspended/terminated.
6. Grievance [\(Grievance Flowchart\)](#)

An employee who receives a disciplinary action which he/she believes is unfair may grieve the action. The Grievance process (including appeals of disciplinary action) shall be conducted with utmost consideration for due process (within the time limits set forth herein) but will allow and account for recognized Tribal holidays and unforeseen circumstances (such as illnesses, deaths in the immediate family of principals, etc.). The HRD office will make every attempt to ensure that grievance procedures are concluded within forty-five (45) working days; however, extensions granted for reasonable unforeseen circumstances (as determined by the HRD Manager) may extend the process

The Grievance process will be governed by the following guidelines: ([HR Interpretation, 8-19-2011](#)) ([HR Interpretation, 1-29-2014](#))

- a. For all disciplinary actions, regardless of severity:
 - 1) The employee (petitioner) must file an appeal in writing.
 - a) The employee may seek the assistance of a spokesperson or advocate at any time after the disciplinary action has been issued in order to aid in the resolution of the grievance process.
 - b) The appeal must be filed with the Area Manager and the HRD Manager (or designee) within ten (10) working days from the day the employee receives the disciplinary action.
 - 2) The Area Manager, for all disciplinary action investigations, will have ten (10) working days from the receipt of the employee's appeal to complete the investigation. One extension of no more than five (5) working days may be requested of and granted by the HRD Manager (or designee) at his or her discretion.
 - 3) The Area Manager will do one of the following:
 - a) Uphold the disciplinary action; or
 - b) Modify the disciplinary action; or
 - c) Overturn the disciplinary action. If a suspension or termination is overturned, the employee (petitioner) shall be reinstated with full back pay.
 - 4) The Area Manager will file a decision with the employee and the HRD Manager (or designee) and will include a reason for the decision, an explanation of the decision and the action to be taken as a result of it.
- b. Filing a Complaint ([BC Resolution, 3-18-19](#))
 - 1) An employee may appeal the Area Manager's decision to the Oneida Personnel Commission by filing a complaint with the Human Resources Department on behalf of the Oneida Personnel Commission.
 - a) The employee shall file the appeal within ten (10) working days from the employee's receipt of the Area Manager's decision
 - 2) The Human Resources Department shall notify the Human Resources Department Manager of receipt of the appeal within one (1) business day of receipt of the appeal.
- c. Collection of Information
 - 1) The Human Resources Department shall collect all information the Area Manager used in making the decision to uphold the disciplinary action.
- d. Review of the Complaint
 - 1) The Human Resources Department shall provide the information obtained to the Oneida Personnel Commission members selected to serve as the hearing body for the complaint, and the Oneida Personnel Commissioners shall review all the information submitted by the Petitioner and the Human Resources Department to determine if one or both conditions exist;
 - a) The decision of the Area Manager is clearly against the weight of the evidence; and/or
 - b) Procedural irregularities were exhibited during the appeal process that were harmful to one of the parties to the grievance.
 - 2) If Oneida Personnel Commission members selected to serve as the hearing body for the complaint find one or both conditions exist, the Human Resources Department shall convene the Oneida Personnel Commission to hear the grievance.

- 3) If the Oneida Personnel Commission members find that neither condition exists, the Oneida Personnel Commission will deny the appeal for a hearing and affirm the decision of the Area Manager.
- e. Convening a Hearing
 - 1) The Human Resources Department shall schedule a time and location for the grievance hearing and shall confirm the participation of the Oneida Personnel Commission members selected to serve as the hearing body for the complaint.
 - 2) The Human Resources Department shall send notice of the hearing to the petitioner, respondent, and Oneida Personnel Commission members at least five (5) working days prior to the hearing date.
 - 3) The Human Resources Department shall provide copies of all information on the subject case upon which the disciplinary action was upheld to the members of the Oneida Personnel Commission at least two (2) working days prior to the appeal date.
 - 4) The Human Resources Department shall allow the petitioner and respondent access to this information in the Human Resources Department Office at least two (2) days prior to the appeal date.
- f. Hearing Procedure
 - 1) The order of presentation for the hearing shall be:
 - a) Petitioner's opening statement;
 - b) Respondent's opening statement;
 - c) The Petitioner's case;
 - d) The Respondent's case;
 - e) Petitioner's closing statement
 - f) Respondent's closing statement
 - 2) The petitioner shall have the right to be represented by an advocate, at his or her own expense. The respondent and/or area manager who is party to the grievance action shall have access to an advocate for consultation and/or representation. Should the petitioner engage outside professional legal representation, the respondent and/or area manager shall have access to the professional legal representation.
 - a) Should the petitioner and his or her representative both fail to appear for any scheduled hearing without justifiable cause, the decision of the Area Manager shall be upheld, and the grievance dismissed.
 - b) Should the respondent and his/her representative both fail to appear for any scheduled hearing without justifiable cause, the decision of the Area Manager shall be overturned.
 - 3) If new evidence which was previously unavailable is introduced at any point during the hearing process, the Oneida Personnel Commission hearing shall be suspended, and the case will be remanded to the Area Manager for reconsideration.
 - a) The Area Manager shall reconsider the decision in light of the new evidence and issue a decision within three (3) working days.
 - b) This procedure may be invoked only once.
 - c) Thereafter, the appeal process shall continue to a conclusion based on the information originally presented and the newly introduced evidence.
 - i. If the Area Manager overturns his or her decision, the case would not come back for a hearing.
 - ii. If the Area Manager affirms his or her decision, then the case will come back to the Oneida Personnel Commission to complete the hearing.

- 4) The Oneida Personnel Commission's decision shall be based solely on the information presented to them before the appeal hearing, the record of the prior proceedings, and any new evidence if introduced appropriately.
- 5) The Oneida Personnel Commission may:
 - a) Uphold the disciplinary action; or
 - b) Overturn the disciplinary action and:
 - i. Reinstatement of the employee (petitioner) with full back pay for any lost time; or
 - ii. Reinstatement of the employee (petitioner) without back pay.
- 6) The Oneida Personnel Commission shall provide notification of the final decision within five (5) working days following the hearing. Notification of the final decision shall include:
 - a) The final decision;
 - b) The reason(s) for the final decision; and
 - c) The action to be taken as a result of the final decision.
- 7) The Human Resources Department shall keep records of the hearing, and provide copies of administrative advocacy rules, procedural rules, and time line rules to interested parties.

SECTION VI – SAFETY AND HEALTH

A. POLICY

The personal safety and health of each employee, customer and client of the Oneida Nation is of primary importance. The prevention of injuries and illnesses is of such importance that it will take precedence over operating productivity whenever necessary.

The Oneida Nation will maintain a safety and health program conforming to the best practices available. To be successful, this program will work to develop the proper attitudes toward on-the-job injury and illness prevention on the part of supervisors and employees. This program will strive to develop a high level of cooperation in all safety and health matters between supervisors and employees and among employees.

The objective of this program is a safe and healthy environment that will reduce the number of job-related injuries and illnesses to an absolute minimum. The Nation's goal is zero accidents and illnesses.

B. PROCEDURES

The Oneida Nation Safety Committee will adopt and enforce through the Personnel Department procedures related to the education of the Nation's work force in matters of safety and health. These procedures will include all education and prevention activities, assessments and evaluations, and reporting.

SECTION VII – PROGRAM/ENTERPRISE RULES & REGULATIONS

- A. Enterprises and programs may establish internal rules and regulations to facilitate the administration of Oneida Nation Personnel Policies and Procedures.
 - 1. In no case will these internal rules and/or regulations conflict with or take the place of Oneida Nation Personnel Policies and Procedures.
 - 2. Enterprises and programs which establish internal rules and regulations will file a copy of the rules and regulations with the Personnel Department.

SECTION VIII – RECORDKEEPING

A. PERSONNEL OFFICE

1. Basic records to be retained include:
 - a. Reference Data
 - b. Job Descriptions
 - c. Resumes and Applications
 - d. Interview notes/selection information
 - e. Resignations
 - f. Employee tax exemption claims
 - g. Disciplinary action information
 - h. Performance evaluations
 - i. Insurance coverage/changes
 - j. Transfers
2. The Personnel Office shall keep and maintain a complete record of each employee throughout his/her term of employment.
 - a. Oneida Nation employees shall have access to their employment file.
 - b. Employment files kept by the Personnel Office shall be considered confidential information. Release of any information to a third party must have the consent of the employee in writing.

B. ACCOUNTING DEPARTMENT

1. Basic records to be retained include:
 - a. Attendance records
 - b. Employee Time Sheets
 - c. Earnings - in the form of computer printouts
 - d. Travel - in the form of complete travel authorization forms.
 - 1) Time sheets and travel reports shall be filled out by every employee for pay period, collected by the program head, and forwarded to the Department.
2. The Accounting Department shall retain all records for a period of seven (7) years. [\(BC Action, 10-14-09B\)](#)

SECTION IX – PRIVACY AND CONFIDENTIALITY OF EMPLOYEE RECORDS

The Human Resources Department of the Oneida Nation collects information from employees in order to make decisions regarding personnel actions including hiring, transfers and promotions, training, compensation and benefits, disciplinary actions and other job opportunities. This information is maintained by the Human Resources Department in individual files for as long as the person is an employee of the Oneida Nation.

A. STATEMENT OF POLICY

As a general rule, the Oneida Nation considers all information contained in these files to be private and confidential. No information of any type shall be released to any person or agent of any organization without the written consent of the employee except under the conditions outlined herein.

B. EMPLOYEE ACCESS

In addition, the Oneida Nation recognizes that the information contained in each employee's file is personal and that the lives of its employees are subject to changes. Therefore, the Oneida Nation provides for employee access to his/her personnel file. Employees are allowed to review their file and submit a statement of amendment should their review uncover any inaccurate, obsolete or irrelevant information. Should any information come into dispute, an employee's statement of dispute will be accessed into the file.

C. RELEASE OF INFORMATION TO THIRD PARTIES

The Oneida Nation is obligated by law to release certain information to outside parties. Such parties include the State of Wisconsin's Unemployment Compensation Department and its Workers Compensation Division and the United States Social Security Administration. Any additional information released to a third party by the Human Resources Department related to employee records shall consist of summary information and will not include any identifying personal information. (Such information may be total numbers of males and females in the workforce, mean, median and average age of the workforce, etc.)

The Oneida Nation will release personal information on employees when a request is accompanied by a written release signed by the employee. The Human Resources Department will make every effort to validate this request by contacting the employee. In no case shall the Oneida Nation release personal information from an employee's file without this consent.

Determine next steps regarding one (1) vacancy - Oneida Land Claims Commission

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: November 14, 2022

RE: Appointment(s) – Oneida Land Claims Commission

Background

One (1) vacancy was posted for the Oneida Land Claims Commission. The vacancy was to complete term ending July 31, 2024.

The vacancy has been posted since November 24, 2021. The latest application deadline was November 4, 2022, and one (1) application(s) was received for the following applicant(s):

- Donald D McLester

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending July 31, 2024 OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding one (1) vacancy - Oneida Nation Commission on Aging

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: November 15, 2022

RE: Appointment(s) – Oneida Nation Commission on Aging

Background

One (1) vacancy was posted for the Oneida Nation Commission on Aging. The vacancy was to complete term ending July 31, 2025.

The vacancy has been posted since August 24, 2022. The latest application deadline was November 4, 2022, and two (2) application(s) were received for the following applicant(s):

- Donald White
- Florence Petri

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending July 31, 2025 OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Accept the October 19, 2022, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/23/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the October 19, 2022 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating
Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
 October 19, 2022
 9:00 a.m.

Present: David P. Jordan, Jennifer Webster, Daniel Guzman King, Marie Cornelius, Kirby Metoxen

Others Present: Clorissa N. Leeman, Carolyn Salutz, Lawrence Barton, Bonnie Pigman, Grace Elliot (Microsoft Teams), Rhiannon Metoxen (Microsoft Teams), Kristal Hill (Microsoft Teams), Michelle Myers (Microsoft Teams), Kaylynn Gresham (Microsoft Teams), Rae Skenandore (Microsoft Teams), Eric Boulanger (Microsoft Teams),

I. Call to Order and Approval of the Agenda

David P. Jordan called the October 19, 2022, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Marie Cornelius to adopt the agenda with one addition, the Budget and Finances Law Emergency Amendments; seconded by Jennifer Webster. Motion carried unanimously.

II. Minutes to be Approved

1. October 5, 2022 LOC Meeting Minutes

Motion by Marie Cornelius to approve the October 5, 2022, LOC meeting minutes and forward to the Oneida Business Committee for consideration; seconded by Jennifer Webster. Motion carried unanimously.

III. Current Business

1. Back Pay Law Amendments

Motion by Jennifer Webster to approve the updated draft and legislative analysis; seconded by Marie Cornelius. Motion carried unanimously.

2. Emergency Management Law Amendments

Motion by Jennifer Webster to approve the legislative analysis of the Emergency Management law; seconded by Marie Cornelius. Motion carried unanimously.

IV. New Submissions



V. Additions

1. Budget and Finances Law Emergency Amendments

Motion by Jennifer Webster to add the Budget and Finances law emergency amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

VI. Administrative Items

VII. Executive Session

VIII. Adjourn

Motion by Daniel Guzman King to adjourn at 9:11 a.m.; seconded by Marie Cornelius. Motion carried unanimously.

Approve the travel report - Councilwoman Jennifer Webster - Administration for Children & Families Triba

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report – Councilwoman Jennifer Webster– Administration for Children & Families Tribal Advisory Committee (ACF-TAC) – Sequim, WA- Oct. 11-14, 2022

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office MIS
- Gaming/Retail Boards, Committees, or Commissions
- Other: OBC

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jennifer Webster
Travel Event: Administration for Children & Families Tribal Advisory Committee (ACF-TAC)
Travel Location: Sequim, WA
Departure Date: 10/11/2022 **Return Date:** 10/14/2022
Projected Cost: \$2,848.00 **Actual Cost:** \$870.00
Date Travel was Approved by OBC: 09/14/2022

Narrative/Background:

The Administration for Children & Families held their Triannual ACF Tribal Advisory Committee Meeting October 12-14, 2022 in Sequim, WA hosted by the Jamestown S’Klallam Tribe. The ACF-TAC meets 3 time a year in person, this was the 2nd “In Person” since 2020. Previously I served as Alternate to the Bemidji Area and now serve as the Primary. This was an opportunity for the TAC to develop and outline concerns and issues with our federal partners within ACF. Day 1 consisted of the ACF’s Strategic Priorities and Actions. I was able to present and update the cmte to where we are at with the Strategic Plan. Our goal is to be ready for publishing and a national release in November for Native American Heritage Month. Our 6 Priorities are:

ACF/Tribal Relationship	Funding Opportunities
Economic Development & Mobility	Tribal Flexibility
Missing & Murdered Indigenous Peoples	Indian Child Welfare

Attached is a draft copy of the plan, however still awaiting the MMIP portion.

I’ve also included the weeks agenda for your review.

If you have any questions please contact me for more information.

Note: All travel is reimbursed by ACF.

Item(s) Requiring Attention:

Click here to enter text.

Requested Action:

Approve Travel Report



**U.S. Department of Health and Human Services (HHS)
Administration for Children and Families (ACF)
Triannual ACF Tribal Advisory Committee Meeting
Jamestown S'Klallam Tribe, WA**

October 12, 2022 | 9:00 am – 5:00 pm PDT
October 13, 2022 | 9:00 am – 5:00 pm PDT
October 14, 2022 | 9:00 am – 1:30 pm PDT



**U.S. Department of Health and Human Services (HHS)
Administration for Children and Families (ACF)
Triannual ACF Tribal Advisory Committee Meeting
Jamestown S'Klallam Tribe, WA**

October 12, 2022 | 9:00 am – 5:00 pm PDT
October 13, 2022 | 9:00 am – 5:00 pm PDT
October 14, 2022 | 9:00 am – 1:30 pm PDT

PRE-MEETING | TUESDAY, OCTOBER 11, 2022

5:00 PM PDT ACF Tribal Advisory Committee (TAC) Caucus—CLOSED SESSION FOR TRIBAL REPRESENTATIVES (Blyn Bay Banquet Room)

6:30 PM PDT ACF TAC Meet & Greet—TRIBAL & FEDERAL OFFICIALS (Restaurant)
The purpose of this event is to allow Tribal and Federal representatives to socialize and get to know more about each other. This event is optional but encouraged. This is a self-pay event.

DAY 1 | WEDNESDAY, OCTOBER 12, 2022 [ZOOM REGISTRATION LINK](#)

Note: In support of the ACF TAC's communication efforts, photos will be taken. Please ensure that you've completed the waiver release posted on the [Dashboard](#).

9:00 AM PDT MEETING OPENING Blyn Bay Banquet Room

Tribal Opening and Welcome

This session will start the meeting in a good way; acknowledge the Tribal lands, culture, and lifeways of the Klallam people; welcome tribal advisory committee (TAC) members and visitors joining to listen to the meeting; address the responsibilities of the ACF TAC; address ACF's commitment to working in partnership with sovereign Tribal nations; and welcome Tribal and Federal officials to the State of Washington.

Blessing Song: Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair

Welcome: Theresa Lehman, Council Treasurer, Jamestown S'Klallam Tribe
Dana Ward, Councilperson, Jamestown S'Klallam Tribe
Jeromy Sullivan, Chairman, Port Gamble S'Klallam Tribe
Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair
Jamila Thomas, Chief of Staff to Governor Inslee (pending)

✓Remarks January Contreras, Assistant Secretary for Children and Families, ACF, HHS

9:45 AM ACF TAC Business Meeting
Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair
Jennifer Webster, Councilwoman, Oneida Nation of Wisconsin
Mirtha Beadle, Senior Policy Advisor

- Strategic Plan: Discussion and Vote
- Other Business
 - 2023 ACF TAC meeting dates
 - ACF TAC Terms and Vacancies

10:15 AM ACF's Partnership with Tribal Nations
Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair

- ACF Budget Update and Discussion
✓ Amanda Barlow, Director, Office of Legislative Affairs and Budget, ACF (Virtual)
- ✓ ACF Grants Update and Discussion
Sandra Webb, Associate Deputy Assistant Secretary, Office of Grants Management, ACF

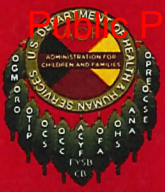
11:15 AM Washington State: The Context for Tribal-State Collaborations
Moderators: Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair

- WA Department of Children, Youth & Families
 - Ross Hunter, Secretary
 - Tleena Ives, Director, Office of Tribal Relations
- WA Department of Social & Health Services
 - Lisa Yanagida, Chief of Staff
 - Tony Bowie, Assistant Secretary, Economic Services
 - Tim Collins, Senior Director, Office of Indian Policy

12:15 PM LUNCH
The Seven Cedars Hotel will have a Sandwich Bar available for ACF TAC meeting participants who choose to stay at the hotel for lunch. Information about the Sandwich Bar and meal cost is available at the ACF TAC meeting information desk.

1:30 PM Protecting and Ensuring the Wellbeing of Indian Children and Families
Moderators: Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair
January Contreras, Assistant Secretary for Children and Families, ACF

- ✓ • **Session #1: Indian Child Welfare**
Vivian Korhuis, Chief Executive Officer, Association of Village Council Presidents
Aysha E. Schomburg, JD, Associate Commissioner, Children's Bureau, ACF
✗ Sarah Kastelic (Alutiiq), PhD, Executive Director, NICWA
- ✓ • **Session #2: Advancing Family First Prevention Services Act**
Aysha E. Schomburg, JD, Associate Commissioner, Children's Bureau, ACF
Anita Fineday, Managing Director, Indian Child Welfare, Casey Family Programs
Nadia Nijim, Regional Program Manager, Child Welfare, Region 10



**U.S. Department of Health and Human Services (HHS)
Administration for Children and Families (ACF)
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October 12, 2022 | 9:00 am – 5:00 pm PDT
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**U.S. Department of Health and Human Services (HHS)
Administration for Children and Families (ACF)
Triannual ACF Tribal Advisory Committee Meeting
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October 12, 2022 | 9:00 am – 5:00 pm PDT
October 13, 2022 | 9:00 am – 5:00 pm PDT
October 14, 2022 | 9:00 am – 1:30 pm PDT

12:15 PM LUNCH (on your own—see list of restaurant options in the [Dashboard](#))

1:30 PM Intersectionality: Substance Use, Human Trafficking, and Missing and Murdered Indigenous Persons (MMIP)
Moderators: *Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair*
Lorraine Gougé, Vice Chair, Lac Courte Oreilles

Jeri Moomaw (Shoshone/Cree), Founder and Executive Director, Innovations Human Trafficking Collaborative

Katherine Chon, Director, Office on Trafficking in Persons, ACF

2:45 PM Break and Preparation for Site Visit

3:30 PM Transportation to Healing Clinic
Hotel Shuttle Transport

4:00 PM Tribal Experience 1 | Site Visit to Jamestown Healing Clinic
Culturally-Informed Programs to Reduce Substance Misuse
Please be sure to complete the Healing Clinic's Visitor and [confidentiality form](#).

Molly Martin, Director, Jamestown Healing Clinic

5:30 PM Tribal Experience 2 | Tribal Food Sovereignty
[Dungeness River Nature Center](#)

- Individually explore the Dungeness River Nature Center – the experience will share the importance of land and revitalization of natural ecosystems to Tribal nations
- Receive an educational Presentation on the importance of food sovereignty to Tribal nations
Presentation by the Jamestown S'Klallam Traditional Foods & Culture Team
- Traditional Foods Offered – Salmon, geoduck chowder, wild rice blend with squash (or other roasted root based on available Tribal garden vegetables), Salad, Berry Crisp, Nettle/Lemon iced tea

8:00 PM Transportation to Seven Cedars Hotel
Hotel Shuttle Transport

Onida to Seattle

Day 3 | Friday, October 14, 2022

[ZOOM REGISTRATION LINK](#)

Note: In support of the ACF TAC's communication efforts, photos will be taken. Please ensure that you've completed the waiver release posted on the [Dashboard](#).

8:30 AM PDT Depart Seven Cedars Hotel to Port Gamble S'Klallam Tribe
Transport to the Port Gamble Longhouse

9:30 AM Opening and Welcome
Gathering—*Loni Greninger, Vice Chair, Jamestown S'Klallam Tribe and ACF TAC Chair*
Welcome—*Chairman Jeromy Sullivan, Port Gamble S'Klallam Tribe*
January Contreras, Assistant Secretary, ACF
Port Gamble S'Klallam Singers
Film—*Port Gamble Tribal history and services video (Casey Foundation)*

10:00 AM A Tribal Model for Delivering Coordinated and Culturally-Informed Services to Children and Families
Moderators: *Germain L. Smith, General Council Secretary, Shinnecock Indian Nation*
January Contreras, Assistant Secretary for Children and Families, ACF
Katie Hamm, Deputy Assistant Secretary, Early Childhood Development

SESSION 1: Team Approach to Improving Services for Tribal Children and Families

This session will showcase the Port Gamble Tribe's approach for delivering coordinated services through the Children and Family Services (child welfare, foster care, family assistance, youth services, child support enforcement, and home visiting) and Early Childhood Education (Early Head Start, Head Start, and Child Care) Departments.

- *Cheryl Miller, Director, Children & Family Services, Port Gamble S'Klallam Tribe*
- *Jacki Haight, Director, Early Childhood Education, Port Gamble S'Klallam Tribe*

SESSION 2: The Perspective of Parents
This session will include brief presentations by parents on the challenges they've faced, and solutions achieved to meet their family's needs.

- *Parents (TBD)*

2023-2024



TRIBAL ADVISORY COMMITTEE STRATEGIC PLAN

OCTOBER 2022

ADMINISTRATION FOR CHILDREN & FAMILIES

Purpose



Tribal delegates on the Administration for Children and Families' (ACF) Tribal Advisory Committee (TAC) are pleased to release its first Strategic Plan (Plan) with the support of the Agency. ACF has a broad range of programs that are important to advancing the social, emotional, spiritual, and economic development of tribal communities. This Plan is intended to elevate six priorities that have policy and/or program implications for the wellbeing of tribal children, individuals, and families.

The six priorities in this Plan focus on advancing the government-to-government relationship between tribes and ACF; ensuring adequate funding is available across the Agency's programs to address unmet needs in tribal communities; advancing economic development for tribes and economic mobility for tribal citizens; ensuring that prevention is an integral component of national efforts to address the crisis of missing and murdered Indigenous relatives; ensuring flexibility in ACF's programs to advance tribal self-governance; and protecting the welfare of Indian children and families. Three crosscutting elements of culture and language, disproportionality of American Indians and Alaska Natives in select social service programs, and equity for tribal populations were established and are applied to the respective priorities. Finally, the Plan also supports ACF's and the Administration's commitment to advancing meaningful Tribal Consultation.

This Plan is not intended to be inclusive of all ACF program and policy areas of importance to tribes. Rather, it is a road map for collaborative efforts between tribal delegates and senior ACF officials represented on the TAC on an initial set of priorities. To account for different tribal perspectives, the ACF TAC established six subcommittees with members from different regions of the country to develop goals, objectives, and actions. The Plan was approved by the full Committee and is intended to be a living document. ACF TAC delegates, including tribal and federal representatives, will address updates during meetings based on the target time frames for action. The intent is to update the Plan every two years, or more frequently as necessary.

TRIBAL ADVISORY COMMITTEE STRATEGIC PLAN



VISION

Native children, youth, families, individuals, and communities who are healthy, safe, resilient, and economically secure.

MISSION

To ensure ACF programs and resources are tribally and culturally driven, accessible to tribes and Native communities, allow for flexibility, honor self-governance and sovereignty, and elevate the Indigenous voice and perspective. The ACF TAC believes it is imperative that Tribal Nations have the authority and flexibility to implement ACF programs in a way that meets the unique needs of their citizens and communities.



ABOUT ADMINISTRATION FOR CHILDREN AND FAMILIES TRIBAL ADVISORY COMMITTEE



The ACF TAC's primary purpose is to seek consensus, exchange views, share information, provide advice and/or recommendations; or facilitate any other interaction related to intergovernmental responsibilities for administration of ACF programs, including those that arise explicitly or implicitly under statute, regulation, or Executive Order. This purpose is accomplished through fora, meetings, and conversations between Federal officials and elected Tribal leaders in their official capacity.



PRIORITIES

Priority 1: ACF-Tribal Relations

The relationship between the United States and Tribal Nations is one between sovereigns and is based in the United States Constitution. It is a "government-to-government" relationship that has helped to shape the long history of interactions between the Federal Government and Tribes. Honoring tribal sovereignty and strengthening long-standing government relationships can improve health outcomes of Tribal Nations in the U.S.

Priority 2: Funding Opportunities

ACF can provide dynamic and sufficient funding to Tribal Nations by; Increasing ACF funding to Native American communities, Developing recommendations to address fiscal issues impacting tribal recipients, Improving technical assistance to lower-capacity tribes/underserved Native American communities to enhance their competitiveness for ACF funding opportunities, and Improving coordination of ACF resources for tribes/Native American Communities

Priority 3: Economic Development and Mobility

ACF supports efforts to address the needs of low-income, vulnerable children and their parents together to help break the cycle of poverty. These holistic and integrated approaches help families achieve economic stability, upward mobility, and healthy child development. ACF elevates state and local solutions that have helped transition low-income families from federal assistance and give them the tools and opportunities they need to succeed.




PRIORITIES

Priority 4: Missing And Murdered Indigenous Persons

The United States faces a crisis that requires the attention of leaders at all levels of government in collaboration with Native American communities. The dramatic number of American Indians and Alaska Natives who have suffered from the tragedy of individuals going missing or being murdered is unacceptable. The ACF Framework on MMNA contributes to the coordination of health and human services policies and programs to help Native American women, men, children, families, and communities address the consequences of these tragic problems.

Priority 5 - Tribal Flexibility

The ACF TAC believes it is imperative that Tribal Nations have the authority and flexibility to implement ACF programs in a way meets the unique needs of their citizens and communities. The ACF TAC is striving to expand flexibility in how ACF programs are operated by seeking authority that allows Tribal Nations to reprogram, redesign, and re-budget ACF programs in a way that reduces the administrative burden and affords Tribal Nations the opportunity to develop long-term planning goals. ACF TAC understands that although we share common challenges, every Tribal Nation is different, and they have different priorities and distinct ways of overcoming challenges. The one-size fits all approach does not work in Indian Country. That is why Tribal Nations need flexibility to set their own priorities and tailor services that meet the needs of the economic and social well-being of their children, families, and communities. Flexibilities for tribes in program provision ensure that the Federal Government continues to meet its trust responsibility to tribal nations. With these flexibilities, tribes are also able to tailor their programming to be more culturally competent. ACF TAC believes that it is essential that these flexibilities remain or be expanded, and the ACF must provide maximum discretionary flexibility to tribes according to law.

Priority 6: Indian Child Welfare

The overarching goal of priority 6 is to support local and regional efforts to develop improved ICWA training as opposed to developing federal models. While ACF publishes reports from different data sets, they often do not contain specific information on Native children and families, or if they do, the information is very high level and does not fit the needs of tribal nations. Accessing more specific data requires time, expertise, and resources that most tribes do not have.



Priority 3: Economic Development and Mobility

GOAL To allow for economic development activities that align with ACF block grants to reduce poverty and provide flexible solutions that honor sovereignty.

Objective 1a. Identify ACF block grants that relate to reducing poverty and inequality.
1b. Propose language for economic development activities allowed under each ACF block grant that support the purpose(s) of the said block grant.
1c. Review ACF programs to determine areas where similar focus can create partnerships that may lead to increased economic development and mobility .

Action Block grants that impact tribal families and reduce poverty are essential to ending generational poverty. To meet this objective, economic development activities need to be included in allowable expenses.

GOAL To streamline infrastructure development on tribal lands.

Objective 2a. Review current process for infrastructure development on tribal lands and assess current timelines for 'red tape'.
2b. Provide a streamlined process for grants and funding that allows for infrastructure development.

Action Infrastructure development allows for self-sustaining economic development and allows for revenue for tribes. Revenue is key to any government entity operating on a viable budget.

GOAL To provide housing grant opportunities that target the tribal workforce

Objective 3. ACF and partnering federal administrations will identify and provide grant opportunities to tribes for the purpose and intent of workforce development through housing opportunities

Action To recruit and retain professional tribal workforce, housing is needed to increase economic development and mobility for tribes.

Priority 3: Economic Development and Mobility

GOAL To bridge the gap in services between 638 contracts and ACF block grants for tribal communities.

Objective 4a. Establish working relationship between Bureau of Indian Affairs (BIA) and Administration for Children and Families (ACF)
4b. Assess funding limitations for both BIA and ACF.
4c. Utilizing the assessment, propose amendments to regulations that support economic development and mobility for tribes.

Action Assessment of federal programs/grants will produce greater leverage for streamlining funding. Many tribal grants written by the BIA and ACF have not been assessed for 'wrap-around' services and support of tribal sovereignty. Flexible tribal solutions to the various tribal needs are important and should be supported.

GOAL To hold a tribal economic development summit with federal and tribal programs

Objective 5. Upon completion of assessment and amendment of language for federal funding block grants to include economic development activities, an informational summit should be completed

Action Informational sessions should be completed for tribal awareness and feedback for streamlining economic development on tribal lands and supporting tribally owned solutions to economic development and mobility.

GOAL To establish a collaborative federal demonstration pilot on tribal economic development

Objective 6. Utilizing an ACF block grant amended for economic development activities, a pilot project should be completed with tribes for a duration of at least 12 months

Action Upon completion of pilot project, feedback should be obtained from tribes for best-practices and data-driven recommendations

Priority 5 - Tribal Flexibility

GOAL Expand Self-Governance Authority into the ACF

- Objective**
- 1a.** Tribal Leaders draft legislation for Congressional consideration that provides Self-Governance authority into HHS, including ACF.
 - 1b.** Tribal leaders identify House and Senate member(s) to introduce and co-sign legislation.
 - 1c.** Identify and gather support of key members of Congress, congressional staff, Congressional committees/subcommittees and within the Administration.
 - 1d.** Host and attend Tribal events to educate and gather support from Tribal Nations, Tribal Organizations, ACF and HHS
 - 1e.** Collaborate with the Self-Governance Communication and Education Tribal Consortium on efforts to expand Self-Governance into HHS.
 - 1f.** Identify ACF Programs that would benefit from Self-Governance Authority.
 - 1g.** Provide outreach and education to ACF staff on the how Self-Governance works by providing Self Governance 101 trainings/webinars with ACF Staff, HHS Staff, and ACF TAC.
 - 1h.** ACF Programs to provide ACF TAC with their specific hesitations, concerns, and questions regarding expanding Self-Governance into their programs.
 - 1i.** Hold ACF event(s)/roundtable discussions on Self-Governance with ACF leadership and the TAC
- Actions**
- Draft legislative proposal and concept paper <https://www.tribalselfgov.org/selfgov-expansion-hhs/>
 - Examples: STAC, Annual Self-Governance Conference, Tribal Self-Governance Advisory Committee.
 - Examples: Review and participate in existing efforts to Expand Self-Governance <https://www.tribalselfgov.org/selfgov-expansion-hhs/>
 - Provide written support of expansion of Self Governance.
 - Proposed List of Programs from Draft Legislative Proposal:
The Low-Income Home Energy Assistance Program (LIHEAP), The Community Services Block Grant Program, The Child Care and Development Fund, The Native Employment Works program, The Head Start Program, Child Welfare services programs under part B of title IV of the Social Security Act, The Promoting Safe and Stable Families Program under part B of title IV of the Social Security Act, and the Family Violence Prevention grants for battered women's shelters under the Family Violence Prevention and Services Act
 - Collaborate with the Self-Governance Communication & Education Consortium develop and provide trainings/webinars.

Priority 5 - Tribal Flexibility

GOAL Expand Self-Determination Authority into the ACF

- Objective**
- 2a.** Draft legislation for Congressional consideration that provides Self-Determination authority into HHS, including ACF.
 - 2b.** Tribal leaders identify House and Senate member(s) to introduce and co-sign legislation.
 - 2c.** Identify and gather support of key members of Congress, congressional staff, Congressional committees/subcommittees and within the Administration.
 - 2d.** Host and attend Tribal events to educate and gather support from Tribal Nations, Tribal Organizations, ACF and HHS
 - 2e.** Collaborate with the Self-Governance Communication and Education Tribal Consortium on efforts to expand Self-Determination into HHS.
 - 2f.** Identify ACF Programs that would benefit from Self-Determination Authority.
 - 2g.** Provide outreach and education to ACF staff on the how Self-Governance works by providing Self Governance 101 trainings/webinars with ACF Staff, HHS Staff, and ACF TAC.
 - 2h.** ACF Programs to provide ACF TAC with their specific hesitations, concerns, and questions regarding expanding Self-Determination into their programs.
- Actions**
- Draft legislative proposal and concept paper: <https://www.tribalselfgov.org/selfgov-expansion-hhs/>

Priority 6: Indian Child Welfare

GOAL

Examine ACF responses to tribal Title IV-E concerns regarding data and non-federal match requirements and develop recommendations on solutions.

Objective

3a. Using 2015 GAO report on Title IV-E and tribes as a baseline, ACF with ACF TAC tribal leaders will examine barriers to tribal operation of Title IV-E in the areas of non-federal match and data requirements

3b. ACF with ACF TAC tribal leaders will identify solutions, both short term and long term, to address data and matching fund requirements challenges

Action

We recognize that many of these requirements are established in statute and would need legislative action to change them, but some of the requirements are in administrative policy and there are opportunities to support tribal nations as they pursue legislative change.

GOAL

Establish user-friendly tribal access to ACF administered data systems that collect information on services to Native children and families.

Objective

4a. ACF with ACF TAC tribal leaders will review data access protocols for the various data systems administered by ACF and identify barriers to tribal access of data involving Native children and families.

4b. ACF with ACF TAC tribal leaders will identify solutions to barriers for tribal access to ACF administered data systems.

4c. ACF with ACF TAC tribal leaders will begin implement solutions to data access.

Action

While ACF publishes reports from different data sets, they often do not contain specific information on Native children and families, or if they do, the information is very high level and does not fit the needs of tribal nations. Accessing more specific data requires time, expertise, and resources that most tribes do not have.

Priority 6: Indian Child Welfare

GOAL

Increase ACF funding requests for tribal nations to hire tribal ICWA workers.

Objective

5. ACF with ACF TAC tribal leaders will establish an ACF Tribal Budget Council comprised of tribal leaders and representatives to review tribal funding needs and work with ACF to develop appropriate budget requests under ACF programs.

Action

BIA has a Tribal Interior Budget Council that works with the Department of Interior and BIA to formulate, justify, and educate tribal leaders to the budget process. The Council meets at least once every quarter.

GOAL

Examine current ACF strategies for development and dissemination of tribal child welfare promising practices and develop recommendations on how to address gaps and challenges.

Objective

6a. ACF with ACF TAC will assess the current strategies that ACF uses to capture and disseminate tribal promising practices information.

6b. ACF with ACF TAC will identify barriers and gaps in dissemination of this information and develop solutions that will increase the availability of this information and ease in which it can be secured.

Action

Information on tribal promising practices is often difficult to locate and limited to grant funded projects that ACF has funded. This objective seeks to increase the amount of this information available and ensure access to the information is user friendly.



APPENDIX C: ACF PROGRAM OFFICE DESCRIPTIONS

Administration for Native Americans (ANA)

ANA supports Native American communities by providing financial assistance and capacity building, gathering and sharing data, and advocating for improved policies within HHS and across the federal government.

Administration on Children, Youth and Families (ACYF)

ACYF oversees major federal programs that provide financial assistance to states, community-based organizations, and academic institutions to provide services, carry out research and demonstration activities, and manage training, technical assistance and information dissemination.

Children's Bureau (CB)

CB focuses on improving the lives of children and families through programs that reduce child abuse and neglect, increase the number of adoptions, and strengthen foster care.

Office of Early Childhood Development (ECD)

ECD promotes a joint federal approach to improve early childhood education and development.

Family and Youth Services Bureau (FYSB)

FYSB supports the organizations and communities that work every day to put an end to youth homelessness, adolescent pregnancy and domestic violence.

Office of Child Care (OCC)

OCC supports low-income working families through child care financial assistance and promotes children's learning by improving the quality of early care and education and afterschool programs.

Office of Child Support Enforcement (OCSE)

OCSE partners with federal, state, tribal and local governments and others to promote parental responsibility so that children receive support from both parents even when they live in separate households.



APPENDIX C: ACF PROGRAM OFFICE DESCRIPTIONS

Office of Community Services (OCS)

OCS partners with states, communities and agencies to eliminate causes of poverty, increase self-sufficiency of individuals and families and revitalize communities.

Office of Family Assistance (OFA)

OFA administers several key federal grant programs, including Temporary Assistance for Needy Families (TANF), Tribal programs, Healthy Marriage and Responsible Fatherhood, and Health Profession Opportunity Grants.

Office of Grants Management (OGM)

CB focuses on improving the lives of children and families through programs that reduce child abuse and neglect, increase the number of adoptions, and strengthen foster care.

Office of Head Start (OHS)

OHS manages grant funding and oversees local agencies providing Head Start services. Head Start promotes school readiness of children under five from low-income families through education, health, social, and other services.

Office of Human Services Emergency Preparedness and Response (OHSEPR)

OHSEPR promotes resilience for individuals, families, and communities impacted by disasters & public health emergencies by providing expertise in human services policy, planning, operations, and partnerships.

Office on Trafficking in Persons (OTIP)

OTIP is committed to preventing human trafficking and ensuring that victims of all forms of human trafficking have access to the services they need.

Accept the Land Acquisitions Naming report update

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/30/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Land Acquisitions Naming Report update

4. **Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. **Additional attendees needed for this request:**

Mark W. Powless, General Manager

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Nicole Rommel EHSLA Director

MEMORANDUM

TO: Mark Powless, General Manager
FROM: Nicole Rommel, EHSLA Director
DATE: November 15, 2022
SUBJECT: Identifying properties by the Former Owners Names

At the Business Committee meeting on June 8, 2022, a CIP for the Oneida Nation Sacred Burial Grounds was on the agenda. During the discussion, it was noted that a page from the back-up documentation LUTU Report contained the former property owners name as a heading on the document. The report in question was a LUTU report on the property from 2001.

The following motion was made by the Business Committee:

- Motion by Tina Danforth to direct the General Manager to work with Land Managements to update all documents in referencing the former family names of acquisitions and to bring back a report to the first Business Committee meeting in August.

The following motion was made at the September 14, 2022 Business Committee meeting:

- Motion by Lisa Liggins to direct the General Manager to provide a memorandum for the record on the current status of this project, to clarify with the General Manager that the intent for this directive is for the corrections to be made on a go forward basis and to direct the General Manager to bring back a status report at the November 23, 2022 regular Business Committee meeting.

I have sent a request to staff to ascertain what processes, documents, departments, persons or anything else uses the former owners name. I have received several responses from the request. I need to meet with them to discuss this more in depth so I have a clear understanding how they are using the former owners names.

In addition, the Oneida Land Commission had questions at their meeting on November 14, 2022. I would like to discuss this topic more with them.

An updated report will be added to the January 11, 2023 Business Committee agenda.

Approve the Bureau of Indian Affairs, Midwest and Oneida Nation, WI Wildland Fire Management...

Business Committee Agenda Request

1. Meeting Date Requested: 11/23/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.
Requesting Tehassi's signature on the attached Cooperative Agreement.

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:


- Bylaws
- Contract Document(s)
- Correspondence
- Draft GTC Notice
- Draft GTC Packet
- E-poll results/back-up
- Other:
- Fiscal Impact Statement
- Law
- Legal Review
- Minutes
- MOU/MOA
- Petition
- Presentation
- Report
- Resolution
- Rule (adoption packet)
- Statement of Effect
- Travel Documents

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other:

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2022.11.03 09:44:44 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Anthony Kuchma

Environmental, Health, Land & Agriculture Division



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

Date: 11/18/2022

To: Aliskwet Ellis
Senior Information Management Specialist
Government Administrative Office

From: Anthony Kuchma
Project Manager-Wetlands

RE: BC Agenda Request for BIA Wildland Fire Management Cooperative Agreement for Approval & Signature

The background information on this revised Cooperative Agreement dates to 2020. After the first approval and signature by the Chair, the BIA experienced staffing and protocol changes. This put the signed Agreement in limbo. My understanding is that after the Chair's signature, changes regarding this Cooperative Agreement required a new "National Template" which put all agreements on hold.

I have been working with David Pergolski, BIA Fire and Fuels Manager, to keep this agreement moving through their system. On 9/29/2021 Dave provided this update in an email:

We still do not have an agreement because we do not have a national template and all cooperative fire agreements are on hold??? Hope to get that completed in Winter 2022. We can do RX burns for you we just do not have a way of providing Tribe funding for RX burns.

On 4/28/2022 James Bittorf provided the final revisions which were accepted and incorporated into the Agreement by the BIA. On 8/31/2022 the final approval of the revised Agreement from the Oneida Law Office was received from the BIA. Signature from the Chair is required to finalize this Cooperative Agreement.

It has been a long process and the unfortunate timing for a revision shortly after the first approved Agreement understandably created some confusion. I hope this abridge timeline of events provides clarity needed to allow the Chair to provide the required signature.

Sincerely,

Anthony Kuchma

ONEIDA LAW OFFICE**CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT**

TO: Brenda L. Skenandore
Environmental Health & Safety

Use this number on future correspondence:

2022-0144

FROM: James R. Bittorf, Deputy Chief Counsel

James R. Bittorf Digitally signed by James R. Bittorf
Date: 2022.08.31 08:49:54 -05'00'

DATE: August 31, 2022

RE: Bureau of Indian Affairs Midwest Region-
Cooperative Agreement Between Bureau of Indian
Affairs, Midwest Region, and the Oneida Nation,
Wisconsin for Wildland Fire Management Non-
recurring Funds

<p><i>Purchasing Department Use</i></p> <p>Contract Approved</p> <p>Contract Not Approved</p> <p><i>(see attached explanation)</i></p>
--

If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please note the following:

1. Please confirm that this activity complies with the Public Health Declaration and any orders issued by the COVID-19 Decision Making Team and/or Public Health Officer.
 2. Please review for compliance with the current budget resolution prior to entering into said contract.
- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
 - ✓ Requires Business Committee approval prior to execution.

COOPERATIVE AGREEMENT
BETWEEN
BUREAU OF INDIAN AFFAIRS, MIDWEST REGION
AND
THE ONEIDA NATION, WISCONSIN
FOR
WILDLAND FIRE MANAGEMENT - NON-RECURRING FUNDS
(Based on reimbursements)

This Cooperative Agreement (“Agreement”) is entered into by the Bureau of Indian Affairs, Midwest Region (an executive agency of the U.S. Department of the Interior, hereinafter referred to as the “BIA”) and the Oneida Nation, Wisconsin (an organized tribal government, hereinafter referred to as the “Nation”).

ARTICLE I – BACKGROUND AND OBJECTIVES

- A. Under this Agreement, the parties will cooperate in wildland fire management activities related to national, regional and field programs, including activities occurring on trust lands under the BIA’s jurisdiction for which the BIA has wildland fire management responsibilities and where approved interagency or mutual aid agreements are in place. The suppression of structural fires, vehicle fires, or hazardous-materials fires is not included in this Agreement.
- B. This Agreement will provide a mechanism to reimburse the Nation for non-recurring expenditures for actual costs. Equivalent funding terms include one-time funds, one-year only funds, project funds or one-time expenditures. For purposes of this Agreement these categories of funds will hereinafter be referred to as non-recurring funds.
- C. In order for the Nation to maintain an adequate level of readiness and capability on Indian land, tribal wildland firefighters who carry out this Agreement must meet the national qualification standards for wildland firefighting positions that appear in the current National Wildfire Coordination Group (NWCG) 310-1 Wildland Fire Qualifications System Guide.
 1. The Nation may agree to maintain a cadre of qualified wildland firefighters. If the availability of local training and qualifying wildfire management experience is limited, the off-reservation dispatch of Tribal wildland firefighters under approved interagency or mutual aid cooperative agreements is necessary, reasonable, and allowable for the purpose of breath of experience, depth of qualified fire staff, training, and obtaining and maintaining NWCG qualifications and standards. The Nation is not required to maintain a cadre of qualified wildland firefighters unless the Nation agrees to do so in a mutually agreed upon appendix executed by the parties.

2. Further, no single agency, including the Nation carrying out this Agreement, has sufficient resources to manage large, extended attack wildland fires. Only through cooperative, reciprocal interagency management are wildland fire management agencies able to suppress large, extended attack wildland fires or manage public safety incidents. Through this Agreement, the Nation participates in that portion of the interagency large fire, extended attack management capacity the BIA would make available to support national efforts. Without participation in interagency support agreements, the BIA cannot fulfill its commitments, and, without the support of its interagency partners and other Nations, the BIA cannot provide sufficient large-incident wildland fire management to the Nation. Therefore, the Nation may in mutually agreed upon appendix executed by the parties assume responsibility to supply qualified fire management staff, when they are not needed for local fire suppression management, for national dispatch under the direction of the BIA, when requested by the BIA or through resource orders issued by a dispatch center. Further, the Nation may in a mutually agreed upon appendix executed by the parties assume responsibility to train and qualify fire management staff to large incident NWCG skill positions, even though those positions may rarely be used for local fires.

D. The objectives of this Agreement are:

1. To participate in and administer the wildland fire management program for activities paid for by non-recurring funds;
2. To administer the fuels management program and complete projects for non-recurring funds on the reservation;
3. In the event the Nation agrees to maintain a cadre of qualified wildland firefighters, to train and maintain qualified tribal employees in order to build the depth and breadth of experience needed to develop NWCG skill positions to have a fully functional fire program managing wildland fire within BIA jurisdictional boundaries and, when available, supporting the national effort in regarding wildland fire.
4. To designate procedures to reimburse the Nation for the cost of providing wildland fire operational management (both suppression and fuels management) and other incident management services or support for non-recurring funds.

ARTICLE II - AUTHORITY

BIA enters into this Agreement pursuant to:

- A. National Indian Forest Resources Management Act, 25 U.S.C. § 3115(a)(1)(C), and 25 C.F.R. Part 163 Subpart E, *General Forestry Regulations, Cooperative Agreements*. The National Master Interagency Agreement for Wildland Fire Management, National Interagency Fire Center, BIA Agreement No.

AGFIRE10K101 authorizes Nations to support the national fire effort by providing services under this Agreement.

- B. Tribal Resolution No. xxx, dated xxx, 2022.

ARTICLE III – SCOPE AND STATEMENT OF WORK

- A. Substantial involvement by the BIA is anticipated during the performance of activities funded under this Agreement.
- B. The parties agree that the Nation will perform or support Bureau functions in the following areas:
1. The tasks to be accomplished under this Agreement include fire management activities that use non-recurring funds such as suppression funds, and one-time preparedness funds. These two categories include one-time project funds associated with burned area rehabilitation, emergency stabilization, hazardous fuels reduction, prevention, and other related programs. Base or recurring funding is generally disbursed under P.L. 93-638 contracts or Title IV compacts for Nations that manage the preparedness/ hazardous fuels reduction program.
- C. The Parties to this Agreement agree to conduct all wildland fire suppression activities under this Agreement in accordance with Department of Interior Manual (DM) 620 (4/10/98), 90 Indian Affairs Manual (90 IAM, Wildland Fire Management) and the most current version of the BIA Wildland Fire and Aviation Operations Guide (Blue Book) or succeeding Operations Guide(s), and current National Interagency Mobilization Guide.
- D. Specific responsibilities, duties and activities to be provided by the Nation will be documented and mutually agreed to, in written proposals and incorporated as an appendix to this Agreement (for example, the Annual Work Plan format or Task Orders may be used). Appendices will include an activity description, objectives and role of each party, operating plan, costs and reporting requirements. The operating plan will be modified by mutual consent as the scope of activities increases or decreases.
- E. BIA Obligations – Federal Assistance to Nation:
1. The BIA retains authority to:
 - a. Approve Resource Management and Land Use Plans, Fire Management Plans, Fire Program Management documents, National Environmental Policy Act documents, and appropriate Wildland Fire Decision Support System (WFDSS) decision documents.
 - b. Delegate authority to Incident Management Teams Burned Area Stabilization/Rehabilitation Teams, and Incident Commanders.

- c. Hire, fire and pay Emergency Fire Fighters operating under DOI Administratively Determined Pay Plan.
 - d. Sponsor and administer all functions within the Incident Qualifications and Certification Systems for Nation.
 2. The BIA shall furnish the Nation with the following assistance to accomplish the functions outlined in the appendices:
 - a. Serve as the technical program contact to provide technical supervision, coordination, direction, and implementation of the cooperative program.
 - b. Serve as technical advisor in fire suppression to the Nation. Technical supervision can also be provided during an emergency situation, when supervision is executed through the designated Incident Command System (ICS) chain of command or if another delegation of authority exists.
 - c. Coordinate, notify or make available wildland fire management training to tribal employees sufficient for the Nation to fulfill the agreed upon responsibilities under this Agreement. Additional wildland fire management qualifications to support the Bureau's interagency incident management commitments are encouraged.
- F. The Nation shall furnish the BIA with the assistance outlined in appendices, if any, which will be mutually agreed to by the parties and attached to this Agreement. In so doing, the Nation will:
 1. Manage and carry out all administrative functions associated with the provisions of services under this Agreement.
 - a. Provide qualified personnel, if available, to perform and meet wildland fire and other funded incident management needs within the reservation boundaries, and as requested by the BIA or other cooperating federal or state agency outside of reservation boundaries.
 - b. Personnel performing activities under this Agreement shall meet the requirements in the 2015 Bureau of Indian Affairs/Tribal Medical Standards Program dated Nov 26 2014 (or current direction) and work capacity test. They shall meet the minimum training requirements for NWCG-ICS positions, as prescribed by the BIA and Wildland and Prescribed Fire Qualifications Guide (PMS 310-1).
 - c. Provide supplies, equipment, facilities, and related services, when available; in order to assist and help meet incident needs.
 - d. Follow administrative procedures identified in the NWCG Interagency Incident Business Management Handbook.

- e. Certify that it will self-administer a motor vehicle operation policy that promotes the safe operation of motor vehicles while performing duties to implement the terms and conditions of this Agreement.
- f. When assigned to wildland fire incidents, assist the BIA, and others, to achieve the desired land/resource management goals and objectives.
- g. Follow contractual requirements on the use of National Wildfire Resources used on trust lands.

ARTICLE IV – TERM OF AGREEMENT

The Agreement will become effective upon the date of the last signature and will expire five years from that date, unless terminated earlier per Article XII. The period from the effective date to the expiration date is the period of performance for the Agreement. In no event shall this Agreement extend beyond a cumulative term, including any extension, of five (5) years.

ARTICLE V – KEY OFFICIALS

- A. Key officials are essential to ensure maximum coordination and communications between the parties and the work being performed. They are:

For the BIA:

Grants Management

Name: Bernie Toyekoyah, Jr
 Address: P.O. Box 368
 Anadarko, OK 73005
 Phone: 405-247-1652
 Email: bernie.toyekoyah@bia.gov

Grants Management Technical Representative

Name: Tom Remus
 Address: 402 SE 11th St
 Grand Rapids, MN 55744
 Phone: 218-259-8658
 Email: thomas.remus@bia.gov

For the Nation:

Authorized Representative

Name:
 Title:
 Address:

Phone:
 Email:

Administration/Finance

Name:
 Title:
 Address:

Phone:
 Email:

- B. **Communications** - The Nation will address any communication regarding this Agreement to Bernie Toyekoyah, Jr., Grants Management Specialist. The Grants

Management Specialist is the only BIA official that may change the terms and conditions of this Agreement through written modification. Communications that relate solely to technical matters may be sent to the Grants Officer Technical Representatives representing the BIA.

- C. **Changes in Key Officials** - The Nation may not make any permanent change in a key official without written notice to the Grants Management Specialist in advance of the proposed change. The notice will include a justification with sufficient detail to permit evaluation of the impact of such a change on the scope of work specified within this Agreement. Any permanent change in key officials will be made only by modification to this Agreement.

ARTICLE VI – DISPUTE RESOLUTION

If the key officials are unable to resolve a dispute concerning implementation of this Agreement within 30 days, they shall refer the dispute to the following officials, who will confer within 15 days of the referral in order to resolve the dispute:

Bureau of Indian Affairs		Oneida Nation	
Name:	Tammie Poitra	Name:	Tehassi Hill
Title	Regional Director	Title:	Chairman
Address:	5600 American Blvd W. Ste. 500 Bloomington, MN 55437	Address:	N7210 Seminary Road Oneida, WI 54155
Phone:	612-725-4500	Phone:	920-869-4364
Email:	tammie.poitra@bia.gov	Email:	

ARTICLE VII – AWARD AND PAYMENT

- A. All activities pursuant to this Agreement are subject to the availability of Federal funds.
- B. The Nation will use its policies and procedures and the BIA standardized Employee Job Classifications under this Agreement.
- C. Tribal resources or services provided off-reservation can only be utilized, and costs reimbursed, when ordered by the BIA or other cooperating federal or state agencies or authorized under a mutual aid agreement. Tribal resources will be ordered through an established dispatch center or designated representative. Resource orders are required for significant incidents such as a large fire or an off-reservation dispatch.
- D. Any termination shall not affect any obligations of the BIA to pay for costs incurred by the Nation for supplies or services ordered hereunder prior to such termination.
- E. This Agreement in no way obligates BIA to order any quantities of service during the period of this Agreement.
- F. Cost principles published at 2 C.F.R. part 200, subpart E are applicable to this Agreement.
- G. The BIA shall reimburse the Nation for direct wildland fire non-recurring expenditures provided for by this Agreement and incurred by the Nation, in accordance with Federal procedure and regulations. Appropriate expenditures will be

- determined on a case-by-case basis in accordance with federal procedures and appropriation language. Guidance can be found in the Interagency Standards for Fire and Aviation Operations – Chapter 6, Tribal Compacts/Contracts and 90 Indian Affairs Manual (90 IAM, Wildland Fire Management), Guideline for Tribally Operated Wildland Fire Management Programs memo dated April 6, 2001 or succeeding direction. Reimbursements will be handled by direct billing between the Nation and the BIA. The BIA will act as the administrative agent for other cooperating agencies. Further requirements are provided in Appendix 1.
- H. The BIA will reimburse the Nation for authorized, actual salary costs including regular pay (except for base 8 for personnel paid from preparedness funding), overtime pay, holiday, hazardous duty pay, etc., for tribal employees engaging in non-recurring activities such as fire suppression, prescribed fire, and all risk management work approved and requested through a Resource or Task Order under this Agreement.
 - I. Authorized travel, tuition, registration costs and per diem expenses of tribal employees are included in preparedness funding provided under this Agreement. However, the BIA will reimburse the Nation for authorized travel, and per diem expenses of all such persons engaged in appropriate and approved emergency response activities under this Agreement.
 - J. Reimbursement for supplies and expenses to the Nation not covered under Section VII. a., b., and c., above will be on an actual cost basis or replacement in kind, as authorized by the Regional Fire Management Officer.
 - K. Reimbursement for use of appropriate tribal-owned equipment within the boundaries of the reservation will be documented through an approved Cooperator Equipment Rate Sheet (CERS), and accompanying documents such as Emergency Equipment Shift Tickets (EEST), OF-297, and Emergency Equipment Fuel and Oil issue (EEFOI), OF-304. Rental agreements between the Nation and other cooperating agencies should be established before the fire season. Equipment available for off-reservation dispatches will be through national incident procurement processes.
 - L. The final approval for all charges to suppression funding remains the responsibility of the BIA. The Nation agrees to follow all procedures for hiring, dispatching, and documenting time that are outlined in the current emergency firefighter crew plan, current Interagency Incident Business Management Handbook, current Interagency Standards for Fire and Fire Aviation Operations handbook, and the current National Mobilization Guide.
 - M. Invoices will be submitted every 60 days, except the last 90 days of the fiscal year, or other combinations of these similar timeframes as negotiated.
 - N. The Nation will maintain documentation for all suppression expenditures under this Agreement, to include salary costs, training and travel cost, equipment cost and purchases. This documentation will be made available to the BIA when requested.
 - O. Any award beyond the current fiscal year is subject to availability of funds; funds may be provided in subsequent fiscal years if current work is satisfactory.
 - P. Allowable and Eligible Costs: Expenses charged against awards under this Agreement may be incurred only as necessary to carry out the approved objectives, scope of work, and budget.

- Q. Travel costs: For travel costs charged against awards under this Agreement, the Nation and its officers, employees, or representatives shall follow the travel policies in the Federal Travel Regulation and may not be reimbursed for travel costs that exceed the standard rates. All charges for travel must conform to the applicable cost principles.

ARTICLE VIII – BUDGET REVISION

The Nation shall follow criteria and procedures at 2 C.F.R. § 200.308 in order to:

- (a) report deviations from cooperative agreement budgets and
- (b) request approval for budget revisions.

ARTICLE IX – INSURANCE AND LIABILITY

Each party will be solely responsible for the acts and omissions of its officers and employees resulting in damage or injuries to third parties to the same extent that such party is responsible under its applicable laws and regulations.

Pursuant to 25 U.S.C. § 3115(b), Indian Nations and their employees who perform cooperative work under the supervision of the Department of the Interior as mutually agreed to in this Agreement shall not be deemed to be Federal employees other than for purposes of the Federal Tort Claims Act (FTCA), 28 U.S.C. §§ 2671 et seq., and the Federal Employees' Compensation Act (FECA), 5 U.S.C. §§ 8101 et seq.

Nation agrees:

- A. To indemnify, save and hold harmless, and defend the United States against all fines, claims, damages, losses, judgments, and expenses arising out of, or from, any act or omission of the Nation or Tribal personnel or members, participants, agents, or representatives arising out of or in any way connected to activities authorized pursuant to this Agreement, with the exception of claims, damages, losses, judgments and expenses covered under the FTCA and the FECA. This obligation shall survive the termination of this Agreement.
- B. To cooperate with the BIA in the investigation and defense of any claims that may be filed with the BIA arising out of the activities of the Nation or Tribal cooperator, its agents or personnel.

BIA agrees:

- A. To provide worker's compensation protection and coverage to the Nation's personnel or members, participants, agents or representatives working within the scope of this Agreement and follow all United States Department of Labor rules regarding worker's compensation; pursuant to 25 USC 3115.

ARTICLE X – REPORTS AND/OR DELIVERABLES

- A. Specific projects or activities for which funds are advanced will be tracked and reported by annual submission of a SF-425 Federal Financial Report (FFR) due 90 days after September 30 of each calendar year. A final SF-425 shall be submitted at the completion of this Agreement. For a final SF-425, the reporting period end date shall be the end date of the Agreement. Final reports shall be submitted no later than 90 days after the end period date.
- B. Nation will provide an annual performance reports in accordance with 2 C.F.R. § 200.328.
- C. The Secretary of the Interior, Inspectors General and the Comptroller General of the United States, or their duly authorized representatives, will have access for the purpose of financial or programmatic review and examination to any books, documents, papers, and records that are pertinent to the Agreement at all reasonable times during the period of retention in accordance with 2 C.F.R. § 200.336.

ARTICLE XI – PROPERTY UTILIZATION

All tools, equipment, and facilities loaned to the Nation by BIA under this Agreement, such as tools, equipment, and facilities will be returned in the same condition received except for normal wear and tear in project use. Property management standards set forth in 2 C.F.R. §§ 200.310 through 316 apply to this Agreement.

ARTICLE XII – MODIFICATION AND TERMINATION

- A. This Agreement may be modified only by a written instrument executed by the parties. Modifications will be in writing and approved by the Grants Officer and the authorized representative of the Nation. No Modification shall be for a cumulative term beyond five (5) years.
- B. This Agreement may be terminated by the BIA consistent with applicable termination provisions found in 2 C.F.R. §§ 200.339, and may be terminated by the Nation upon ninety (90) days prior written notice to the BIA.

ARTICLE XIII – GENERAL AND SPECIAL PROVISIONS

A. General Provisions

Regulations – The following regulations are incorporated by reference into this Agreement:

- 1. **Determination of Allowable Costs:**
2 CFR Part 200, Subpart E—Cost Principles
- 2. **Audit Requirements:**
2 CFR Part 200, Subpart F—Audit Requirements

2 CFR Part 200, Appendix XI—Compliance Supplement

3. **Code of Federal Regulations/Regulatory Requirements:** (as applicable):
- a. 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
 - b. 2 CFR Part 1400, *NonProcurement Debarment and Suspension*
 - c. 43 CFR Part 18, New Restrictions on Lobbying
 - d. 2 CFR Part 175, Award Term for Trafficking in Persons
4. **Non-Discrimination:** All activities pursuant to this Agreement shall be in compliance with the requirements of Executive Order 11246, as amended; Title VI of the Civil Rights Act of 1964, as amended, (78 Stat. 252; 42 U.S.C. §§2000d *et seq.*); Title V, Section 504 of the Rehabilitation Act of 1973, as amended, (87 Stat. 394; 29 U.S.C. §794); the Age Discrimination Act of 1975 (89 Stat. 728; 42 U.S.C. §§6101 *et seq.*); and with all other federal laws and regulations prohibiting discrimination on grounds of race, color, sexual orientation, national origin, disabilities, religion, age, or sex.
5. **Lobbying Prohibition:** 18 U.S.C. §1913, Lobbying with Appropriated Moneys, as amended by Public Law 107-273, Nov. 2, 2002 - No part of the money appropriated by any enactment of Congress shall, in the absence of express authorization by Congress, be used directly or indirectly to pay for any personal service, advertisement, telegram, telephone, letter, printed or written matter, or other device, intended or designed to influence in any manner a member of Congress, a jurisdiction, or an official of any government, to favor, adopt, or oppose, by vote or otherwise, any legislation, law, ratification, policy, or appropriation, whether before or after the introduction of any bill, measure, or resolution proposing such legislation, law, ratification, policy, or appropriation; but this shall not prevent officers or employees of the United States or of its departments or agencies from communicating to any such members or official, at his request, or to Congress or such official, through the proper official channels, requests for legislation, law, ratification, policy, or appropriations which they deem necessary for the efficient conduct of the public business, or from making any communication whose prohibition by this section might, in the opinion of the Attorney General, violate the Constitution or interfere with the conduct of foreign policy, counter-intelligence, intelligence, or national security activities. Violations of this section shall constitute violations of section 1352(a) of title 31. In addition to the above, the related restrictions on the use of appropriated funds found in Div. F, § 402 of the Omnibus Appropriations Act of 2008 (P.L. 110-161) also apply.
6. **Anti-Deficiency Act:** Pursuant to 31 U.S.C. §1341 nothing contained in this Agreement shall be construed as binding the BIA to expend in any one fiscal

year any sum in excess of appropriations made by Congress, for the purposes of this Agreement for that fiscal year, or other obligation for the further expenditure of money in excess of such appropriations.

7. **Assignment:** No part of this Agreement shall be assigned to any other party without prior written approval of the BIA and the Assignee.
8. **Member of Congress:** Pursuant to 41 U.S.C. § 22, no Member of Congress shall be admitted to any share or part of any contract or agreement made, entered into, or adopted by or on behalf of the United States, or to any benefit to arise thereupon.
9. **Non-Exclusive Agreement:** This Agreement in no way restricts the Nation or BIA from entering into similar agreements, or participating in similar activities or arrangements, with other public or private agencies, organizations, or individuals.
10. **Survival:** Any and all provisions which, by themselves or their nature, are reasonably expected to be performed after the expiration or termination of this Agreement shall survive and be enforceable after the expiration or termination of this Agreement. Any and all liabilities, actual or contingent, which have arisen during the term of and in connection with this Agreement shall survive expiration or termination of this Agreement.
11. **Partial Invalidity:** If any provision of this Agreement or the application thereof to any party or circumstance shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement or the application of such provision to the parties or circumstances other than those to which it is held invalid or unenforceable, shall not be affected thereby and each provision of this Agreement shall be valid and be enforced to the fullest extent permitted by law.
12. **No Employment Relationship:** This Agreement is not intended to and shall not be construed to create an employment relationship between BIA or any bureau thereof and the Nation or its Members. No Member shall perform any function or make any decision properly reserved by law or policy to the federal government.
13. **No Third-Party Rights:** This Agreement creates enforceable obligations between only BIA and the Nation. Except as expressly provided herein, it is not intended nor shall it be construed to create any right of enforcement by or any duties or obligation in favor of persons or entities not a party to this Agreement.
14. **Captions and Headings:** The captions, headings, article numbers and paragraph numbers appearing in this Agreement are inserted only as a matter

of convenience and in no way shall be construed as defining or limiting the scope or intent of the provision of this Agreement nor in any way affecting this Agreement.

B. Special Provisions

1. **Retention and Access Requirements for Records:** All recipient financial and programmatic records, supporting documents, statistical records, and other grants-related records shall be maintained and available for access in accordance with 2 C.F.R. §§ 200.333 - 337 for institutions of higher education, hospitals, other non-profit and all other organizations.
2. **Audit Requirements:**
 - a. Non-Federal entities that expend \$750,000 or more during a year in Federal awards shall have a single or program-specific audit conducted for that year in accordance with the Single Audit Act Amendments of 1996 (31 U.S.C. §§ 7501-7507) and 2 C.F.R. Part 200, Subpart F.
 - b. Non-Federal entities that expend less than \$750,000 for a fiscal year in Federal awards are exempt from Federal audit requirements for that year, except as noted in 2 C.F.R. § 200.501 but records must be available for review or audit by appropriate officials of the Federal agency, pass-through entity, and General Accounting Office (GAO).
 - c. Audits shall be made by an independent auditor in accordance with generally accepted government auditing standards covering financial audits. Additional audit requirements applicable to this Agreement are found at 2 C.F.R. Part 200, Subpart F and Appendix XI to Part 200—Compliance Supplement. Additional information on single audits is available from the Federal Audit Clearinghouse.
3. **Procurement Procedures:** It is a national policy to place a fair share of purchases with minority business firms. The Department of the Interior is strongly committed to the objectives of this policy and encourages all recipients of its grants and cooperative agreements to take affirmative steps to ensure such fairness. Positive efforts shall be made by recipients to utilize small businesses, minority-owned firms, and women's business enterprises, whenever possible. Recipients of Federal awards shall take all of the following steps to further this goal:
 - a. Ensure that small businesses, minority-owned firms, and women's business enterprises are used to the fullest extent practicable.
 - b. Make information on forthcoming opportunities available and arrange time frames for purchases and contracts to encourage and

facilitate participation by small businesses, minority-owned firms, and women's business enterprises.

- c. Consider in the contract process whether firms competing for larger contracts intend to subcontract with small businesses, minority-owned firms, and women's business enterprises.
- d. Encourage contracting with consortiums of small businesses, minority-owned firms and women's business enterprises when a contract is too large for one of these firms to handle individually.
- e. Use the services and assistance, as appropriate, of such organizations as the Small Business Development Agency in the solicitation and utilization of small business, minority-owned firms and women's business enterprises.

4. **Prohibition on Text Messaging and Using Electronic Equipment Supplied by the Government while Driving:** Executive Order 13513, Federal Leadership On Reducing Text Messaging While Driving, was signed by President Barack Obama on October 1, 2009 (ref.: <http://edocket.access.gpo.gov/2009/pdf/E9-24203.pdf>). This Executive Order introduces a Federal Government-wide prohibition on the use of text messaging while driving on official business or while using Government-supplied equipment. Additional guidance enforcing the ban will be issued at a later date. In the meantime, please adopt and enforce policies that immediately ban text messaging while driving company-owned or -rented vehicles, government-owned or leased vehicles, or while driving privately owned vehicles when on official government business or when performing any work for or on behalf of the government.

In WITNESS WHEREOF, the parties hereto have executed this Agreement on the date of the final signature shown below:

Approved: _____
 Chairman, Tehassi Hill Date
 DUNS Number: 798227278

Approved: _____
 Tammie Poitra Date
 Director, Midwest Region
 Bureau of Indian Affairs

Approved: _____
 Bernie Toyekoyah, Jr Date
 Grants Management Specialist
 Bureau of Indian Affairs

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-28-18-A Oneida Nation Wildland Fire Management Plan

- 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 Environmental, Health, Safety, and Land Division protects and improves the natural and built environments to enhance quality of life for the Oneida Community; and
- WHEREAS,** Oneida Nation's Emergency Management Department is responsible for planning and coordinating the response to a disaster or emergency that occurs within the Boundaries of the Reservation, including the implementation of the Emergency Response Plan and NIMS, as delegated by the Oneida Nation Emergency Management and Homeland Security law; and
- WHEREAS,** The Oneida Nation 2011 Integrated Resource Management Plan (a/k/a "Live, Sustain, Grow Plan") identifies goals and objectives related to the management of Forest, Wetlands, and other Natural Resource Communities; and
- WHEREAS,** The Bureau of Indian Affairs (BIA) has responsibilities in relation to lands held in trust for the Oneida Nation, including a responsibility to have an approved Fire Management Plan in place for such trust lands; and
- WHEREAS,** Wildfires have a significant influence and impact on the natural and human environment. Unchecked wildfires pose a threat to life and property. Additionally, over the past 150 years, natural wildfire has been excluded and traditional wildfire use has been limited resulting in changes to natural plant communities;
- WHEREAS,** The Oneida Nation Wildland Fire Management Plan is intended as a guide to both suppress unwanted wildfire and to allow for the reintroduction of wildfire under controlled conditions;
- WHEREAS,** The Oneida Nation Wildland Fire Management Plan has been developed to identify, integrate and implement the National Fire Policy and provide fire management direction for the Environmental, Health, Safety and Land Division and Oneida Nation Emergency Management Department; and
- WHEREAS,** The Oneida Nation Wildland Fire Management Plan provides the framework for pre-fire suppression actions, fire prevention measures, and fuel modification treatment on tribal

lands. This framework is necessary to protect life and property, cultural resources, wildlife and fisheries, soil stability, and local socio-economic conditions; and

WHEREAS, The adoption of the Oneida Nation Wildland Fire Management Plan allows the Environmental, Health, Safety and Land Division to implement prescribed fire as a tool for natural resource management in accordance with that plan, as well as the policy and guidance established by the Bureau of Indian Affairs.

NOW THEREFORE BE IT RESOLVED, the Oneida Nation Wildland Fire Management Plan is hereby approved and a copy of the signed document will be provided by the Bureau of Indian Affairs for approval and execution;

NOW THEREFORE BE IT FURTHER RESOLVED, the Environmental, Health, Safety and Land Division and Oneida Nation Emergency Management Department may implement the Oneida Nation Wildland Fire Management Plan in order to use prescribed fire as a restoration tool for natural resource management.

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; 5 members were present at a meeting duly called, noticed and held on the 28th day of November, 2018; that the forgoing resolution was duly adopted at such meeting by a vote of 4 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Secretary
Oneida Business Committee

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

Review the Repatriation of Oneida Nobert Hill Center Project request and determine next steps

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/30/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve General Manager, Mark Powless, as Repatriation of Oneida Nobert Hill Center Project Manager.

4. **Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. **Additional attendees needed for this request:**

Mark W. Powless, General Manager

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)



Memorandum

To: Oneida Business Committee
From: Councilman Kirby Metoxen
Date: November 30, 2022
Re: Repatriation of Oneida Nobert Hill Center Project

Background:

During the June 14, 2022, BC Work Session, Councilman Metoxen requested the development of a working group for the Repatriation of Oneida Nobert Hill Center. It was suggested the working group should include the Tribal Preservation Officer, Land Commission, Director of Environmental Health/Safety/Land/Ag, Public Health Officer, Public Affairs Officer, and Councilman Metoxen. The working group would determine the process to identify if there are any unmarked burial sites at Norbert Hill Center.

In May of 2022, Secretary of the Interior Deb Haaland released Volume 1 of the Federal Indian Boarding School Initiative, a comprehensive effort to address the troubled legacy of federal Indian boarding school policies.

During the July 13, 2022, BC Regular Meeting, The Business Committee approved the development of a Repatriation of Nobert Hill Center working group.

During the October 18, 2022, BC Work Session the Repatriation of Norbert Hill Center Working Group requested a project manager be appointed to the project. The Oneida Business Committee directed the working group bring the request to the November 30, 2022, BC Regular Meeting.

This memo is to request that General Manager Mark Powless develop a project that addresses the historic and physical records of the boarding school in and around Norbert Hill to include estimated funds, project tasks, goals, and project timeline.

Yaw^ko,

Enter the e-poll results into the record regarding the approved exception to resolution # BC-01-12-22-A to

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

4. Budget Information:

- Budgeted
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Cornelius](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve an exception to resolution #BC-01-12-22-A November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022
Date: Wednesday, November 2, 2022 10:36:46 AM
Attachments: [BCAR Approve an exception to resolution #BC-01-12-22-A November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022.pdf](#)

E-POLL RESULTS

The e-poll to approve an exception to resolution #BC-01-12-22-A - November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022, **has carried.** Below are the results:

Support: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Senior Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

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.

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Tuesday, November 1, 2022 8:02 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Cornelius <ecornel2@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Approve an exception to resolution #BC-01-12-22-A November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022

E-POLL REQUEST

-

Summary:

The week of November 21-25, 2022 is a Holiday week and Wisconsin's gun season starts November 19 - 27, 2022. The Committee is requesting to move both open and executive session of November 22 & 23, 2022 to November 29 & 30, 2022.

Justification for E-Poll:

To ensure there is adequate time for communication to the organization.

Requested Action:

Approve an exception to resolution #BC-01-12-22-A - November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022.

Deadline for response:

Responses are due no later than 4:30 p.m., Wednesday, November 2, 2022.

Voting:

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

Aliskwet Ellis

Senior Information Management Specialist
Government Administrative Office

O: 920.869.4408 • E: cellis1@oneidanation.org

P.O. Box 365 • Oneida, WI • 54155



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

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Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve an exception to resolution #BC-01-12-22-1 - November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Name, Title/Entity OR Choose from List

Primary Requestor: Danelle Wilson, Executive Assistant



Business Committee Agenda Request – Cover Memo

From: Danelle Wilson, Executive Assistant

Date: October 17, 2022

Re: Exception to resolution # BC-01-12-22-A – November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022

PURPOSE

Business Committee (BC) action is needed to change the schedule adopted by resolution # BC-01-12-22-A.

BACKGROUND

Due to the ICWA Rally in Washington, DC, the 11/9 Oneida Business Committee meeting has already been canceled by a BC motion, per the resolution.

The week of November 21-25, 2022 is a Holiday week and Wisconsin's gun season starts November 19 - 27, 2022. The committee is requesting to move both open and executive session of November 22 & 23, 2022 to November 29 & 30, 2022.

REQUESTED ACTION

Approve an exception to resolution #BC-01-12-22-1 - November 22, 2022 executive session and November 23, 2022, regular BC meeting to be rescheduled to November 29 & 30, 2022.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 1-12-22-A

Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule

- 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,** Article III, Section 3 of the Tribal Constitution provides that “Regular meetings of the Business Committee may be established by resolution of the Business Committee”; and
- WHEREAS,** the Oneida Business Committee (OBC) has established and modified their regular meeting schedule by resolutions # BC-07-7-87-A, # BC-03-25-88-B, # BC-04-26-91-A, # BC-02-11-04-A, # BC-12-10-08-A, # BC-06-23-10-E, # BC-11-23-16-C, # BC-12-27-16-A, # BC-09-27-17-D, # BC-01-22-20-D, and # BC-09-23-20-C; and
- WHEREAS,** the OBC has determined that there are no changes needed to the schedule for regular meetings of the OBC; and
- WHEREAS,** the OBC has established a quarterly reporting expectation in the Executive Session section of the regular meeting agenda for the Gaming General Manager, the Retail General Manager, and the Executive HR Director; and
- WHEREAS,** the OBC has determined that holding periodic, separate discussions on items submitted to the Executive Session section of the regular meeting agenda is the best use of resources available and would better serve the membership of the Oneida Nation and the OBC.

Regular Meetings

NOW THEREFORE BE IT RESOLVED, regular meetings of the OBC shall continue to be held the second and fourth Wednesday each month, at 8:30 a.m.

OBC Direct Report Quarterly Reports – Executive Session Discussion

BE IT FURTHER RESOLVED, for the first regular meeting of February, May, August, and November, the discussion on the Executive Session section of the regular meeting agenda shall be held on Tuesday at 8:30 a.m. starting on February 8, 2022.

Executive Session Discussion

BE IT FURTHER RESOLVED, for the second regular meeting of each month, the discussion on the Executive Session section of the regular meeting agenda shall be held on Tuesday at 8:30 a.m. starting on January 25, 2022.


BC Resolution # 1-12-22-A
Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion
Schedule
Page 2 of 2

Superseding Prior Schedules

BE IT FINALLY RESOLVED, this resolution shall supersede all prior motions, practices, or resolutions regarding the subject of regular meetings of the Oneida Business Committee.

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 were present at a meeting duly called, noticed and held on the 12th day of January, 2022; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

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

Accept the Emergency Management Department FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: Placed in EM Shared Folder per Audit requirement | |

8. Submission:

Authorized Sponsor: Kaylynn Gresham, Emergency Management Director

Primary Requestor: _____

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Objectives and Metrics

Mission Statement

Through planning and mitigation activities Emergency Management works to ensure the Oneida Nation is in a constant state of readiness to respond to, and recover from an emergency or disaster, that threatens the life or safety of community members, the environment, or the assets of the Oneida Nation.

Purpose

Emergency Management serves to aid, counsel, and assist the agencies and entities of the Oneida Nation that respond to emergencies or disasters that affect the Oneida Community and its members, through coordination of local and regional, police, fire, Emergency Management Services or rescue response when necessary.

Goal Number	Goal	Planned Activities	
		Activity	Outputs
1	Develop emergency management capacity	Grant applications, budget and staffing request, training and succession plan, technology implementation	Emergency Management (EM) program, staffing model and succession plan is developed and adopted, technology resources are in place
5	Expand the Capabilities of RAVE alert system	Needs analysis, technology acquisition and deployment, outreach and education.	Emergency notification system reaches intended audience
3	Develop and implement Emergency Action Plans (EAP)	Vulnerability and needs analysis, meetings, reports and updates. Identify facility or event leads, EAP or EMP assessments, outreach and education, EAP and EMP documents	Funding agreements, staff commitments from Oneida divisions and departments. Number of buildings and events that have current and updated EAP
4	Oneida Nation Emergency Management Operations Teams	Identify qualified Team members from across the Oneida Nation organization to have lead roles in their area of expertise.	Letters of commitment, regulary scheduled meeting with agendas and minutes.
2	Seasonal Review of Shelters and warming & cooling centers.	Vulnerability and needs analysis, meetings, reports and updates.	Locations identified and Departments trained.

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Objectives and Metrics

Emergency Management Goals

Goal

Develop and implement Emergency Action Plans (EAP)

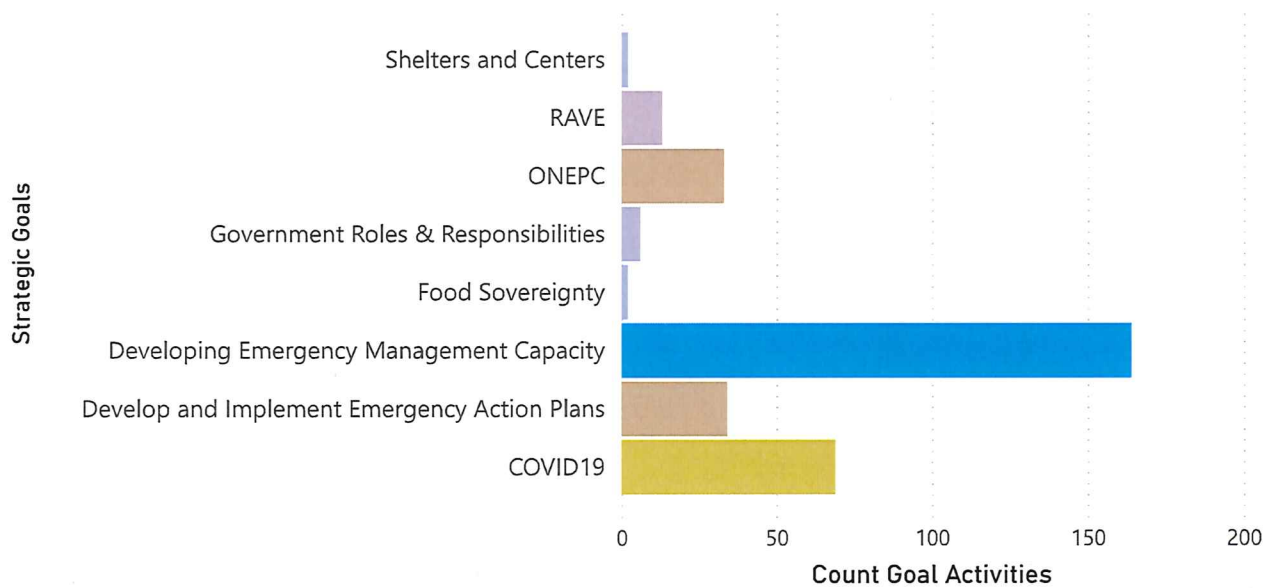
Develop emergency management capacity

Expand the Capabilities of RAVE alert system

Oneida Nation Emergency Management Operations Teams

Seasonal Review of Shelters and warming & cooling centers.

Emergency Management Categories



Oneida Nation Employees Contributing to Emergency Management

Employee	Job Title	Count
Alaina Noll	SPEC-WATER RESOURCE	1
Brittany Nicholas	SANITARIAN	21
James Snitgen	MGR-ENVIRONMENTAL QUALITY	10
Kaylynn Gresham	DIR-EMERGENCY MANAGEMENT	290
Victoria Flowers	COORD-ENVIRONMENTAL COMPLIANCE	1
Total		323

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Goal #1 Develop Emergency Management Capacity

Strategic Plan Linkage

Goal

Types of Activities

Develop emergency management capacity Grant applications, budget and staffing request, training and succession plan, technology implementation

Activity Type Count Reported Hours

Training or Webinar 12 50.00

Total **12** **50.00**

Highlights

Comments

BRIC Funding and Follow up with EM Director	
Check out and Learn about the Fire Extinguisher Training Device	
Active Threat Response	Eventbrite Webinar for Active Threat Response
FEMA Region 5 IA	FEMA Region V monthly IA webinar
FEMA Tribal meeting	FEMA Region V quarterly meeting with Tribal EM's
FEMA PA Webinar	FEMA webinar on changes to Public Assistance Program
Hotwash and Exercise at Radisson	Hotwash of June 15, 2022 storms and Severe Weather Exercise at Radisson - 33 attended
IPAWS Webinar	Keeping up with IPAWS webinar for information on changes and use
Active Threat Exercise with GB PD	Participate in Active Threat Exercise at Bay Beach in Command Center with Green Bay Police Department
IPAWS Training at WEMA Conference	Training about IPAWS- alerts and capabilities
WEMA Conference - Exercise - travel	WEMA Conference 4 hours WEMA/MABUS Exercise 4 hours trave from Stevens Point 2 hours
WEMA Conference and WEMA Board Meeting	WEMA Conference 8 hours WEMA Board Meeting 1 hour

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Goal #1 Develop Emergency Management Capacity

Strategic Plan Linkage

Goal ▲	Types of Activities
Develop emergency management capacity	Grant applications, budget and staffing request, training and succession plan, technology implementation

Activity Type ▲	Count	Reported Hours
Emergency Management Team Meetings	25	39.50
Training and Outreach	2	4.00
Total	27	43.50

Highlights	Comments ▲
Training Coordination and scheduling	Coordinating Training for Basic Academy, ICS and WEM classes and scheduling training for Oneida
EC Regional Meeting	EC Regional Meeting via Teams - next meeting September 6th Green Lake County EOC
Review final submission for PNNL presentation	Follow-up for the information for PNNL Presentation from Oneida about status and productivity of AA Grant
IPP group discussion	Group discussion on development of IPP roll out for planning
Tribal Treaty Rights and Energy Infrastructure	Listen to presentation on Energy Infrastructure and Tribal Rights
HERC Board Meeting	Oneida Nation rep on HERC Board
Broadband group discussion	Teams meeting for Broadband Discussion on possible tower sites
ES4SE tech meeting	Teams meeting to discuss Micro Grid project
WEMA Meeting	WEMA Board Meeting - Tribal Member

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Goal #2 Seasonal Review of Shelters and Warming and Cooling Centers

Strategic Plan Linkage

Goal	Activity
Seasonal Review of Shelters and warming & cooling centers.	Vulnerability and needs analysis, meetings, reports and updates.

Activities Related to the Seasonal Review of Shelters and warming & cooling centers

Activity Type	Project Name	Comments	Reported Hours
Public Health Planning	Hand Sanitizer Meeting and follow-up	Meeting for hand sanitizer disposal and follow-up of where to bring current supply	1.00
Public Health Response	PH Extension completed and sent to BC	Compile all documents and send to OBC for PH Extension for 7/13 meeting	1.00
Total			2.00

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Goal #3 Develop and Implement Emergency Action Plans

Strategic Plan Linkage

Goal	Types of Activities
Develop and implement Emergency Action Plans (EAP)	Vulnerability and needs analysis, meetings, reports and updates. Identify facility or event leads, EAP or EMP assessments, outreach and education, EAP and EMP documents

Activity Type	Count	Reported Hours
Disaster Response	3	2.00
Emergency Plan Modification or Update	25	35.50
Post-disaster Activities	5	9.00
Pre-disaster Mitigation Planning	1	1.00
Total	34	47.50

Comments

- Continue developing AAR for 6-15-22 storm
- Continue to update ESF 1 with info traom Shuttle Department / ESF 3 for signatures and attach org charts
- Discuss SSB EAP update and building drill for active threat. Update plan and coordiante drill with OPD
- Email to follow up on signature status of ESF 5 and review ESF 6 and 7 to begin signature request
- ESF 1 update and sent for signature.
- Follow-up on ESF 5 - with Housing
- Finalize ESF 1 - Transportation and send to all areas with final signatures, ESF 5 - all signatures except OPD, waiting for PC approval
- Finalize ESF's - 4,2,9,16 updates ESF 1
- Follow up schedule discussion for building EAP for Social Service Bldg
- Review EAP for Arts area and sign EAP for SSB
- Review ERP for updates for EMPG deliverable
- Review memo from Matt Manders about current Hazard Tree Response
- Update and send to OPD for signature - ESF 2, 4, 9, 13 and 16
- Virtual meeting to discuss EAP, changes and revisions
- WDF information and emails to all areas reporting on loses from storm

FY-2022 Quarterly Report July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Goal #4 Oneida Nation Emergency Management Operations Teams

Goal	Strategic Plan Linkage Types of Activities
Oneida Nation Emergency Management Operations Teams	Identify qualified Team members from across the Oneida Nation organization to have lead roles in their area of expertise.

Activity Type	Count	Reported Hours
Information Management	25	34.50
Interdepartmental Meeting	8	9.50
Total	33	44.00

Highlights	Comments
Budget info in Sharpoint	Accessing sharepoint for budget information
Complete Job description update and send to HR	Completed job description update for 02112 and sent to HR to post
Conference Prep for WEMA	Tribal Board member for WMA and Assistant Treasurer prep for annual Board meeting at WEMA conference
Control Access Audit response	Type response for audit info request
Court Security Meeting at Judicial ES4SE Community Connections	Review EAP and discuss changes and potential concerns Part of PNNL for AA Grant - discussions of progress for teams receiving PNNL assistance
Fixed Asset Form	Complete Fixed Asset form and submit to accounting
Hand Sanitizer update	Update and discussion for Hand Sanitizer disposal
Meeting with LOC	Meeting to discuss updates to Emergency Management Law and SOP for Oneida Emergency Management Team
Oneida Broadband discussion	Teams meeting for Broadband discussion adding cell tower
Safe parking discussion	Discussion on safe parking - safe shelter and safe parking now two different entities
Update Job Description for DD position	Revamping Deputy Director Job Description for posting
Wetland Discussion with Environmental	Discussion with Environmental about building construction near wetlands.

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Goal #5 Expand the Capabilities of the Rave Alert System

Strategic Plan Linkage

Goal

Activity

Expand the Capabilities of RAVE alert system Needs analysis, technology acquisition and deployment, outreach and education.

Activity Type	Count of Activity Type	Reported Hours
RAVE	13	24.00
Total	13	24.00

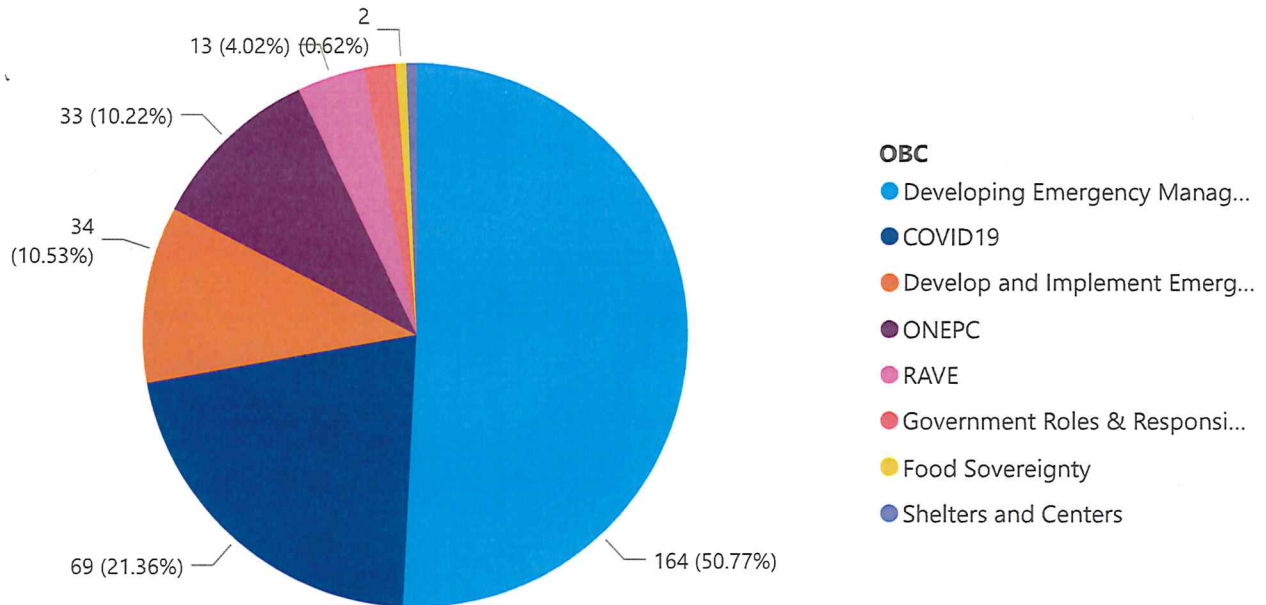
Project Name	Comments
RAVE 10 Digit DLC	10 digit code for sending non-emergency messaging
Discussion and review of platform	Discussion with Kelli from RAVE about upcoming training for the Nation employees and review of platform for opt-in (possible contract change)
Renewal of RAVE Contract	Law Office and Purchasing and purchase order for renewal of contract
RAVE Training discusson	Schedule discussion of RAVE training for Oneida employees
RAVE Training Site	Working in RAVE training site for group/list development
RAVE Renewal	Working with RAVE on renewal of RAVE Alert and RAVE Collaborate

FY-2022 Quarterly Report (July - Sept 2022)

Kaylynn Gresham – Director Emergency Management Department

Other Uncategorized Emergency Management Activities and External Collaborations

Other Uncategorized Emergency Management Activities



Contributing Support

Employee	Department	Job Title	Reported Hours
Alaina Noll	EHSLA QUALITY	SPEC-WATER RESOURCE	1.00
Brittany Nicholas	EHSLA QUALITY	SANITARIAN	23.75
James Snitgen	EHSLA QUALITY	MGR-ENVIRONMENTAL QUALITY	50.00
Victoria Flowers	EHSLA QUALITY	COORD-ENVIRONMENTAL COMPLIANCE	2.50
Kaylynn Gresham	EMHS ADMIN	DIR-EMERGENCY MANAGEMENT	465.50
Total			542.75

Accept the Tribal Action Plan FY-2022 4th quarter report memorandum

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1



Memorandum

TO: Oneida Business Committee

FROM: Aliskwet Ellis, Senior Information Management Specialist

DATE: November 18, 2022

RE: Tribal Action Plan FY-2022 4th quarter report

Background

It came to my attention when uploading the Operational reports to the Nation's website that the Tribal Action Plan (TAP) FY-2022 4th quarter report was not submitted to the OBC for approval. I followed up with Mark W. Powless, General Manager and he informed me that the TAP area was excused from submitting a report due to a vacancy in the TAP Manager position.

The purpose of this memorandum is to be submitted in place of the report for the record and to be uploaded to the Nation's website for transparency and tracking purposes.

Requested Action

Accept the Tribal Action Plan FY-2022 4th quarter report memorandum.

Accept the Anna John Resident Centered Care Center Board FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- | | | |
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| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
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4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

2022 report template

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 10/12/22

Submitted by: Carol Silva, Recording Clerk

OBC Liaison: Jennifer Webster

OBC Liaison: Marie Summers and Daniel Guzman-King

ANNA JOHN RESIDENT CENTERED CARE COMMUNITY BOARD – FY22 Q4 REPORT

Purpose:

The purpose of the Anna John Resident Centered Care Community (AJRCCC) Board is to serve in an advisory capacity ensuring operations of AJRCCC are within the guidelines and policies of the Oneida Nation and within all regulations, rules, policies governing the operation of a nursing home.

The Board ensures the AJRCCC maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

BCC Members

Kristin Jorgenson-Dann - LOA
Chair
07/31/2023

Jeanette Ninham
Board Member
07/31/2024

Beverly Anderson
Vice-Chair
07/31/2023

Brenda VandenLangenberg
Board Member
07/31/2025

Valerie Groleau
Board Member
07/31/2022

Lorna Skenandore
Board Member
07/31/2026

Patricia Moore
Board Member
07/31/2024

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the Boards, Committees and Commissions law, annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: 0

Meetings

Held every 2nd Wednesday of the month at 5:00 p.m. at the Anna John Resident Centered Care Center in the Congregate Meal Site.

Emergency Meetings: Zero (0)

Contact Info

CONTACT: Kristin Jorgenson-Dann
 TITLE: AJRCCC Board Chair
 E-MAIL: ajc-kjor@oneidanation.org

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Community and organizational buy-in will be formed and economic sustainability will be promoted.

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Board continues to meet monthly and attend the Resident Council meetings when able. By attending the latter, the Board can hear concerns directly from the residents and can attempt to solve issues or bring up concerns to other areas such as the OBC.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The Board hears the concerns of the residents and then finds ways to address them. Also make sure that the residents are aware that the Board is there for them.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Board would like to be able to meet in person, take a tour of the facility, and be more hands on with the residents. Since the ability to meet in person was lifted at the end of March the board has met in person twice, the third meeting was cancelled due to no quorum. Meeting in person will be dependent on the status of the COVID pandemic, and local case numbers.

Outcome/Goal # 2

Continue and update the education of the AJRCCC Board members.

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

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

It is important for the Board members to be knowledgeable on the latest health topics, treatments, initiatives, facility procedures, etc. Attending trainings, requesting monthly updates from AJRCCC administration can assist with this education.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Receive monthly updates from the administration about what is happening at the nursing home and frequently submit additional questions, suggestions, and request clarification of those reports.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The AJRCCC Board has reached out to our Liaison for her assistance as we have not been able to have participation from AJRCCC staff. Chair Kristin Jorgenson-Dann is out on medical since June and will return in September.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET:

Line item in AJRCCC Budget

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD:

[Click here to enter Expenditures](#)

Enter budget utilization information, if needed.

Requests

None

Other

None

Accept the Environmental Resources Board FY-2022 4th quarter report memorandum

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
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| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, Boards, Committees and Commissions Supervisor

DATE: November 1, 2022

RE: Oneida Environmental Resources Board 4th Quarter Report

The Government Administrative Office is asking the Oneida Business Committee to accept this memorandum in place of the Oneida Environmental Resource Board FY-2022 4th Quarter Report.

Membership:

ERB consists of nine (9) members. There are currently nine (9) vacancies with three (3) terms that expire in 2022, three (3) in 2023 and three (3) in 2024.

Weldon "Ted" Hawk	10/01/19 to 09/30/22
Angela Parks	10/01/19 to 09/30/22

Background:

On August 10, 2022, the OBC made a motion "to direct the General Manager to complete the assessment regarding the feasibility of the Environmental, Health, Safety, Land, & Agriculture Division taking on the roles of the Environmental Resources Board and for the assessment to be submitted at the second meeting Business Committee meeting in September". On September 28, 2022, the OBC made a motion to accept the Environmental, Health, Safety, Land, and Agriculture Environmental Resource Board assessment; to recommend the dissolution the Environment Resource Board; and to direct Chief Counsel to bring back a report in 45 days on actions that need to take place in order to complete the dissolution of the Environmental Resource Board including amendments to laws and addressing any background material.

Accept the Oneida Community Library Board FY-2022 4th quarter report memorandum

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
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4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, Boards, Committees and Commissions Supervisor 

DATE: November 1, 2022

RE: Oneida Community Library Board 4th Quarter Report

The Oneida Community Library Board (OCLB) had been in temporary closure status since April 8, 2020, when the Oneida Business Committee adopted BC Resolution # 04-08-20-B Placing Listed Boards, Committees, and Commissions in Temporary Closure Status for the remainder of Fiscal Year 2020 and during any continuing resolution for Fiscal Year 2021. BC Resolution # 04-14-21-B Authorization of Boards, Committees, and Commissions to Meet and Superseding the Temporary Closure allowed the Board to start meeting effective June 14, 2021, however, OCLB has not met due to a lack of quorum.

Membership:

Bridget John 04/01/20 to 03/31/23
Michelle Sawyer 04/01/21 to 03/31/24

OCLB consists of five (5) members. In March 2022 a Library Board member was sworn into office. There are three (3) vacancies total; one (1) term that expires in 2024 and one (1) in 2025, and one (1) vacancy that hasn't been filled since their bylaws were adopted in 2019 which requires a School Administrator be part of the Board which expires in 2025.

Background:

There have been no meetings for the Library Board as there has not been a quorum for the fourth quarter. The Recording Clerk for this board is working with the Law Office and the Board Attorney to figure out how to best address the situation.

Accept the Oneida Nation Veteran Affairs Committee FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Gerald Cornelius, Chair, Oneida Nation Veteran Affairs Committee

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

ONEIDA NATION VETERANS ADVISORY COMMITTEE 2022 /Fourth Quarter Report

Approved by official entity action on: October 11, 2022

Submitted by: John L. Breuninger, Secretary, ONVAC

OBC Liaison: Jennifer Webster, OBC Primary

OBC Liaison: Cristina Danforth, OBC Alternate

OBC Liaison: Ethel Marie Cornelius, OBC Alternate

Purpose:

The purpose of the ONVAC is to serve as an advisory body to the Oneida Veterans Service Office in all matters related to the Oneida Nation's Veteran's rights, benefits, veterans affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who have served honorably in the United States Uniformed Services. It shall be the purpose of the ONVAC to provide advice and constructive input to the Veterans Service Office Director on all veterans' affairs and/or issues in order that the office can formulate veteran's services and programs for Oneida Veterans. ONVAC coordinates veteran events with the assistance of the Veterans Service Office, and other organized groups that are representatives of Oneida Veterans and the Oneida Nation.

BCC Members

Gerald Cornelius Chair 12-31-2025	Kenneth G House Member 12-31-2022
Floyd J Hill Vice-Chair 12-31-2022	Benjamin J Skenandore Member 12-31-2023
John Breuninger Secretary 12-31-2025	Dale A Webster Member 12-31-2025
Arthur W Cornelius Member 12-31-2023	Connor Kestell Member 12-31-2023

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: Zero (0)

Meetings

Held every 2nd Tuesday every month via Microsoft Teams and in person, when permissible

5:00 P.M.

Emergency Meetings: Zero (0)

Contact Info

CONTACT: Gerald Cornelius or John L. Breuninger

TITLE: ONVAC Chair / ONVAC Secretary

PHONE NUMBER: (920) 615-6521 / (920) 562-7536

E-MAIL: onv-gcor@oneidanation.org / onv-jbre@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Nation-Veterans-Affairs-Committee>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Engage community with services provided and develop a positive relationship with the Oneida Community.

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

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Our Oneida Veterans are respected within our community because of our commitment and service to the Oneida Nation and the United States. It is through our service back to our Community which solidifies this respect. Our individual and organizational involvement within our Community both shows our honor and pleasure to be a part of the Oneida Community. Our efforts to respect ourselves and our Community encourages our veterans to want to be a part and also sharing their participation for the benefit of the whole. Furthermore, we, as Veterans are an integral part of the Oneida Community within which we live and serve.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

ONVAC remains engaged in extracurricular activities within our Oneida Community and continuously assists the Veterans Service Officer with Veteran meetings, celebrations, funerals, meals, community events (Christmas Tree lighting), color guard responsibilities at Tribal Meetings (GTC), organizational events as well as "other" requests for color guard participation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The ONVAC's commitment to our Tribal Nation, it's organization and overall community, and to our Oneida Veterans have and will continue to be our primary purpose, "If we are needed, we will respond!" Furthermore, our commitment and participation within our community will not change in efforts and production as long as our Committee is operational.

Outcome/Goal # 2

Continuously developing and maintaining positive relationships with our Oneida Veteran population, their families and our community as well as with the Oneida Nation's departments, programs and services, external entities and our surrounding governments, veteran's organizations, schools and communities.

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Out of RESPECT, our Veterans, their families and our community continue to expect our participation in all veteran associated and community activities, programs and services. Our participation throughout the Covid-19 Pandemic in honoring and respecting our ceremonies, burials and overall support to our community have been well accepted by our People and Community. We have continuously respected and honored the requests of our Oneida and "other" families in the performance of our responsibilities.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

VISIBILITY and PARTICIPATION: Although the ONVAC, as other BCCs have been inoperative during the Covid-19 Pandemic, we have continued to be involved in "safely" providing our support services to our Veterans, their families and our Community. We are a "service" organization which continuously serves our People and Community. Just recently, we have supported the Nation's Tribal Action Plan (TAP) staff with community involvement and support; furthermore, we continuously work to improve our Nation's Veterans Memorial Site

with the addition of the Wisconsin State Purple Heart Monument, the planting of a "tree" within the memorial site, which was dedicated to the Oneida Nation from the Daughters of the American Revolution; and finally, supporting a Ceremony within which, the Sons of the American Revolution presented a DISTINGUISHED PATRIOTIC LEADERSHIP AWARD and an ONEIDA WARRIOR PLAQUE to the Oneida Nation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

It is the intent of the ONVAC to continue to serve our People and Community. We accept our responsibilities and will continue to perform at our best in their interest.

Outcome/Goal # 3

The development and implementation of additional enhancements to the Veterans Memorial Wall and Site. The ONVAC has and will continue to work with the Tourism and the Department of Public Works in completing projects within the site.

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

GOOD GOVERNANCE PRINCIPLE:

Consensus Oriented - Consultation is required to understand diverse interests (Membership, Employee, Community) in order to reach a broad consensus of what is in the best interest of the Nation and how this can be achieved in a sustainable and prudent mann

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Public participation in the planning, development and implementation of the enhancements will be made available to the People and Community by providing continuous updates regarding the enhancements to be made within the Veterans Memorial Site. Veterans organizations and their membership as well as the public will be included in site plan reviews periodically.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Prior to the Covid-19 Pandemic "closure" of the ONVAC, a DRAFT Site Plan was completed by the Oneida Planning Department. This Plan will continue to be the basic footprint to all of the enhancements to be made within the site. Currently, the enhancements will include positioning of two additional memorials, one to Dr. Josiah Powless and the second to the Oneida Code Talkers. An Eagle will be placed at the eastern end of the existing wall and upgrades will also be made to the wall. In addition, sidewalks, lighting and re-painting of the individual "bricks" located on the north side of the wall will be accomplished. The inclusion of picnic tables, seating around the monuments and perhaps a veranda or gazebo in the open space.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

It is the intent of ONVAC to continuously work to improve the Memorial Site, including the honoring and recognition of our Oneida Warriors past, present and future. We are also very PROUD to have the Wisconsin State Military Order of the Purple Heart Monument within our Memorial Site, with special thanks to the unconditional commitment by our former ONVAC Member and Commander of the Wisconsin Military Order of the Purple Heart, our comrade and colleague, Mr. George Greendeer.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

<u>FY-2022 BUDGET:</u>	\$51,524.00
------------------------	-------------

<u>FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: 09/30/2022</u>	\$7,200.00
---	------------

The ONVAC has received approval from the Business Committee to attend the Dedication Ceremony in Washington, D.C. in November 2022. The ONVAC will be participating in the procession along the National Mall from the museum to the ceremony stage in front of the U.S. Capitol. Given that this event is on a National platform and, whereas ONVAC recognizes the importance of having our Nation's veterans represented in full, all ONVAC members were requested to participate for an event of this magnitude. ONVAC members will participate, in uniform, with the colors including our Nation's flag and the ONVAC eagle staff.

Requests

Enter request(s), if needed.

Other

Although the ONVAC has unofficially continued to represent our Oneida Veterans, their families and our Community throughout the Covid-19 Pandemic, we have respectfully provided our services within the parameters as allowed during this period. It is truly our honor to be reinstated and we THANK the OBC and the Oneida Health Department for keeping our Nation safe and our on-going services will continue to be provided within these preventative parameters.

Accept the Oneida Personnel Commission FY-2022 4th quarter report memorandum

Business Committee Agenda Request

1. Meeting Date Requested: 11/30//22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, Boards, Committees and Commissions Supervisor on behalf
of the Oneida Personnel Commission 

DATE: October 31, 2022

RE: Oneida Personnel Commission 2022 4th Quarter Report

The Oneida Personnel Commission is asking the Oneida Business Committee to accept this memorandum in place of the Oneida Personnel Commission 2022 4th Quarter Report.

Current Oneida Personnel Commissioner's include:

- Chair: Vacant
- Vice-Chair: Twylite Moore
- Secretary: Vacant
- Member: Vacant
- Member: Vacant
- Pro-Tem Members: Five (5) Vacancies

Background:

- On January 18, 2022 the Oneida Personnel Commission held their first official meeting.
- On February 9, 2022 the Oneida Business Committee approved a Motion to terminate the appointment of Carol Smith to the Oneida Personnel Commission.
- Due to no quorum, the February 15, 2022 Oneida Personnel Commission Regular meeting was cancelled and rescheduled to February 17, 2022.
- The Oneida Personnel Commission has held no Regular meetings since January 18, 2022, due to no quorum.
- As of September 30, 2022 the total expenditures from the Oneida Personnel Commission's budget are \$0.00.

Accept the Oneida Police Commission FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Richard Van Boxtel, Chair/Oneida Police Commission

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1

2022 4th Quarter Report

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 10/26/2022

Submitted by: Richard Van Boxtel, Chair

OBC Liaison: Brandon Stevens

OBC Liaison Alternates: Tehassi Hill & Daniel Guzman

ONEIDA POLICE COMMISSION

Purpose:

The purpose of the Oneida Police Commission is to regulate the conduct of the Oneida Nation Law Enforcement personnel according to the highest professional standards, to provide oversight regarding the activities and actions of the law enforcement operations, to provide the greatest possible professional services to the Oneida Community, and to allow the community input regarding those law enforcement services through its representatives on the Police Commission. This entity is created as an oversight body of the Oneida Police Department. The Chief of Police is responsible for the day to day activities of the law enforcement services provided to our community.

BCC Members

Richard Van Boxtel
Chair
7-31-2023

Kory Wesaw
Member
10-31-2022

Beverly Anderson
Secretary
7-31-2026

Vacant
Vice-Chair
7-31-2024

Dan Skenandore
Member
7-31-2027

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS 0

Meetings

Held every 4th Wednesday of the month.

Emergency Meetings: 0

Contact Info

CONTACT: Brooke Doxtator
 TITLE: Boards, Committees, and Commissions Supervisor
 PHONE NUMBER: 920-869-4452
 E-MAIL: police_commission@oneidanation.org
 MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Police-Commission>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

One of the Commissions goals is to develop positive relationships with the Oneida Community

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Oneida Police Commission is appointed by the Oneida Business Committee and entrusted with oversight of the Oneida Police Department. Duties include evaluating appointments and promotions, standard operating procedures and work standards (SOP/WS), Memorandum of Agreements (MOA), expenditures and grant opportunities. The Commission is a "checks and balances" of the Police Department because it is composed of Tribal members who are vested in the Oneida Community, which in turn encourages citizen input. The Oneida Police Department had several unfilled police officer positions. To address the vacant positions, the Commission has given approval to hire non-tribal members at entry level positions.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The Police Commission has open mandatory monthly meeting with the Police Chief and/or Assistant Police Chief to review and approve the Oneida Police Departments monthly report and to keep the Police Commission informed of all the duties and responsibilities of the department and provide guidance. In accordance with the Law Enforcement Ordinance, the Commission worked with the Police Department to approve and fill vacant positions and approve standard operating procedures and work standards (SOP/WS).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In the future, the Police commission will continue to develop a positive relationship with the community and the Police Department. The Police Commission can plan and attend events together showing support.

Outcome/Goal # 2

Develop three community events to promote good relations between the community, Police Commission and Police Department while measuring attendance at events.

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

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Oneida Police Commissioners are dedicated to building a strong community built on Tsi? Niyukwaliho'*ta by participating in community events and sharing our knowledge and experience. The Oneida Police Commission and Oneida Police Department collaborates with other tribal entities and other municipalities to strengthen our community.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The community event aspect of this goal has been placed on hold due to the COVID-19 pandemic, however, it remains a priority for the Commission and we hope to resume these activities as soon as it safe to do so.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Oneida Police Commission will continue to collaborate with other tribal entities and municipalities. We can also investigate alternative methods to reach out to community in a safe manner during the pandemic.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$15,800

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: \$3281

Requests

No requests.

Other

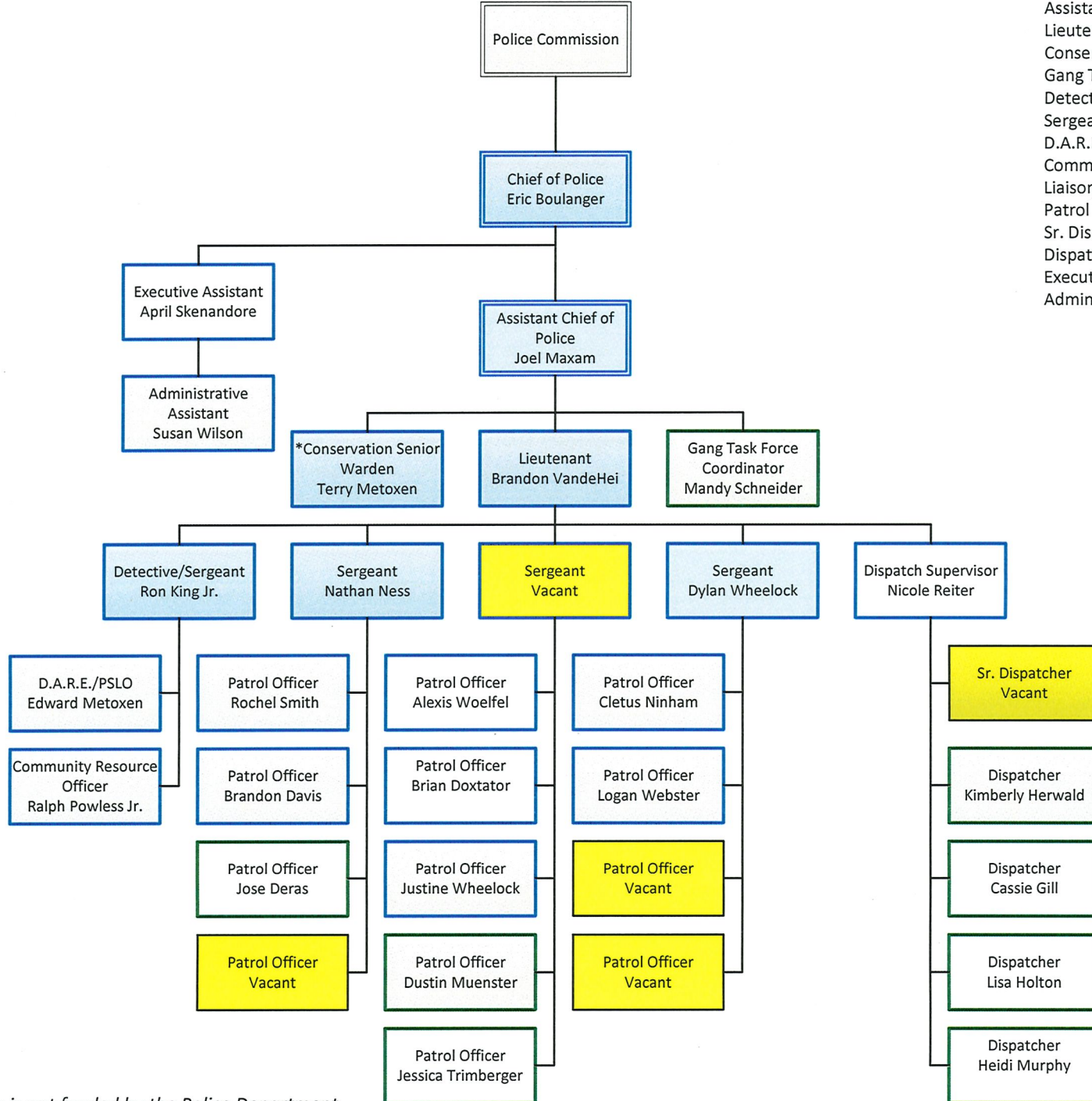
- OPD Organization Chart is attached.
- On October 12, 2022, the Business Committee approved a request to post a vacancy on the Commission due to the resignation of Kim Nishimoto.

Oneida Enrolled
Required
8

Oneida Enrolled
19

Other
8

Oneida Police Department Organizational Chart



POSITION	NO.
Chief of Police	1
Assistant Chief	1
Lieutenant	1
Conservation Warden	1
Gang Task Force	1
Detective Sergeant	1
Sergeant	3
D.A.R.E./PSLO	1
Community Resource Officer	1
Liaison Officer	1
Patrol Officer	13
Sr. Dispatcher	1
Dispatcher	4
Executive Assistant	1
Admin Asst	1

*The Conservation Warden is not funded by the Police Department.

Accept the Pardon and Forgiveness Screening Committee FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Eric Boulanger, Chair/Pardon and Forgiveness
Screening Committee

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: BDOXTAT1

2022 4th Quarter Report

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 10/24/2022

Submitted by: Eric Boulanger, Chair

OBC Liaison: Brandon Stevens

OBC Liaison: Jennifer Webster

PARDON AND FORGIVENESS SCREENING COMMITTEE

Purpose:

The purpose of the PFSC is to provide a fair, efficient and formal process for considering pardons and forgiveness.

BCC Members

Eric Boulanger
Chair
August 31, 2023

Sandra Skenadore
Member
August 31, 2023

Ronald King Jr.
Alternate
August 31, 2023

Vacant
Alternate
August 31, 2023

Elijah Metoxen
Member
August 31, 2023

Vacant
Member
August 31, 2023

Julie King
Alternate
August 31, 2023

Vacant
Alternate
August 31, 2023

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the Boards, Committees and Commissions law, annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: Zero (0)

Meetings

Held every 3rd Monday of February, May, August, and November at 10:00 AM.

Emergency Meetings: Zero (0) emergency meetings were held

Contact Info

CONTACT: Brooke Doxtator

TITLE: Boards, Committees, and Commissions Supervisor

PHONE NUMBER: (920) 869-4452

E-MAIL: Boards@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Pardon-and-Forgiveness-Screening-Committee>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Create and update standard operating procedures.

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Ensure we have the best tools and resources in place to effectively carry out our duties and responsibilities as provided in the Pardon and Forgiveness law.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

We approved an SOP during our May quarterly meeting and continue to identify and create SOP's.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Our goal is to identify and/or create additional standard operating procedures. We scheduled work meetings to identify and create additional standard operating procedures. We will implement an annual review process for the standard operating procedures moving forward. We've created and approved several SOP's including hearings, meetings, e-poll.

Outcome/Goal # 2

Create transition plan for newly appointed Pardon and Forgiveness Screening Committee members

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Creating a transition plan will ensure the Committee will move forward without interruption even in the event that all new members are appointed to the Committee.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Our bylaws were successfully amended on October 9, 2019. The amended bylaws streamlined our membership and added minimum age and background check qualifications for the community-at-large positions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

When our terms expire in August 2023, we are hoping for a smooth transition from the current Committee members to the newly appointed members, so pardon and forgiveness applicants don't have any interruptions in the pardon and forgiveness process.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 05-08-19-B sets the stipend amounts.

Budget Information

FY-2022 BUDGET:

No Budget, stipends are paid from BC
Special Projects

FY-2022 EXPENDITURES AS OF END OF REPORTING
PERIOD:

\$50

Requests

No Requests at this time.

Other

The Community-at-large 25+ member, Community-at-large 25+ alternate, and Community-at-large 55+ alternate remain vacant. The vacancies have been posted but the Government Administrative Office has not received any applications as of October 24, 2022.

Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30//22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Diane S Hill, Chair/Southeastern Wisconsin Oneida Tribal Services Advisory Board

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: BPIGMAN

2022 4th Quarter Report

Approved by official entity action on: October 17, 2022

Submitted by: Diane S Hill, Chairperson

OBC Liaison: Cristina Danforth, OBC Primary

OBC Liaison: Jennifer Webster, OBC Alternate

OBC Liaison: Daniel Guzman, OBC Alternate

SOUTHEASTERN WISCONSIN ONEIDA TRIBAL SERVICES ADVISORY BOARD 4TH QUARTER REPORT (JULY - SEPTEMBER)

Purpose:

The Advisory Board was established for purposes of providing advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) Director, working in partnership to formulate social services programs for the Oneida people residing in Southeastern Wisconsin by, including, but not limited to:

1. Acting as an ambassador for the SEOTS program by promoting its mission whenever possible;
2. Reviewing the SEOTS program's budget;
3. Guiding and advising the SEOTS administration;
4. Adhering to the appropriate chain of command in any and all relative communications with the Oneida Business Committee; and
5. Carrying out all other powers and/or duties delegated to SEOTS by the laws and/or policies of the Nation.

BCC Members

Diane S Hill

Chair

03-31-2024

Kathleen (Kitty) Hill

Member

03-31-2024

Michael A Coleman

Vice-Chair

02-28-2025

Judy Dordel

Member

03-31-2025

Lloyd D Ninham

Secretary

02-28-2025

Debra L Fabian

Member

03-31-2024

Natysha R Reed
 Member
 03-31-2024

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: none

Meetings

Held every 2nd Monday of each month, via Microsoft Teams.

6:00 pm

Emergency Meetings: None

Contact Info

CONTACT: Southeastern Wisconsin Oneida Tribal Services Advisory Board
 Members

TITLE: Southeastern Wisconsin Oneida Tribal Services Advisory Board

PHONE NUMBER: (414) 329-4101

E-MAIL: SEOTS@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Southeastern-Wisconsin-Oneida-Tribal-Services-Advisory-Board>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Support the community by communicating about the resources via social media, word of mouth, and mailers.

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Being able to communicate with the community openly with multiple options of relaying information will pave the way for being able to lay the way for all three (3) Good Governance Principles to all tribal members that live outside of the reservation.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The SEOTS Advisory Board & SEOTS Manager Trisha Patton welcomed Administrative Assistant, Natysha Reed and Community Programs Coordinator, Averie Anderson. SEOTS Manager recognized Kathleen Hill and Judy Dordel, board members for their consistent efforts to aid in programming needs and supportive roles during employee transition period(s).

The SEOTS Advisory Board Facebook Page shared program information that provided tribal members access to services such as; Oneida Behavior Health free Narcan training and distribution, Marquette Free Estate Planning Clinic, collaboration efforts with First Nations Studies clothing giveaway and personal hygiene items.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The SEOTS Advisory Board continues to aid in community outreach for tribal members within its 6-county constituency of southeastern Wisconsin was created. Two (2) board members are currently providing administrative support for the SEOTS Advisory Board Facebook page, and we encourage the membership to visit it often to keep up to date on current events. A separate Facebook page for SEOTS is administered by the SEOTS Manager.

Outcome/Goal # 2

Engage with the community for services available: food, health, clothing, etc.

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

GOOD GOVERNANCE PRINCIPLE:

Equity and Inclusiveness - Providing the opportunity for the Nation's stakeholders to maintain, enhance, or generally improve their well-being which provides the most compelling message regarding its reason for existence and value to the Nation

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Being able to engage with the community and encouraging them on how to better care for themselves and the welfare of their descendants.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Much like the first long-term goal, steps have been taken to add to the ease of

communication through Facebook page posts as well as the ability to receive and respond to private messages from the community directly to the SEOTS Advisory Board.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The SEOTS Advisory Board has discussed strategic planning to support SEOTS administration in providing critical programming needed for families and youth.

- Education -- SEOTS: Back-to-school assistance items for tribal members, including school supplies, and winter clothing.
- Social Services and Economic Support Administration. ▪ SEOTS: Elder Luncheon sessions every Wednesday. Oneida Enrollments will tentatively provide services and information regarding beneficiary changes in November.

Informing the South Eastern Oneida community of these services provided by their tribal leaders boosts their confidence in the Nation's support of those not living directly on or in close proximity to the reservation, as not all benefits are available to non-reservation members.

Outcome/Goal # 3

Provide community engagement events.

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

A welcoming environment establishes trust and promotes unity. So, if there are things that need to be done which requires a specific approval, a representative or two (2) would be able to attend the event. Doing so would clear the path to allow the development of the most precious resource, our people. Such events would bolster the spirits of those who would attend, from our elders to the infants and everyone in-between.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

In August, the SEOTS Advisory Board with SEOTS staff and volunteers held a community picnic at McCarty Park. A list of over fifty (50) vendors was created to solicit donations for door/raffle/bingo prizes at the picnic.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Over the course of the remainder of this current fiscal year, guidelines permitting, at least one event will be planned and booked.

Stipends \$900.00

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$9,800.00

FY-2022 EXPENDITURES AS OF END OF REPORTING \$4,721.00
PERIOD: 09-30-2022

The SEOTS Advisory board has a complete board consisting of (7) members.

Requests

The Advisory Board has determined expenses for community activities and support of the overall needs of the SEOTS facility. The COVID pandemic has had a devastating impact on all Oneida people—economically, psychologically, and personally—both on and off reservation. On behalf of all tribal members of the SEOTS community, the Board appreciates the economic and moral support of the Oneida Business Committee during these trying times. We request the OBC continue to support families of the SEOTS service area with our requested FY 2023 budget to enable SEOTS to provide critical services to the Southeastern Oneida community.

Other

Accept the Oneida Election Board FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

2022 report template

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 11/14/2022

Submitted by: Shannon Davis, Recording Clerk

OBC Liaison: Lisa Liggins

OBC Liaison: Cristina Danforth

ONEIDA ELECTION BOARD – FY22 Q4 REPORT

Purpose:

Responsible for conducting fair and orderly elections for the Oneida Nation, and responsible to count hand and/or ballot votes at General Tribal Council (GTC) meetings.

BCC Members

Pamela Nohr
Chairperson
07/31/2024

Melinda K. Danforth
Member
07/31/2024

Tonya Webster
Vice-Chair
07/31/2023

Raymond Skenandore
Member
07/31/2025

Jermaine Delgado
Secretary
07/31/2025

Kalene White
Member
07/31/2025

Christina Liggins
Member
07/31/2023

Vacant
Member
07/31/2024

Tina Skenandore
Member
07/31/2023

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the Boards, Committees and Commissions law, annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: Zero (0)

Meetings

Held the 2nd and 4th Monday of every month. Meetings are held via Microsoft Teams until further notice.

Emergency Meetings: Zero (0)

Contact Info

CONTACT: Pamela Nohr

TITLE: Chair

E-MAIL: Election_Board@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

The Election Board will conduct all Oneida Elections in compliance with Oneida Law, Policy and/or Resolution.

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

GOOD GOVERNANCE PRINCIPLE:

Rule of Law - Ensuring the rules are known and applied equally to all with clear appeal (if needed) and are enforced by an impartial regulatory body, for the full protection of Oneida Nation stakeholders

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Election Board has been following Oneida Law, Policy, and/or Resolutions. This ensures the General Tribal Council an orderly and straightforward understanding of all elections.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

In Quarter 4 of FY2022, the Election Board had a successful Special Election. There was some trouble with being able to get the Election notification printed and mailed as the Print Shop couldn't assist with, but they were able to connect us with a vendor they use, and we were able to get the information mailed in time to meet the deadline of the Election Law. We took this as a learning experience, and we are making changes to our election timeline to allow us to be more prepared.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The membership can expect efficient, orderly elections.

Outcome/Goal # 2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

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

GOOD GOVERNANCE PRINCIPLE:

Rule of Law - Ensuring the rules are known and applied equally to all with clear appeal (if needed) and are enforced by an impartial regulatory body, for the full protection of Oneida Nation stakeholders

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The board is actively updating and reviewing their By-Laws and SOPs, working with the Law Office on definitions. Updating SOPs creates accountability and sets up processes for current and future board members.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

In Quarter 4 of FY2022, the Election Board was able to meet with the Board attorney and began reviewing and making updates to the by-laws. The review and requested changes will be completed the first quarter of FY2023 and forwarded to Legislative Operating Committee for their review and then finally to the Business Committee for approval.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

A continuation of reviewing their By-Laws and SOPs to ensure the boards alignment with all policies, laws and governing documents of Boards, Committees and Commissions.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$81,200

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: \$19,233

Requests

None for Q4

Other

None for Q4

Accept the Oneida Gaming Commission FY-2022 4th quarter report

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/30//22

2. **General Information:**

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

Justification: *Choose reason for Executive.*

3. **Supporting Documents:**

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

4. **Budget Information:**

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

5. **Submission:**

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

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

2022 4th Quarter Report (Jul'22 to Sep'22)

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 10/26/2022

Submitted by: Mark A. Powless Sr.

OBC Liaison: Brandon Stevens

OBC Liaison: Marie Summers

ONEIDA GAMING COMMISSION

Purpose:

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

BCC Members

Mark A. Powless Sr.
Chairman
August 2023

Reynold Tommy Danforth
Vice Chairman
August 2025

Michelle M. Braaten
Secretary
August 2027

Jonas Hill
Commissioner
2024

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the Boards, Committees and Commissions law, annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a “Substantiated complaint” means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: 0

Meetings

1st and 3rd Monday of the month.

Emergency Meetings: No Emergency meetings only a special meeting for Election of Officers. Which was held on September 22, 2022.

Contact Info

CONTACT: Mark A. Powless Sr.
TITLE: Commission Chairman
PHONE NUMBER: 920-497-5850
E-MAIL: mpowles5@oneidanation.org
MAIN WEBSITE: Enter website address

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Develop/Finalize all regulations, including the OGMIC’s revisions, and regulations for: Employee Licensing, Hearings, Administration/Staffing. Revisiting other regulations annually, thereafter.

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

GOOD GOVERNANCE PRINCIPLE:

Rule of Law - Ensuring the rules are known and applied equally to all with clear appeal (if needed)and are enforced by an impartial regulatory body, for the full protection of Oneida Nation stakeholders

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

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

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Reviewed and accepted amendments to 3-Card Poker, Mississippi Stud, Craps, 4-Card Poker and Chapter 15 Surveillance. Chapter 1 General (Gaming Integrity), Chapter 13 Revenue Audit and OGMICS Definitions are now in final stages of review/approval. Reviewed and approved 18 amended SOPs for OGC approval. Reviewed and sent forward for OGC approval 3-progressive malfunctions, 20-progressive transfers and 24 promotions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

OGMICS Revision project was to be completed in the fourth quarter, but it is now on track to be completed during FY23 quarter 1. A yearly review process for OGMICS chapters will be implemented. Our Compliance department will be moving forward to draft OGC policies and procedures that will be followed up with internal departmental procedures; including Enforcement Policy, Dispute Resolution, System of Internal Controls (SICS) for the implementation of SOPs. It should be noted that COVID-19 impacted attaining this Outcome/Goal.

Outcome/Goal # 2

With 2 new recent staff members added, we can pursue the needed grooming for potential success for the Backgrounds & Investigations Manager position. Due to developing compliance concerns with the National Indian Gaming Commission and FBI, this comes at a critical time.

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

By maintaining compliance from multi-jurisdictional oversights of the State, Federal and Tribal levels.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Acquiring and implementing qualified tribal members to fill crucial regulatory positions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Keeping up with expected changes in the regulatory processes.

Outcome/Goal # 3

Assess staff according to job competencies. Train employees to improve skills, job knowledge and build confidence.

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Building a strong work ethic and team is very important. Accountability is one factor that provides your team members with clear and concise direction. This can limit the distractions for your team to carry out their responsibilities and be productive without too many interruptions.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

To provide each team member their set of expectations and job specifics. Letting each one know they will be held accountable to the tasks assigned.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

To ensure each team member understands the accountability, well-defined expectations will be provided with departmental and personal goals to achieve.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$1,248,324.00

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: \$953,504.00

Requests

Enter request(s), if needed.

Accept the Oneida Land Claims Commission FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

2022 4th Quarter Report

Approved by official entity action on: October 20, 2022

Submitted by: Chris Cornelius, Chairperson

OBC Liaison: Daniel Guzman, OBC Primary

OBC Liaison: Cristina Danforth, OBC Alternate

ONEIDA LAND CLAIMS COMMISSION

Purpose:

The Oneida Land Claims Commission (OLCC) purpose is to supervise all activities involving the New York Land Claims, including post settlement; and to develop strategies, provide direction and recommendations, for litigation, negotiation and/or settlement to the Oneida Business Committee (OBC) and the Oneida General Tribal Council (GTC). The OLCC will inform and educate the membership on issues pertaining to the Oneida Nation land claims, and seek participation from the membership, and carrying out the following duties:

- (a) Report membership concerns and suggestions to the OBC.
- (b) Hold public meetings and conduct outreach to provide an opportunity for the membership to participate in recommendations for all Oneida Nation land claims and settlement efforts.
- (c) Study other Indian land claim settlements and disseminate that information to the membership and the OBC.
- (d) Manage the OLCC budget
- (e) Assist the OBC with any land claims arising out of natural resource issues/disputes as requested by the OBC.
- (f) Carry out all other duties delegated by the GTC

BCC Members

Chris J Cornelius

Chair

July 31, 2024

Sheila Shawanokasic

Vice-Chair

Term July 31, 2023

Kerry Kennedy
Secretary
July 31, 2025

Michael S. King
Commissioner
July 31, 2025

Vacant
Commissioner
July 31, 2024

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the Boards, Committees and Commissions law, annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: Zero (0)

Meetings

Held every 1st and 3rd Thursday each month, via Microsoft Teams¹.

5:30 PM

Emergency Meetings: 0

Work Meetings²: The OLCC held several work meetings to work on various projects and prepare for the community meeting/input session.

Community Meetings³: 1

Contact Info

CONTACT: Oneida Land Claims Commissioners

TITLE: Oneida Land Claims Commissioners

PHONE NUMBER: 920-869-4430

¹ The OLCC connects by computer or phone. Some Oneida Land Claims Commissioners do not have access, means or capabilities to connect online, with a computer, during regular meetings. Some Commissioners have slow, poor, or no internet service. The OLCC has restrictions that limits their use of their office, materials, and workspace. Commissioners are not permitted to utilize the office after 4:30 pm or on weekends. This impacts the effectiveness of meetings and committee communication.

² These meetings are not paid in accordance with BC approved Oneida Laws

³ This meeting was not paid in accordance with BC approved Oneida Laws

E-MAIL: LandClaims_Comm@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Claims-Commission>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Educate the Membership and the General Tribal Council on all Oneida Land Claims pertaining to land claims here in Wisconsin and New York State.

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

GOOD GOVERNANCE PRINCIPLE:

Transparency - Open communication about actions taken and decisions made ensuring access to information is clear.

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The outcome of this goal supports the good governance principle; it keeps the General Tribal Council and membership aware of past and present litigations pertaining to Indian Land Claims.

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

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The OLCC held a Community Outreach event at the Oneida VFW. The Commissioners met one on one with several community members to share educational information regarding our Land Claims; then gathered membership input for a Land Claims settlement. There was an educational video presentation on the New York homelands. There was open discussion with all community member attendees. The OLCC conducted surveys and handed out educational materials, such as flyers, frequently asked questions, (25) educational books, and brochures on, "The Story of the Oneida Nation Land Claims".⁴ The OLCC is preparing a comprehensive report for all key stakeholders (the community membership, the GTC, and the OBC) which will include community input and recommendations, both verbal and written that was gathered during open discussion.

The OLCC had a Facebook page created this quarter. Some educational material has been shared on this social media page to include a video presentation from Attorney Arlinda Lochlear.⁵ The OLCC will continue to work on community education through this

⁴ The OLCC was unable to give the community members an update on the current status of the NY Land Claims, the Commission has not been provided any update from the BC on this matter (i.e. Congressional Fix, meeting with the Senate on Indian Affairs, or other resolutions being sought)

⁵ Please note the OLCC lacks human resources to help monitor and populate this page, along with our official website.

media, and we are working on a direct mail out to the membership to ensure all members see some form of educational material from the OLCC. This goal is on-going.

Enter the BCC's accomplishments related to the Three-year outcome/goal.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The OLCC will continue to conduct educational outreach events to our community members on all land claims activity⁶. The Commission will continue to distribute reading material, videos, and hand-outs. The Commission is working on educational material to mail out to our membership. The Commission will continue to use social media pages to help disseminate educational materials to the membership. The Commission is working to recreate a children's activity book, on Oneida land claims and land rights, for our young generation.

Enter what the membership can expect in the future from the BCC related to the Three-year outcome/goal.

Outcome/Goal # 2

Gather input from the Oneida membership regarding Oneida land claims

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

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The OLCC has a duty and goal to gather input from the membership. This supports the good governance principle of responsiveness by including the membership, gathering their feedback, input, and recommendations for the Nation to move forward (with a land claim, through the courts, congress, or other alternative means).

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

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

A Community Outreach event was held at the Oneida VFW. The Commissioners met one on one with several community members regarding Oneida Land Claims. The Commission gathered membership input, feedback and suggestions for a Land Claims settlement. There was a lot of open discussion with all community member attendees. Attendees completed surveys. The OLCC is preparing a comprehensive report for all key stakeholders (the

⁶ When the OLCC receives updates from the OBC or Legal Office.

community membership, the GTC, and the OBC) which will include community input and recommendations, both verbal and written that was gathered during this event.

Enter the BCC's accomplishments related to the Three-year outcome/goal.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The OLCC plans to conduct more outreach events and conduct more surveys to gather input from the Nation's membership for the BC and Legal Counsel, on the Oneida Land Claims. This will include settlement recommendations from the membership for a potential congressional fix or other alternative fix.

Enter what the membership can expect in the future from the BCC related to the Three-year outcome/goal.

Outcome/Goal # 3

Compile and forward all community recommendations, and research on Oneida Land Claims to the OBC and GTC.

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

This goal supports the good governance principle of accountability by informing the OBC and GTC of the membership's recommendations, needs, and wants. Reporting this information, on behalf of our membership, provides them with an opportunity to share open and honest, transparent dialog regarding all Oneida Land Claims.

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

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The OLCC is in the process of locating and compiling community recommendations from all surveys which were conducted prior to the pandemic. The OLCC office was closed in accordance with Oneida Laws. During closure, the OLCC office was relocated from the basement of Norbert Hill Center up to the vacant 3rd floor wing of the Norbert Hill Center. Our working papers, files, and documents were comingled and placed in unlabeled / mislabeled boxes. Records and files were removed from numerous filing cabinets. We are still in the process of locating, organizing, and refiling our records, files, and documents. We have limited access to our office, and we do not have an administrator to assist us with this and many other day-to-day projects. Some of our Oneida Land Claim Commissioners work full-time and cannot work or visit our office Monday - Friday, before 4:30pm.

Enter the BCC's accomplishments related to the Three-year outcome/goal.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The OLCC hopes to uncover new information/evidence of new Land Claims here in Wisconsin and New York State. The OLCC plans to study recent outcomes from other tribal nations to see if any of our situations may apply. The OLCC is committed to gathering relevant information from other tribal nations, State courts cases, Federal courts cases, and from Indigenous nations around the world pertaining to Land Claims. The OLCC is working to compile and report community input and recommendations from the previous OLCC member records prior to the Covid shut down. The OLCC will continue to work on gathering more input from the community and complete an annual report with this data.

Enter what the membership can expect in the future from the BCC related to the Three-year outcome/goal.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$43,360.00

FY-2022 EXPENDITURES AS OF END OF REPORTING
PERIOD: SEPTEMBER 30, 2022 \$8,428.00

Enter budget utilization information, if needed.

Requests

Respectfully the OLCC requests the OBC permanently table their recommendation to dissolve the OLCC from any upcoming GTC meeting. Any discussion or recommendation by the OBC should be tabled until there is a resolve to any previous or future Land Claim, whether from the U.S. Court System, the World Court System, a Congressional fix, or other alternative means. The OLCC is an elected body, by the membership, dedicated to work on Land Claims matters; to advocate on behalf of the membership and work with the Nation and the Business Committee on any unresolved Land Claim. The OLCC would like an opportunity to submit paperwork and time to prepare for any and all meetings; if placed on any agenda within the Nation. We respectfully request the Secretaries office to contact OLCC immediately. The OLCC needs at least a 30-day window to submit and prepare for meeting.

Enter request(s), if needed.

Other

The OLCC respectfully requests to be notified by the OBC Secretary or Chairman when there is any discussion or work on or about any, and all Oneida Land Claims, to include discussion or work on or for a Congressional Fix or any other alternative fix.

Accept the Oneida Land Commission FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Rebecca Webster, Chair/Oneida Land Commission

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1

2022 Quarterly Report 4

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: Oct. 19, 2022

Submitted: Sherrole Benton

OBC Liaison: Cristina Danforth

OBC Liaison: Jennifer Webster / Marie Summers

ONEIDA LAND COMMISSION

Purpose:

The Land Commission was established for the purpose of managing the Nation's land resources, with authority to carry out all the powers and duties as delegated under the following laws of the Nation:

- 1.The Real Property Law;
- 2.The Leasing Law;
- 3.The Building Code;
- 4.The Condominium Ordinance;
- 5.The Zoning and Shoreland Protection Law;
- 6.The Eviction and Termination Law;
- 7.The Landlord-Tenant Law;
- 8.The Mortgage and Foreclosure Law;
- 9.The Cemetery Law; and
- 10.All other delegating law, policy, rule and/or resolution of the Nation.

BCC Members

Rebeca Webster
Chair
07/31/2025

Fred Muscavitch
Commissioner
07/31/2024

Sidney White
Vice-Chair
07/31/2023

Julie Barton
Commissioner
07/31/2023

Sherrole Benton
Secretary
07/31/2024

Donald McLester
Commissioner
07/31/2024

Jennifer Hill
Commissioner
07/31/2025

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the Boards, Committees and Commissions law, annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: 0

Meetings

Held every 2nd and 4th Monday of the month.

Emergency Meetings: none

Contact Info

CONTACT: Oneida Business Committee Support Office

TITLE: Brooke Doxtator

PHONE NUMBER: (920) 869-1690

E-MAIL: Land_Commission@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Promoting Positive Community Relations

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

GOOD GOVERNANCE PRINCIPLE:

Transparency - Open communication about actions taken and decisions made ensuring access to information is clear

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Land Commission strives to be open and transparent regarding actions and decisions. Goal for regular communication with membership via General Tribal Council meetings and postings on "Members-Only" page. Goal for the membership being informed and engaged with land acquisition, zoning and land use as it pertains to our Nation.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Reporting to general membership primarily through online and/or the Kalihwisaks. No general update to the membership since the last General Tribal Council (GTC) meeting. Potential updates via Nation website and/or the online version of the Kalihwisaks.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Information will be presented during annual and semi-annual meetings to the membership. Communicate to membership any land acquisition matters to ensure transparency.

Outcome/Goal # 2

Exercising Sovereignty

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

GOOD GOVERNANCE PRINCIPLE:

Rule of Law - Ensuring the rules are known and applied equally to all with clear appeal (if needed) and are enforced by an impartial regulatory body, for the full protection of Oneida Nation stakeholders

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Re-establish roles & responsibilities to fully implement the 2033 Plan approved by GTC. The 2033 Plan provides an allocation of funds to reacquire land within the Oneida Reservation.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

We acquired 248,576 acres this fiscal year. This brings our total to 27,890.46 acres which is 42.6% of the reservation. We have a total of 63 successful HIP transactions close from May 2016 to September 30, 2022. We have all but two of our commercial rentals are leased out.

The assessor has been notified in each municipality of all the demolitions that occurred. I have attached a list with the update. Ten (10) have been completed, 2 are in process and one (1) was reconsidered.

All lessees responsible for taxes now receive the tax bill directly from the county and the lessee will need to provide a receipt no later than January 31st of each year. Those responsible for the improvement taxes have also been notified according to their lease.

LC approved the agricultural leases and a template to comply with the Hearth Act. Land Commission has not met on any of the Task List items this fiscal year.

We are having our commercial buildings evaluated at this time to plan for repairs with the ARPA funds and the Property Enhancement funds. We have 2 remaining to be evaluated.

North American Wetlands Conservation Act (NACWA) will be awarding us \$700,000 for the property on Riverdale and Hillcrest that we stopped the 200 + homes from being built and \$300,000 for the property at N7800 block Cooper Road.

We will also be receiving \$140,000 for a future acquisition. This is a total of \$1,140,000.00 that will be reimbursed back to the Nation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Land Commission goal is to acquire land, use land appropriately, and exercise the Oneida Nation's sovereignty. The Land Commission is actively pursuing land acquisitions.

Outcome/Goal # 3

Promoting Positive Community Relations

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Develop Land Use policy to better serve the needs of the membership. Focus on programs to serve individual farmers, entrepreneurs, and community organizations.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Delays continue to be expected on new rules being enacted and implemented due to the COVID-19 pandemic and response effort. There was no substantial progress made on new rules this past quarter.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Agricultural lease template to comply with the Hearth Act. Continue with Developer's Agreement with Oneida Law Office. Continued work on Land Use Demo, Material & Encroachment Teams. Continued with MOU with 1822.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 05-08-19-B sets the stipend amounts.

Budget InformationFY-2022 BUDGET:

\$16,800.00 budgeted

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD:

\$12,600.00 stipends

Requests

Enter request(s), if needed.

Other**Demo Report**

Parcel ID	Address	Municipality	Status	Comments
HB-723	4045 Hillcrest Dr	Hobart	Fee	Down
170051700	N7890 Cooper Rd	Oneida	Fee	Down
170215000	N6522 Cty Rd E	Oneida	Trust	Down
HB-863-1	2621 Dorn Ct	Hobart	Fee	Down
HB-7533703	Hillcrest Dr	Hobart	Trust	In process
HB-726-1	1156 Riverdale	Hobart	Fee	Down
HB-726	1160 Riverdale	Hobart	Fee	Down
6H-1125-5	2686 West Point Rd	Green Bay	Trust	Down
170106400	W2458 Cty Rd EE	Oneida	Trust	Down
HB-1428-B	894 Riverdale Drive	Hobart	Trust	Oct-Nov demo
HB-335	1200 Orlando Drive	Hobart	Fee	Down
HB-861	3140 Jonas Cir	Hobart	Trust	LC reconsidered
HB-1304-2	2908 Commissioner	Hobart	Trust	Down

Accept the Oneida Nation Commission on Aging FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

2022 report template

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: 11/08/2022

Submitted by: Shannon Davis, Recording Clerk

OBC Liaison: Jennifer Webster

OBC Liaison: Marie Summers

ONEIDA NATION COMMISSION ON AGING – FY22 Q4 REPORT

Purpose:

The purpose of ONCOA is to adhere to the Oneida Nation's Vision, Mission, Core Values and to be knowledgeable and supportive of all programs and services that place priority on the well-being of our Oneida Elders. ONCOA must exist based on State statutory requirement for the Oneida Nation to receive funds for Elder Services.

BCC Members

Carole Liggins
Chair
07/31/2025

Winnifred Thomas
Member
07/31/2023

Michael Denny
Vice-Chair
07/31/2023

Julie Barton
Member
07/31/2024

Barbara Cornelius
Secretary
07/31/2024

Janice McLester
Member
07/31/2024

Donald White
Member
07/31/2022

Mary Doxtator
Member
07/31/2025

Dellora Cornelius
Member
07/31/2023

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1. (q) a “Substantiated complaint” means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: Zero (0)

Meetings

Meetings are held the 2nd and 4th Tuesday of the month at 1 P.M. at the Community Education Center – Community Room.

Emergency Meetings: No emergency meetings were held during this quarter

Contact Info

CONTACT: Carole Liggins
 TITLE: Chair
 E-MAIL: oca-clig@oneidanation.org

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

To socialize, learn and seek wellness information: ONCOA will advocate for the development of educational seminars for Alzheimer's research and awareness, Stroke prevention research and awareness as well as other long term care services and supportive opportunities for our Tribal elders

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

GOOD GOVERNANCE PRINCIPLE:

Equity and Inclusiveness - Providing the opportunity for the Nation's stakeholders to maintain, enhance, or generally improve their well-being which provides the most compelling message regarding its reason for existence and value to the Nation

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Provide opportunity for elders to meet and discuss issues effecting or pertaining to the Nation's elder community. Provide educational research and awareness information that may be of benefit for elders with specific medical needs or that may be at risk. Provide social networking opportunities on local, county and State levels.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

ONCOA has been referring to the information gathered from their planning session in the second quarter and have been working on ways they can each step in and assist to make the Board successful, as well as how they can help the Aging & Disability manager better assist the elder community.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

ONCOA scheduled a third planning session set up with Amy Spears so that they could organize their ideas and plan for a joint meeting with the Business Committee.

Outcome/Goal # 2

Create a Strategic Plan for the Oneida Nation Commission on Aging

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Ensure we have the best tools and resources in place to effectively carry out our duties and responsibilities.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

Board members attended the LOC Public Hearing for the Elder Assistance Program Law, and the Budget Kick-Off meeting.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Creating a strategic plan will help us to establish and evaluate our goals and objectives to better serve our Oneida Elders and community. Working on scheduling additional meetings with Trust/Enrollment and possible ONCOA/OBC Joint meeting for the first quarter of FY-2023. Commissioner Donald White continued with the Board as there were only two (2) vacancies of three (3) filled in the 2022 Special Election as there were only two (2) applicants to be on the ballot. The new term will be filled by appointment in the first quarter of FY-2023.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$72,150

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: \$17,004

Requests

None for quarter 4

Other

None for quarter 4

Accept the Oneida Nation School Board FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30//22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Sacheen Lawrence, Chair/Oneida Nation School Board

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

2022 Quarter 4 Report

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: October 27, 2022

Submitted by: Sacheen Lawrence

OBC Liaison: Lisa Liggins, Secretary

OBC Liaison: Brandon Stevens, Vice Chair

ONEIDA NATION SCHOOL BOARD

Purpose:

The Board was established to coordinate existing and future education programs of the Oneida Nation; per directive of the Oneida General Tribal Council, to be an autonomous administrator of the Oneida Nation School System ("System") under a Memorandum of Agreement with the Oneida Business Committee; and to administer the Oneida Nation School System Endowment in accordance with the Nation's Endowments law as authorized under resolution BC-02-27-19-B.

BCC Members

Sacheen Lawrence

Chair

7/31/2022

Sylvia Cornelius

Vice Chair

7/31/2023

Melinda K. Danforth

Secretary

7/31/2023

Vicki L. Cornelius

Member At-large

7/31/2024

Barbara Cornelius

Member At-large

7/31/2024

Teresa Schuman

Member At-large

7/31/2023

Kathleen Cornelius

Member At-large

7/31/2025

Enter Board Member Name

Enter Board Member Title, if any

Enter term end date

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: None

Meetings

Regular Meetings held the 1st and 3rd Monday of each month.

Emergency Meetings: None

Contact Info

CONTACT: Jolene Hensberger

TITLE: Administrative Assistant

PHONE NUMBER: (920) 869-4654

E-MAIL: jhensber@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Nation-School-Board>

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Review and Update Organization of School System

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

GOOD GOVERNANCE PRINCIPLE:

Effectiveness and Efficiency - Processes implemented by the Nation producing favorable

results which meets the needs of Membership, Employees, Community, while making the best use of resources – human, technological, financial, natural and environmental

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The School Board continues to evaluate the organizational chart, which provides a guide to school staff, parents/guardians, and the School Board. By maintaining it, it's helping Administration and the School Board efficiently evaluate staffing needs, avoid overlapping or prevention of duplicating work, and will help as a guide for complaints. To be efficient, the School Board plans to regularly review it.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

This is a long-term goal and will take time to completely evaluate and make the necessary changes that meet the needs of the school system. Thus far, we were able to evaluate and update three administrative positions. Our new K-8 Principal, Aaron Manders, began his first day August 1, 2022. We are excited to have him re-join our team and look forward to him working with our students. Our K-8 Assistant Principal is now the new Student Success

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The School Board will continue to work closely with Administration on evaluating the progress of the organizational chart and positions. As we continue to monitor and evaluate the needs of our students, we continue to witness the detrimental effects of the pandemic and how it disrupted the academic levels of our students. We are diligently working on plans that staff can focus on to get students back up to level or even better, surpass their levels. However, to overcome the obstacles, it's going to take a lot of effort not only from ONSS staff, but also a lot of help and positive encouragement from home. With the addition of our new K-8 Principal, Student Success Coordinator and High School Counselor, we anticipate having a great remainder of school year.

Outcome/Goal # 2

Planning and Development of Building a New High School

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

GOOD GOVERNANCE PRINCIPLE:

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

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Discussions between the School Board, Administration and Business Committee regarding a new high school have begun. The issue of not being able to accommodate extra-curricular classes for our youth and what public schools have to offer. Such as the capacity to hold classes for mechanical shop, wood working, welding, swimming, business, familial and consumer sciences (a.k.a. home economics), etc. Sports offered are limited and we have many athletic students. The years leading up to graduation should be filled with class electives; options in various skills to prepare and motivate them for furthering their education and entering adulthood is a necessity. In hopes of increasing our school enrollment, we need to be competitive with the local school systems.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The School Board, High School Principal, and Superintendent met with the Business Committee and other department heads to keep moving the planning process for the structure of a new high school. We need community approval and partnerships with Governmental Services, and the General Manager to help us move forward to build a new high school.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Meetings and discussions will continue to obtain further direction and guidance.

Outcome/Goal # 3

Improve School Programs, Activities, and Events Throughout the School System

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

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Students in our school system need improved programs available to them. The COVID pandemic put a stop to the programs and events already in place, and as the 2022 year continues, so does the virus. We have in-person events and limited programs, but if we need to return to virtual learning, our staff are much better prepared to do so. We are looking for ways for language department integration within the school system.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

In the 3rd quarter, we have had the following professional development for school staff, Brain Power Wellness, Texas Instruments for math and science, CESA7 for Core Academics, STEM program with AISES. The language code was developed collaboratively with members of the Business Committee, and Language Department and sent to the LOC.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The school system is in person and are following safety protocols successfully thus far, but are prepared to go to virtual if needed in the future. Some field trips have resumed. The Family Feast was rescheduled for the Spring. An agreement was reached between HRD and the Superintendent regarding the delays in the hiring of staff.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

FY-2022 BUDGET: \$54,652.00

FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: \$11,925.00

Enter budget utilization information, if needed.

Requests

Enter request(s), if needed.

Other

There were two procedural exceptions to the hiring process due to computer connectivity issues. The School Board received one concern, which was routed to Administration per the chain of command process.

Accept the Oneida Trust Enrollment Committee FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

2022 report template

For Boards, Committees, and Commissions (BCCs)

Approved by official entity action on: October 19, 2022

Submitted by: Venessa Cardish

OBC Liaison: Jennifer Webster

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

ONEIDA TRUST ENROLLMENT COMMITTEE

Purpose:

Sustain the Oneida membership and protect our trust assets. To exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the tribe.

BCC Members

Jennifer Hill-Kelley

Chair

07/31/2024

Norbert Hill Jr.

Member

07/31/2025

Jermaine Delgado

Vice-Chair

07/31/2025

Sandra Skenadore

Member

07/31/2023

Geraldine Danforth

Secretary

07/31/2024

Dylan Benton

Member

07/31/2024

Bobbi Webster

Member

07/31/2023

Kirsten Van Dyke

Member

07/31/2025

Enter Board Member Name

Jennifer Webster/Member/07/31/2023

Substantiated Complaints (if applicable)

Per § 105.12-4.(a) of the [Boards, Committees and Commissions law](#), annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

Per § 105.3-1.(q) a “Substantiated complaint” means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

NUMBER OF SUBSTANTIATED COMPLAINTS: 0

Meetings

1st Monday of the Month.

Emergency Meetings:

Contact Info

CONTACT: Keith Doxtator
TITLE: Trust Enrollment Director
PHONE NUMBER: (920) 869-6200 or 1-800-571-9902
E-MAIL: kdoxtat1@oneidanation.org
MAIN WEBSITE: TrustEnrollments@oneidanation.org

Status report of Three-Year Outcomes/Goals

Outcome/Goal # 1

Sustain Oneida. Providing data acquired by demographer to initiate, engage and assist the membership in making an informed decision, if any, on the future of the membership

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

GOOD GOVERNANCE PRINCIPLE:

Participation - Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

By acquiring the data provided by the demographer’s study of past, present and future projections of the tribal membership and initiating weekly community outreach in an informal group setting it provides a voice to membership to speak on an issue that will impact the current tribal membership and future generations.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The Project Analyst has continued to host weekly virtual meetings where he provides data results and charts to attendees and then provides a platform for feedback and discussion. The community outreach and meetings have been ongoing for at least the past (3 years) with the exception of 6 (six) months during the pandemic.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

There will be a transition of the Sustain Oneida project from the Trust Enrollment Committee to the OBC that will begin in November 2022 through December 2022. There is currently a group working on the project strategically with communication to the community set to begin in November 2022. The Project Analyst is available to assist the group in any area of the project that is needed.

Outcome/Goal # 2

EEGWT (Elder Per Capita, Higher Education & General Welfare Trust) Sustainability

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

GOOD GOVERNANCE PRINCIPLE:

Transparency - Open communication about actions taken and decisions made ensuring access to information is clear

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

Acknowledging that EEGWT expenses have grown considerably while contributions have nearly ceased, OTEC is committed to determining a path forward sustainable for the decades to come. OTEC has been forthright with the data of the current contribution and what projected tribal contribution is needed that would assist in future sustainability.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

OTEC recognizes that the OBC has a greater knowledge of all things that need to be considered regarding contribution amounts. Additionally, OTEC acknowledges that program demand is high and elder per cap and OLIPP benefits would likely be requested to be increased not decreased in the future.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

OTEC will request more funds through the normal budgeting process to contribute to continue to sustain EEGWT.

Outcome/Goal # 3

Development of services to membership

IS THIS A LONG-TERM OR QUARTERLY GOAL? Quarterly

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

HOW OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Trust Enrollment Department will continue to work towards providing services in the most efficient methods to the membership.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The Trust Enrollment department has added a new staff member as the new Death Benefits Coordinator. The Death Benefits Coordinator will assist with the decedent member new beneficiary forms and payments of the benefit. The benefit transitioned from a life insurance policy from Epic Insurance Company to the Trust Enrollment Department issuing the death benefit payment. Therefore, saving the nation the cost of paying monthly premiums.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Trust Enrollment department has revised and updated Death Benefit form. Communication to the membership is forthcoming with a goal of receiving a majority of them returned and in the member's file. Tribal members who currently have a beneficiary form on file do not need to complete a new form unless they would like to change it. However, tribal members who have not completed a beneficiary form will need to complete and submit within the designated time frame to receive the death benefit. Additional member services include member information viewing and updating online through Member's Only. This has helped with the GWA application, submissions, reviews, and servicing.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

<u>FY-2022 BUDGET:</u>	\$955, 580
<u>FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD:</u>	\$843, 625.94

Enter budget utilization information, if needed.

Requests

Enter request(s), if needed.

Other

Enter other information, if needed.

Accept the Bay Bancorporation Inc. FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/23/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

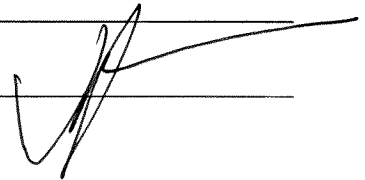
7. Budget Information:

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

8. Submission:

Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Jeff Bowman, President, Bay Bank



Bay Bank
QUARTERLY REPORT

Quarter ended September 30, 2022

A. **BAY BANK**

Submitted by: Jeff Bowman, Board Member
Directors: Fern Orié, Bob Jossie, Jeff Bowman,
Todd Van Den Heuvel, Elaine Skenandore-Cornelius

Oneida Business Committee Contact: David Jordan

B. **MINUTES**

None Submitted

ACTION TAKEN

No Tribal Policy changes.

D. **FINANCIAL**

Note that various financial reports

December 31, 2022 is Bay Bank's fiscal year end.

E. **SPECIAL EVENTS AND TRAVEL**

None

F. **PERSONAL COMMENTS**

Bay Bank account numbers as of September 30, 2022:

1,778	Checking Accounts
507	Business Checking Accounts
162	Money Market Accounts

1,681	Savings Accounts
282	Certificates of Deposit
97	Commercial Real Estate Loans
1,135	Residential Real Estate Loans
252	Business Loans
764	Consumer Loans
39	Oneida Small Business 2000 Loan Program Loans
399	Oneida HRIP Loans
257	Other Tribal Loans

The Oneida Small Business Loan Program 2000 that is administered by Bay Bank started on May 1, 2002. As of this date over \$ 15.9 million in new loans have been made to over 149 new or growing Oneida tribal member owned businesses.

The Oneida HRIP loans total \$7.8 million as of September 30, 2022 and have been made to 399 customers.

The Section 184 mortgage loans serviced under FHLB MPF program totaled \$91.9 million on September 30, 2022. There are 734 loans in the program currently.

G. GOALS AND OBJECTIVES

2022 GOALS:

GOAL A: Bay Bank will strive to attain a minimum 0.70% Return on Assets for the year ending December 31, 2022. Return on Assets (ROA) is a common measurement of a bank's profitability. This ratio informs you how well the bank is managing and investing the bank's assets.

2022 ROA Goal	2022 YTD ROA Actual	2021 Peer Group Average
0.70 %	0.66%	0.84%

GOAL B: Bay Bank will strive to attain a minimum 7.00 % Return on Equity for the year ending December 31, 2022. Return on Equity (ROE) is the measurement of how well the bank is performing for its stockholder.

2022 ROE Goal	2022 YTD ROE Actual	2021 Peer Group Average
7.00 %	7.80 %	9.30 %

Bay Bank had budgeted total loans for the quarter ended September 30, 2022, in the amount of \$ 81.1 million. Total loans on September 30, 2022, were \$ 80.6 million, a decrease of \$ 0.8 million from budget. Loans decreased \$ 2.1 million over the 12-month period ended September 30, 2022.

Bay Bank had budgeted total deposits for the quarter ended September 30, 2022, in the amount of \$ 171.3 million. Total deposits on September 30, 2022, were \$ 190.7 million, an increase of \$ 19.4 million over budget. Deposits increased \$ 18.2 million for the past twelve months, the result of increase in transaction accounts, savings deposits, and time deposits.

H.

MEETINGS

Monthly meeting on the fourth Thursday of each month. Well attended.

Accept the Oneida Airport Hotel Corporation FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. Session:

- Open Executive – must qualify under §107.4-1.
Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR
Motion to accept the FY22 4th Quarter Report

4. Areas potentially impacted or affected by this request:

- | | |
|---|--|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input checked="" type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Name, Title/Entity OR Choose from List

Primary Requestor: Kathy Hughes, Chairwoman, Oneida Airport Hotel Corp.

Oneida Airport Hotel Corporation
Radisson Hotel & Conference Center
Quarterly Report
For the quarter ended: September 30, 2022

Narrative SectionBusiness practice, market overview, place within market:

- Q4 STR Occupancy 58.8% up over comp set; ADR 132.05 down slightly to comp set; RevPar 77.61 down slightly to comp set
- Sales team currently at Director Sales, 2 Sales Manager's, Corporate Revenue Manager, 2 Catering Manager's, Sales Admin and Catering Coordinator

Competitive analysis:

- Green Bay area hotels currently fighting for same pieces of transient business and putting offers and deals/packages out to gain occupancy, which is resulting in higher occupancy over comp set and slightly lower ADR
- Corporate guests just starting to travel a bit more, growing ADR in this segment as well as Group starting in August to prepare for new budget.

Strategies for improved value:

- Developed packaging & incentive bookings for Corporate/Association Meetings, Tour & Travel, Wedding, Travel Agents and Transient markets to gain short term bookings for need months.
- Working with Radisson Corporate in all Sales markets to gain leverage and recognition, as well as utilizing their Meeting Planner incentive programs and transient booking promotions.
- Working with Aimbridge Regional properties to gain leverage and recognition.
- Working closely with Discover Green Bay (formerly CVB) in all Sales markets to keep top of mind and participate in all sales initiatives.
- Working with Wingate to gain occupancy and meetings with Sales teams efforts
- Completed a Holiday Party promotional local Sales blitz in August
- Attended Connect in Detroit to gain leverage with future conferences in the Association and SMERF markets; Attended IMG, this event will be hosted with the Radisson in 2023 for the Motorcoach industry

Material changes or developments in market/business:

- Red Lion in Appleton now a Hilton – in our STR comp set.
- Holiday Inn Appleton now a DoubleTree by Marriott – in our STR comp set.

Market growth:

- Legacy Hotel due to break ground 2022 – 79 room property
- Cobblestone in DePere broke ground & due to open in 2022 – 60 room property
- My Place – completed, opened November 2021 – 64 room property
- Hampton Inn property broke ground due to open 2023– 89 room property

Pending legal action:

- Nothing at this time

Disclosure Report

- Oneida Airport Hotel Board of Directors include:
 - Kathy Hughes – member since 2017 – Term expires: 1/31/2027
 - Patricia Lassila – member since 2017 – Term expires: 1/31/2026
 - Kateri Wheelock – member since 2018 – Term expires 1/31/2025
 - Vern Doxtator – member since 2021 – Term expires 1/31/2023
 - Susan House – member since 2021 – Term expires 1/31/2027
- Corporation Key Management:
 - Jeanne Calhoun – OAHC Executive Assistant – 17 years of service. No contract
 - Steve Ninham – Radisson General Manager – 9 years. Aimbridge Agreement
 - Kim Lindner – Radisson Controller – 9 years. Aimbridge Agreement
 - Mary Shaw – Radisson Director of Sales – 11 years of service. No contract.
 - Ryan Beebe – Radisson Food & Beverage Director – 1 year of service Aimbridge Agreement
 - Patti McLester – HR Manager – 36 years of service. No contract

Oneida Airport Hotel Corporation
Three Clans Airport, LLC
Quarterly Report
For the quarter ended: September 30, 2022

Narrative Section:

- Q4 STR Occupancy for the quarter is at 71.3%; ADR \$98.57; RevPAR \$70.30. to the comp set we are up in Occupancy and down in ADR and RevPAR.
- Green Bay hotels continue to be in competition for the same piece of business.

Competitive analysis:

- Corporate guests are traveling more than last quarter.
- Government has increased.
- Green Bay area hotels are still fighting for the same pieces of transient business but not as much as last quarter.
- Leisure and group have seen the biggest increase.

Strategies for improved value:

- The Wingate's strategy is to continually grow rate. Discounted rates will still be offered for slower dates but not as much as they have been in the past.
- The Wingate continues to use all 3rd party booking channels to increase bookings on low demand dates but is not using opaque rates as often.
- The Wingate is also focusing on growing its small meeting business.
- We continue to focus our attention on customer service to ensure the best possible service for all our guest.
- Wyndham now allows us to run our own mobile deals, flash sales and member deals to help increase occupancy.
- The Wingate continues to reach out to existing and new companies.
- The Wingate is now working with the Radisson sales team.
- The Wingate continues to work with its Aimbridge Revenue Manager.

Material changes or developments in market/business:

- Wingate and Aimbridge are working on a new comp set to be in compliance with the STAR. This is due to Choice acquiring all Country Inns & Suites by Radisson properties in the competitive set and the Microtel in Green Bay closing.

Market growth:

- Legacy Hotel to tentatively open spring of 2023. This is 5 story luxury hotel with 77 suite rooms. Will be located at 1004 Brett Favre Way GB.
- Cobblestone Hotel & Suites De Pere WI 60 rooms. This hotel will include a restaurant called Wissota Chophouse.
- Hampton Inn Ashwaubenon WI 89 rooms. This hotel will include a pool, fitness center, meeting room and lobby/breakfast area.

Pending legal action:

- Nothing at the moment.

Disclosure Report

- Three Clans Airport, LLC / Oneida Airport Hotel Board of Directors include:
 - Kathy Hughes – member since 2017 – Term expires: 1/31/2027
 - Patricia Lassila – member since 2017 – Term expires: 1/31/2026
 - Kateri Wheelock – member since 2018 – Term expires 1/31/2025
 - Vern Doxtator – member since 2021 – Term expires 1/31/2023
 - Susan House – member since 2021 – Term expires 1/31/2027
- Corporation Key Management:
 - Jeanne Calhoun – OAHC Executive Assistant – 17 years of service. No contract
 - Lisa Tillman – Wingate General Manager – 2 years of service. Aimbridge Agreement.

Accept the Oneida ESC Group, LLC FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Proprietary - trade secrets/commercial/financial

3. Requested Motion:

Accept as information; OR

Accept the Oneida ESC Group FY22 2nd Quarter Report

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: John Breuninger, Chairman Oneida ESC Group LLC



Oneida ESC Group, LLC

4th Quarter Report – FY22

November 29, 2022

OESC Board of Managers:

John L. Breuninger, Chairman

Jacquelyn Zalim

Leslie Wheelock

Oneida ESC Group, LLC (OESC), was formed in 2012 as a holding company to house subsidiaries to do business with the federal government. OESC has eight subsidiaries, Oneida Total Integrated Enterprises (OTIE), Mission Support Services (MS2), Oneida General Mechanical Corp (GMC), Sustainment and Restoration Services (SRS), Oneida Engineering Solutions (OES), Oneida Environmental, Oneida LG2 Environmental, Oneida Professional Services (OPS), and 1822 Land and Development Company of Oneida (1822).

OESC's subsidiaries are supported by OESC with general management and administrative functions, including accounting and contracting management, human resource management, IT support, overall management, and marketing, bid and proposal. Below is a summary of OESC and its subsidiary's activities.

Narrative Report

a. Explanation of the core of the Corporation's business practices and market overview

OESC's subsidiary limited liability companies focus on contracts issued by the government agencies, (federal, state, and local) and commercial customers for engineering, science (environmental) construction, professional services, and real estate development work. OESC's revenue is derived from the subsidiaries that operate in the full and open market as well as the Small Business Administration Business Development Markets primarily as 8(a) and Small Business designated companies when and where appropriate.

OESC and its subsidiaries are a highly technical organization providing research /Investigation, design, engineering and project management. Oneida ESC Group operates in five core services:

- Environmental services – Assessment, investigation, design, testing, NEPA, biological and monitoring.
- Remediation – Action Planning, project management, extraction of contaminated materials.
- Construction– Repair, service, abatement, renovation, demolition, mechanical systems, electrical services and new construction
- Engineering Services – Design and project managements for sites and site design, structural, mechanical, plumbing, civil, structural, water / wastewater systems and storm water management.
- Real Estate Development – Commercial and light industrial tenants, Low Income Housing Tax Credit (LIHTC) multi-family housing.

Oneida Total Integrated Enterprises (OTIE) – Competes in the full and open marketplace as a small business (less than 750 employees). Core competencies include environmental services, environmental remediation, engineering services and project management.

Mission Support Services (MS2) – 8a Graduation date is 3/15/2023. MS2 is focused on construction management contracts. Core competencies include construction management services, New and renovated structures, HVAC systems and controls Utility systems - water, sewer, gas, electrical, Electrical power generators, transformers, and distribution,

Oneida ESC Group, LLC | 2022

Communication and security systems, Interior remodeling, upgrades focused on the federal market with supplemental markets includes commercial and tribal construction projects.

General Mechanical Corporation (GMC) - operates mainly as an HVAC Contractor but has performed both General Contracting and Electrical Contracting in Eastern FL.

Sustainment & Restoration Services (SRS) – 8a Graduation date is 2/18/2024.

SRS core competencies include facility investigations, corrective measures design/implementation, remedial designs/remedial actions, including characterization, assessment, and cleanup, Wetland's assessment and wetlands restoration design, Brownfields – Phase I & II ESAs, Technical Enforcement Support Facility and asset inventory, evaluation, and assessment Engineering design for site development, utility systems, facilities Engineering design for wastewater treatment and sewerage systems, and specialized professional services manpower solutions.

LG2 Environmental Services (LG2) - is a full-service environmental services company that provides a wide range of quality, responsive environmental services across the United States. It currently has 35 employees. LG2ES' professional staff represents a wide range of experience and capabilities including Archaeological and Cultural Resource Assessments; Natural Resource Assessment and Management (Wetlands, Biological Assessments, aquatic, and other biology) Site Contamination Assessment and Remediation, Environmental Compliance, NEPA Documentation, for Federal, State, and Local government permitting projects.

Oneida Professional Services (OPS)- is a full spectrum professional services group providing a wide array of manpower solutions to government and commercial clients. Services include training and educational support services, a broad spectrum of specialized technical support for complex training environments and advanced learning for the Naval Postgraduate School, Masters and PhD-level engineers and research scientists. OPS also manpower needs for software engineering services, including areas across the expanding IT universe.

Oneida Engineering Solutions (OES) – OES focuses on performing transportation engineering services for governmental agencies (Federal, State and Local). Work is federally funded and abides by the Brooks Act; requiring selection based on competency, qualifications and experience. OES has been certified as a Disadvantage Business Enterprise in the State of Wisconsin.

Oneida Environmental (OE) - provides Archaeological and Cultural Resource Assessments; Natural Resource Assessment and Management (Wetlands, Biological Assessments, aquatic, and other biology), NEPA Documentation for Federal, State, and Local government permitting projects

1822 Land and Development Company of Oneida (1822) – 1822 is a real estate holding company that owns, leases and sub-lease various real estate holdings in and around the Oneida Nation Reservation. The overall goal is to grow the portfolio that meets the needs of the Oneida Nation and the Northeastern WI.

b. Explanation of the Corporation's current place within the market

OESC operates in a fiercely competitive and expanding market. An abundance of Architecture / Engineering / Construction (AEC) firms that provide similar services to those offered by OESC. Competitive factors for our success include performance reputation, network, price, geographic location, and availability of technically skilled personnel.

Three of the top five federal spending agencies awarding non-competitive contracts are OESC customers.

c. Explanation of the outlines of strategies by the Corporation for improved value in the market

OESC's subsidiaries are positioned to take advantage of existing relationships, contracts, and networks OTIE has established since 2008.

We continuously evaluate solutions to broaden and capture a larger share of the Federal and State markets. Each subsidiary operates based on primary NAICS codes with secondary NAICS codes that overlap with the sister companies.

d. Explanation of the Corporation's relative performance vs. competitors and identification of key competitors within the market

Our competitors include Small Businesses, Alaskan Native Corporations (ANCs); Native American Owned, and tribally owned small businesses; and Native Hawaiian Organizations (NHOs). Each of these are in a category of small business that may be awarded prime contracts without competition. Oneida ESC subsidiaries also compete against other 8(a) firms for set-aside acquisitions, including small businesses that are categorized as Woman-Owned, HUB Zone, Service-Disabled Veteran Owned small business, and others. Finally, Oneida ESC competes in full and open markets without restrictions.

Typical competitors include Small Business firms with fewer than 750 employees in NAICS 562910, Environmental Remediation. Another area of significant competition is the regional Transportation Engineering firms in Wisconsin for WI DOT work (OES).

e. Explanation of any material changes or developments in the market or nature of business the Corporation is primarily engaged in since the last reporting period.

The labor market continues to be tight. In addition to our internal recruiting programs, we are utilizing external recruiters as well. We are still in need of more people, but the list is getting shorter.

The construction industry is still in a state of flux. As indicated for the past year, lead times for materials and components are extremely long. This disruption in the supply chain makes meeting schedules and other deadlines a challenge. Also, we see some contractors aggressively bidding projects at very low margins. With labor rates up, supply chain issues and demanding customers, construction is going to be a challenge. Our strategy is to work through this period by remaining relevant, communicating with customers, and putting our construction groups in a position be stronger when the market returns to normalcy.

f. Identification of the primary goals and targets of the Corporation and progress made

towards accomplishment of the same

Goals for Oneida ESC Group

Growth at a sustainable rate is the primary business goal for OESC. Financial reward for OESC occurs when we align our investment strategies according to our client's mission priorities.

Targets for OESC Subsidiaries:

Opportunities continue to exist in geographies where all companies have successful past performance and where personnel involved in such projects have established strong relationships with teaming partners and clients. Opportunities continue to emerge based on combined efforts of OESC's marketing and sales efforts. Target clients continue to include Department of Defense agencies (various bases – Navy, Air Force, and Army), The Environmental Protection Agency, Bureau of Indian Affairs, WI Department of Transportation, Milwaukee Metropolitan Sewer District, and the Oneida Nation.

New target clients include extended services on existing bases, geographical growth on "new" bases where OESC has not performed work on in the past, municipalities geographically related to OESC offices and other Tribal Nations.

g. Identification of key elements for success in strategies given, including risks, resources, and relations available and needed to successfully fulfill outlined strategies
Key elements for success in the OESC model include:

- Meeting performance indicators, including safety, staff turnover, profitability, staff utilization, backlog, and capacity.
- Adapting to a changing customer base, contract type, or key skill set. We recognize and reconfigure based on identified needs to delivery strategic growth.
- Identification of contract capacity and access is under regular review.
- Increasing our geographic footprint and capabilities.

Risk in the marketplace

- We operate in highly competitive industries
- Contracting is often erratic and unpredictable; cancellations or delays in pending awards by government agencies could adversely affect us
- International operations carry additional risk
- Loss of key personnel
- Adoption of new contract laws or regulations.

h. Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given the present status, strategies, and risks

Our medium and long-range prospects for sustainability are balanced by business diversification and consistent project management delivery.

We have successfully groomed long-term business relationships with key US Agencies for services delivered around the world. Contracting with the US government remains a reliable

strategy in terms of payment, stability, and growth opportunity.

Medium-term prospects

OESC's prospects in the two- to five-year term rely on our sturdy performance in engineering, science, and construction to existing clients; adjacent clients/services and geographic areas; and new service offerings to new clients. OESC continues to focus on business development and talent acquisition to meet our growth metrics.

Long-term prospects

OESC envisions steady growth with our key customers over the long term. OESC is nimble and agile, allowing us to focus on governments funding flows.

Continued reliance on low-price awards is a staple in our business model and we continue to adjust the pricing structure to ensure that we remain competitive. We continue to concentrate marketing efforts on maximizing our return on investment through expanding support for existing customers, developing tasks under existing contracts, and collaborating with firms that need either small business participation or our specialized expertise.

i. Explanation of market growth (if any) experienced by the Corporation, identifying sources of growth (i.e., organic growth through market share increase, volume of business increase, acquisition of competition or other assets, etc.)

Our growth has been mostly organic and is based on our reputation in the market. We have re-aligned our corporate brand by including Oneida in all business names moving forward. We have made a concerted effort draw on our expertise in the polyfluoroalkyl substances (PFAS) and Perfluorooctanoic acid (PFOA) remediation market. We also see growth in our traditional engineering services such as civil, mechanical, electrical, and structural.

- j. **Summary of the assets of the Corporation, including but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets.**

OESC ASSETS
<p><u>Financial (On Balance Sheet)</u> Cash –Checking Account Work In Process on Current Projects Fixed Assets such as Vehicles, Furniture and Fixtures, and Miscellaneous Equipment Other Assets such as Prepaid Expenses, Investment</p>
<p><u>Employees</u> OESC - 49 employees OTIE – 132 employees 1822 – 1 employee MS2 – 38 employees GMC – 17 employees SRS - 126 employees LG2 – 64 employees OES – 46 employees OPS – 23 employee</p>

- k. **Summary and status of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject.**

USACE Huntington District has directed OTIE to perform additional excavation work that OTIE considers to be out of scope on one of OTIE’s remediation projects at the Plum Brook Ordnance Works site in Ohio. OTIE worked with counsel and submitted a claim on April 14 for a price of \$1,087,160.15. The government responded with an offer to pay \$73,962.03. OTIE is in the process of appealing the decision to the Armed Services Board of Contract Appeals.

I. **Financial Report**

Disclosure Report

(a)

Board Member	Title	Time in Position	Date renews or expires
John L. Breuninger	Chairman of the Board	12/18/16 to present	6/2024
Jacquelyn Zalim	Board Member	3/14/12 to present	6/2025
Leslie Wheelock	Board Member	12/13/16 to present	6/2023

(b)

OESC Key Management Personnel	Title	Time in Position	Date Renews or Expires
Jeff House	President/CEO	1/1/2017	1/1/2024

(c) Summary of any financial or familial relationship between any board or Company key management personnel

None

a. Summary of any financial or familial relationship with any current member of OBC or any member of any regulatory body within Oneida such as a board committee or commission charged with regulating the Corporation's industry or activities.

None

b. Names of any other person, whether it be a business in any legal form or an individual, doing business with the Company for purposes of mutual enterprise – JV; membership in an LLC together; partnership; acquisition as a subsidiary.

OTIE has a majority interest in OTIE-RS&H JV, OCH JV, OTIE-Ahtna JV, OTIE-ERRG JV, and OTIE-Merrick JV. The Company has an equal interest in OTIE-PWT JV. The Company has a minority interest in Tetra Tech – OTIE JV and NDN-OTIE JV.

MS2 has a majority interest in MS2-MEC JV.

SRS has a majority interest in SRS-CAPE JV, SRS-ERRG JV, SRS-RFI JV, SRS Battelle JV, SRS-BB&E JV, SRS-Alliant JV and SRS-CAPE II JV. SRS has a minority interest in Alliant-SRS JV. SRS is the sole owner of LG2 Environmental Solutions, Inc.

OES has a minority interest in Dane Partners, and a majority interest in OES-Pond JV and OES-Pond II JV.

Oneida ESC Group, LLC | 2022

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- c. Summary of financial transactions or relationships between those listed in (d).
- d. Names of any other person, whether it be a business in any legal form or an individual, doing business with the Company for purposes of mutual enterprise – JV; membership in an LLC together; partnership; acquisition as a subsidiary.
- i. The OTIE-RS&H JV is a joint venture formed between OTIE and Reynolds, Smith & Hills, Inc. to perform work with the Air Force Civil Engineering Center (AFCEC). The JV also holds a contract to perform work with the U.S. Army Corps of Engineers (USACE) Japan District.
 - ii. The OCH JV is a joint venture formed between OTIE and CH2M Hill to perform work for EPA under the Environmental Services and Operations contract I CLIN 2 (Regions 4, 5, 6 and 7) and CLIN 3 (Regions 8, 9 and 10), and to perform work for NAVFAC Southwest under the Multiple Award Remedial Action Contract.
 - iii. OTIE-PWT JV is a joint venture formed between OTIE and Pacific Western Technologies, Ltd. to perform work for USEPA under the Design and Engineering Services (DES) contract for CLIN 3 (Regions 8, 9 and 10).
 - iv. OTIE-Ahtna JV is a joint venture formed between OTIE and Ahtna Environmental, Inc. to perform work for an EPA Remediation Environmental Services small business set-aside contract.
 - v. OTIE-ERRG JV is a joint venture formed between OTIE and Engineering / Remediation Resources Group to submit a proposal to Naval Facilities Engineering Command Southwest for a Remedial Action Contract.
 - vi. OTIE-Merrick JV is a joint venture formed between OTIE and Merrick & Company to perform A&E services for the Air Force Civil Engineering Center.
 - vii. Tetra Tech – OTIE JV is a joint venture formed between Tetra Tech, Inc. and OTIE to submit a proposal to USACE Tulsa for an Environmental Remediation Services contract.
 - viii. NDN-OTIE JV is a joint venture formed between The NDN Companies, Inc. and OTIE, formed under the Mentor-Protégé arrangement between NDN and OTIE. The JV was formed to submit proposals to various federal government clients for environmental work.
 - ix. MS2-MEC JV is a joint venture formed between Midwest Environmental Controls and MS2 to perform work under a Demolition Abatement contract at Edwards AFB. The joint venture was approved by the US SBA on August 14, 2015.
 - x. SRS-CAPE JV is a joint venture formed between SRS and CAPE Environmental Management to perform work for USACE Seattle on a Pre-placed Remedial Action Contract. The joint venture was approved by the US SBA on December 12, 2017. The JV received an 8a sole-source award from USACE Kansas City District.
 - xi. SRS-ERRG JV is a joint venture formed between SRS and Engineering / Remediation Resources Group to submit a proposal to Naval Facilities Engineering Command Southwest for an Environmental Multiple Award Contract. The joint venture was approved by the US SBA on April 12, 2018.
 - xii. SRS-RFI JV is a joint venture between SRS and Robotics Fabrication, Inc. to perform munitions response work for USACE Huntsville. SBA approved the JV on September 16, 2019. USACE Huntsville awarded a contract for munitions work to the JV.
 - xiii. SRS Battelle JV is a joint venture between SRS and Battelle, formed under the Mentor-Protégé arrangement between SRS and Battelle. The JV will submit a proposal to USACE Norfolk District for an Environmental Services contract and will submit a proposal to USACE Tulsa District for an Environmental Remediation Services contract. The joint venture was approved by the US SBA on September 21, 2020.
-

Oneida ESC Group, LLC | 2022

-
- xiv. SRS-BB&E JV is a joint venture between SRS and BB&E, Inc. The JV submitted a proposal to Army Combat Command – Aberdeen Proving Ground for environmental compliance services at Fort Huachuca, which was not awarded to the JV. The joint venture was approved by the US SBA on October 19, 2020.
 - xv. SRS-Alliant JV is a joint venture between SRS and Alliant Corporation. The JV was awarded a contract with USACE Louisville for A&E services for environmental engineering.
 - xvi. Alliant-SRS JV is a joint venture between Alliant Corporation and SRS. The JV submitted a proposal to USACE Tulsa for a Service-Disabled Veteran Owned Small Business set-aside contract for environmental remediation services.
 - xvii. SRS-CAPE II JV is a joint venture between SRS and CAPE Environmental Management to perform work for USACE Kansas City District on an environmental demolition contract. The joint venture is in the process of requesting/receiving approval by the US SBA.
 - xviii. Dane Partners is a joint venture formed between Ayres Associates Inc., EMCS Inc., Short Elliot Hendrickson Inc., and OES to pursue projects with the Wisconsin Department of Transportation. OES has a 25% interest in Dane Partners.
 - xix. OES-Pond JV is a joint venture between OES and Pond Company. The JV is approved by SBA as a Mentor-Protégé. The JV submitted a proposal to USACE Sacramento District for AE Design and Investigation, and submitted a proposal to the U.S. Air Force for Mechanical and Electrical Engineering Services at Hurlburt Field.
 - xx. OES-Pond II JV is a joint venture between OES and Pond Company. The JV is set up to receive 8(a) contracts and will request approval from SBA if the JV seeks a sole-source award.

Accept the Oneida Golf Enterprise FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Justin Nishimoto, Business Analyst

Primary Requestor: _____



Memorandum

To: Justin Nishimoto

From: John Hilker

CC: Joe Hanrahan

Date: November 18, 2022

RE: FY2022 Q4 Business Report – Thornberry Creek at Oneida

a) *Explanation of the core of the Corporation's business practices and market overview*

Located just outside of Titledown, 10 minutes west of Lambeau Field, Thornberry Creek at Oneida offers 27 holes of championship golf. Thornberry Creek at Oneida is a former stop on the LPGA Tour and is the Official Golf Course of the Green Bay Packers. In addition to offering a market leading golf experience, Thornberry Creek at Oneida boasts a 68,000 sq. ft. clubhouse which includes a restaurant and event space. The Hawk's Crest Ballroom on the facility's main level can accommodate approximately 300 guests and is a highly sought-after wedding venue. The large pub-style restaurant boasts a large bar and with views of both the first tee and 18th green of the Legends Course. The Tap Room and Beer Garden on the lower-level of the clubhouse features a large bar and outdoor beer garden, which is a popular choice for outdoor wedding ceremonies.

b) *Explanation of the Corporation's current status within the market*

Thornberry Creek has 17 public golf courses within a 20-mile radius of the club. All 17 competitors offer unique golf experiences and represent a diverse group of golf clubs. The below shows the 2022 Peak & Rack Golf Rates for six of the closest competitors based on proximity and quality. Also included is a listing of nearby competing facilities that would be considered the main alternatives for weddings and banquets:

Property	Distance from TCO	City	18 Weekday Walk	18 Weekday Ride	Senior Rate Ride	18 Weekend Walk	18 Weekend Ride
Thornberry Creek at Oneida	-	Oneida	N/A	\$67	N/A	N/A	\$67
Brown County Golf Course	2.4 mi	Hobart	\$34	\$52	\$40	\$38	\$56
Village Green Golf Course	3.5 mi	Green Bay	\$27	\$43.00	\$38	\$27	\$43
Mid-Vallee Golf Course	18.9 mi	DePere	\$38	\$56	\$49	\$42	\$60
Hilly Haven Golf Course	19.3 mi	DePere	\$33	\$51	\$44	\$36	\$54
Ledgeview Golf Course	16.4 mi	DePere	\$33	\$53	\$46	\$34	\$54
Royal St Patrick's Golf Links	21.4 mi	Wrightstown	\$380	\$57	\$47	\$43	\$62

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Property	Distance	City	Regular Annual Pass	Senior Annual Pass	Junior Annual Pass	Annual Cart Pass
Thornberry Creek at Oneida	0 mi	Oneida	\$2,625	\$2,425	\$980	
Brown County Golf Course	2.4 mi	Hobart	\$1,250	\$1,150	\$300	
Village Green Golf Course	3.5 mi	Green Bay	\$250			
Mid-Vallee Golf Course	18.9 mi	DePere	\$1,118/\$1,351	\$1,118	\$450	\$900
Hilly Haven Golf Course	19.3 mi	DePere	\$1,035	\$950	\$300	\$600
Ledgeview Golf Course	16.4 mi	DePere	\$1,025	\$940	\$475	\$700
Royal St Patrick's Golf Links	21.4 mi	Wrightstown	\$1,300		\$700	

Venue	Dist. From TCO	Type of Venue	# of Spaces	Capacity	In-House Catering	Outdoor Availability	Ceremony Space
Oneida Golf and Country Club	4.9	Private Golf Course	3	100-300	yes	yes	yes
Green Bay Botanical Gardens	5.3	Formal Garden	7	10-300	no	Yes	yes
Rock Garden	6.4	Hotel & Conference Center	4	50-1000	yes	yes	yes
Radisson Hotel & Conference Center	6.7	Hotel & Conference Center	6	25-700	yes	no	yes
Olde 41, LLC	7.1	Banquet Facility	3	300	no	yes	yes
Galher	8.3	Event Space	2	250	yes	no	yes
Rockwood Terrace	8.3	Event Space	3	180	yes	yes	yes
Backstage	8.6	Renovated Theater	1	152 (plated/seated), 128 (buffet), 200 (cocktail with limited seating)	yes	no	no
Lambeau Field	8.6	Football Stadium	14	20-1000	yes	limited, but yes	yes
Hotel Northland, Autograph Collection	8.8	Hotel	10	220-250 in largest room (16-65 in smaller rooms)	yes, including pastry chef	no	yes
Delta Hotels by Marriott	10.7	Hotel/Ballroom	6	200	yes	yes	yes
Heritage Hill	12.2	Historic State Park	5	20-200	no	yes	yes
The LedgeCrest Reserve	16.2	Event Space	2	150-400	no	yes	yes
Green Bay Country Club	16.2	Country Club		50-350	yes	yes	yes
The Woods Golf Course	17.8	Public Golf Course	4	60-400	yes		\$500 set up fee
Railroad Museum	11.5	Museum	4-5	up to 350	yes	no	yes
Vickery Village		Historic Buildings	3	250	no	yes	yes

c) *Explanation of the outlines of strategies by the Corporation for improved value in the market*

Thornberry Creek at Oneida will implement a multi-pronged strategy to stabilize and maximize key revenue initiatives by focusing on, and adhering to our core strategies and values, while continuing to implement the following strategic imperatives:

- i) Pivot to Premium Pricing Strategies – All pricing for the upcoming season has been reviewed and adjusted to reflect demand and market value. This includes daily and annual golf rates, as well as event pricing.
- ii) Drive Demand into Supply on the Golf Courses – Focus on our place in the market as a destination and drive rounds through expanded and targeted promotional campaigns. We also plan to fully leverage our local partnerships to build brand awareness.
- iii) Effectively Sell in All Areas of the Facility – Increase our efforts in outbound selling and engagement. We will expand our lead generation funnels through the utilization of digital, social, and search engine optimization strategies. We will also expand our event packages and options to appeal to a wider variety of prospective customers.
- iv) Improve Customer Experience at All Touchpoints – We will return to our core customer service strategies by focusing on KemperSports’ proprietary True Service platform. We

will also focus efforts on making the digital experience more user-friendly by ensuring ease of engagement and purchase path via our online channels.

- v) Implement an Enhanced Organization Structure and Processes – We will establish leadership roles and expectations for key revenue initiatives and ensure adherence to operational best practices through expanded measurement and reporting functions.

- d) *Explanation of the Corporation's relative performance vs. competitors and identification of key competitors within the market.*

Please refer to item B for a summary of area competitors and Thornberry Creek at Oneida's placement in the market.

- e) *Explanation of any material changes or developments in the market or nature of business the Corporation is primarily engaged in since the last reporting period.*

Not applicable

- f) *Identification of the primary goals and targets of the Corporation and progress made towards the accomplishment of the same*

Following is a stated operational objective, followed by the results of the current year compared to the previous year, and a goal for the upcoming year:

- i) Continue to increase Course & Grounds revenue by developing strategies to deliver overall rounds growth at optimal ADR in key segments

Measure	FY21 Actual	FY22 Actual	FY23 Budget
Total Greens Fee Revenue	\$1,514,976	\$1,552,834	\$1,676,354
Cart Fee Revenue	\$336,897	\$160,218	\$343,311
Total Rounds	33,787	42,456	42,827
Combined ADR	\$44.09	\$36.41	\$39.14

- ii) Continue to develop annual pass value proposition and resulting revenues from this key segment.

Measure	FY21 Actual	FY22 Actual	FY23 Budget
Annual Pass Revenue	\$255,220	\$300,951	\$331,864
Annual Pass Rounds	8,483	3,132	8,190

- iii) Continue to increase food and beverage revenue by developing strategies to deliver growth in a la carte service at the facility.

Measure	FY21 Actual	FY22 Actual	FY23 Budget
Total Food & Beverage Revenue	\$1,542,424	\$1,389,289	\$1,752,912
A La Carte Revenue	\$754,855	\$683,435	\$674,063

- iv) Continue to increase food and beverage revenue by developing strategies to deliver growth in group catering events at the facility. Additionally, continue to generate awareness and develop Thornberry Creek at Oneida as a first-choice facility for weddings and other social events.

Measure	FY21 Actual	FY22 Actual	FY23 Budget
Food & Beverage Banquet Revenue	\$420,616	\$468,276	\$603,950

- v) Continue to maximize ancillary golf revenue via increased capture and golf shop spend by Thornberry Creek's golfers and outing clients.

Measure	FY21 Actual	FY22 Actual	FY23 Budget
Golf Shop Revenue	\$223,630	\$210,468	\$227,872

- vi) Increase range revenue through increased utilization and new programming. Grow the game!

Measure	FY21 Actual	FY22 Actual	FY23 Budget
Range Revenue	\$72,921	\$55,315	\$61,350

- g) *Identification of key elements for success in strategies given, including risks, resources and relations available and needed in order to successfully fulfill outlined strategies.*

The below lays out the strengths that we currently possess and will leverage, as well as the opportunities we can exploit to further increase our likelihood of success. It also includes the weaknesses and threats to our business that we will proactively address to limit their impact on our operations.

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Top public golf course in the area <ul style="list-style-type: none"> • Private level experience at a public level price • Partnership/alignment with the Green Bay Packers • Former host of LPGA Tour Event, Thornberry Creek LPGA Classic • Top practice facility in the region • Only full 27-hole property in Northeast Wisconsin • Only golf course partnered with a hotel and casino in Northeast Wisconsin • Season Pass amenities • One of the top Wedding and Event Spaces in Northeast Wisconsin • Top Corporate Outing Course in Greater Green Bay and surrounding area; offer a variety of event spaces as well as top level catering for all events • Largest bar in Green Bay per square foot • Outdoor platform overlooking Legends Course for ceremonies, events, etc. • Five customizable spaces for all types of events 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Staffing and turnover • Located in a competitive golf marketplace • There is a perception that we are a private club, so the public is unaware that we are open for public play and public events • Location can be hard to navigate – not visible from any main roads/major highways • Lack of knowledge of the restaurant and bar being open to the public for non-golfers • There is a perception that due to the large amount of golf outings, we have less daily tee times available.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Find ways to leverage partnerships with the Green Bay Packers to increase exposure to new consumer demographics through social media, digital marketing, community relations, etc. • Book more weddings and events from referrals • Create more internal events to drive revenue and depend less on event bookings. • Network within the corporate community and cross-sell event space with golf outing planners to increase utilization in the off season. Increase event bookings with corporate, non-profit and social clients that are likely to book multiple events or rebook each year. • Secondary banquet space largely sits unused. Club can operate multiple events at the same time but currently not enough sales to warrant use of basement banquet space • Rebrand restaurant and bar to appeal to non-golfers and adjacent neighborhoods • Update taproom kitchen to have usable features • Increase items available to upsell to events (arches, pipe and drape, etc.) 	<p>THREATS</p> <ul style="list-style-type: none"> • Brown County Golf Course and other courses are at a lower price point • The low scoring of the LPGA could affect people's impression of the difficulty of the course • Increase in play can make course maintenance more difficult to schedule and keep up with • Public course pulls demographic with lower annual earnings. Increasing requests for deals, sales, coupons, etc.

- h) *Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given present status, strategies, and risk.*

Thornberry Creek at Oneida is uniquely positioned in the market to sustain and grow in both the short, and long-term. Our status as a premier golf destination in Northeastern Wisconsin should be further leveraged to promote and increase our share of visiting golfers to the area. In addition, there is ample opportunity given the growth of the surrounding areas to further grow our pub and restaurant business by establishing ourselves as a dining destination for the residents in these neighboring communities. Adherence to and enhancement of the strategies laid out above will lead to both medium-term and long-term success in both of these areas.

- i) *Explanation of market growth (if any) experience by the Corporation, identifying sources of growth (i.e., organic growth through market share increase, volume of business increase, acquisition of competition or other assets, etc.).*

Any growth has been organic in nature and has not been the result of any competitive or capital acquisitions or investment.

- j) *Summary of the assets of the Corporation, including, but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets.*
Not applicable
- k) *Summary and status update of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject.*
Not applicable

Financial Report Analysis

Please find attached all financial reports for FY22 Q4. The following notes apply to those reports:

- Due to a Point-of-Sale programming error, newly added items were coded incorrectly causing revenue to be recognized without golf rounds being counted. Rounds shown in the financial statements provided are not correct.
- Merchandise COGs show abnormal fluctuations due to supply issues causing a lag between the realization of expenses related to inventory and the receipt of the physical product for its inclusion in inventory counts. The annual number is accurate.
- A billing backlog resulted in revenue from events (mainly banquets) to be recognized several months after the fact. All revenues for the quarter are properly stated.
- Food & Beverage COGs were corrected in September for previous months causing some abnormal month-to-month changes.
- Realization off PPP forgiveness offset operating expenses in September.
- Increased costs were realized across all facets of the business including labor, causing significant budget deficits in payroll, COGS, and expenses.

Accept the Community Development Planning Committee FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Brandon Stevens, Vice-Chairman

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



CDPC Members

Brandon Stevens, CDPC Chair
Daniel Guzman-King, CDPC Vice-Chair
Kirby Metoxen, CDPC Member

Marie Summers, CDPC Member
Tehassi Hill, CDPC Member

Purpose

To ensure that the Land Use Plan, Comprehensive Plan, Vision Oneida Plan, Housing Plan, all economic development efforts, and land use recommendations are working in coordination with each other to improve the Oneida Tribal community and operations.

Meetings

The CDPC meets every 1st Thursday of the month at 9 a.m. virtually via Microsoft Teams.

The CDPC offered an in-person option for the months of June, July, and August, however, there was no in person participation. All participation in the meetings (staff and community members) occurred virtually.

Activities Summary

For the 4th quarter of FY-2022, two regular CDPC meetings were held in July and August. The meeting in September was cancelled due to lack of quorum.

Highlights

Oneida Nation Burial Grounds

This project proposes to expand the existing Sacred Burial Grounds to the east on the adjoining parcel. The parcel (HB-251) contains 38.06 acres, of which only a portion will be used for expanding the cemetery as denoted in the hydrogeology review report. Mainly the south and west portions of the parcel will be used. The projects CDC approval package and activation of FY2022 funding received OBC approval on 6/8/22. They are currently getting proposals from Oneida Engineering Solutions (OES) for design services contract.

Bicentennial Project

There were no updates in the 4th quarter.

THC Legalization Business Strategy Team update

There were no updates in the 4th quarter.

Multi-Family Housing

This proposed project would develop multi-family residential units (apartments) to address the housing needs of the Oneida Community that are currently not offered or are in limited supply. The proposed project will develop a total of twenty-four (24) apartment units with a mixture of two (2) and three (3) bedroom units. In addition, there is a child project CDC # 21-122 Water Circle Development that is

being worked on by 1822 Land & Developments which creates a master plan for the Business Park to define future development. The Treasurer and Finance submitted comments and concerns to the Committee regarding the project.

Amelia Cornelius Culture Park

An update on the Amelia Cornelius Culture Park master plan was presented to the Committee in May. Pictures and descriptions of the work need were provided in the presentation. The CIP # 19-004 is being utilized for this project but sub-numbers were created to break the park into smaller projects. They were meeting with the Veterans in July to discuss pavers. Improvements on the Veterans Memorial Wall was going to begin on 7/5/22.

Next steps include soil boring testing of the site, and a site survey

Accept the Finance Committee FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/23/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept and/or approve the Finance Committee Q4 Report

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, Chief Financial Officer

Primary Requestor: Melissa Alvarado, Office Manager

FINANCE COMMITTEE

FY22 – Fourth Quarter Report (July to September 2022)

Approved by Official BC Action on: 7/19/95

PURPOSE: The Finance Committee (FC) is a working Sub-Committee of the Oneida Business Committee. Responsibilities include recommending financial decisions related to Nation policies, and oversight /guidance of organizational expenditures in support of the mission, values, and strategic goals of the Oneida Nation.

WHO WE SERVE: The FC works with all departments to ensure expenditures of any substantial amount are procured in the most cost effective and fair manner; as established by the processes and procedures of the Purchasing Manual. The FC also serves Oneida Community groups, tribal veterans' groups, local charitable organizations, and Oneida members through Finance Committee Donations and the Oneida Finance Fund.

FINANCE COMMITTEE MEMBERS: Members include two BC Council Members Jennifer Webster and Kirby Metoxen; the Treasurer, Cristina Danforth who chairs the meetings; Chief Financial Officer, Larry Barton who acts as the Vice-Chair; Gaming General Manager, Louise Cornelius; Purchasing Director, Patrick Stensloff; and a Community Elder Member (position is currently vacant). Chad Fuss, Assistant Gaming CFO and RaLinda Ninham-Lamberies, Assistant CFO are alternates for the GGM and CFO.

MEETINGS: Meetings are held twice a month, on a Monday one week prior to the regularly scheduled BC meetings. Meetings are held in person. In the 4th Quarter, the Finance Committee held six regular meetings on: July 5th; July 18th; Aug. 1st, Aug. 15th, Sept. 6th; and Sept. 19th, 2022. There were two work meetings on: Aug. 15th and Aug. 29th.

GOALS: The three identified goals of the Finance Committee are as follows and will be reviewed and or updated later in FY2022.

1. To support and improve all processes, procedures, laws, budgets, and resolutions that pertain to responsible financial oversight/expenditures for the Nation.
2. Demonstrate consistent community commitment by providing Donations to Not-for-Profits, Veteran's groups, and charitable organizations; and by offering Oneida Finance Funds/Products to the Oneida membership and Oneida community groups.
3. Continue to develop endowments for the Nation in the areas of Language, Land, and Health to sustain funding for these important areas for future generations.

INTERNAL OPERATIONS/DEPARTMENT ACTIVITIES

In the Fourth Quarter the Finance Committee reviewed and approved One Hundred Fifty-Nine (159) requests from the organization for a total of \$143,521,255.02. The requests consisted of FY23 Blanket Purchase Orders, Gaming & Program Capital Expenditures, Independent legal & medical contracts, a government to government agreement and various service contracts.

Informational requests are reported to the Finance Committee to provide transparency within the organization of business activities/procedures; Intergovernmental Agreements; and Reports for and by the FC. In the Fourth Quarter the FC reviewed Fifteen (15) informational items and internal reports including: FC Monthly Reports; Government to Government Agreements, and Slot Lease and Conversion Games.

INVESTMENT UPDATES

There were no updates in the Third Quarter.

ONEIDA FINANCE FUND

The Finance Committee reviews Oneida Finance Fund (OFF) requests at their first meeting of each month. The Fiscal Year 2022 funding for use is \$62,992.29. Per the FC Community Fund criteria all approved funding requests represent the following categories:

- 1.) Self-Development;
- 2.) Community Events; and
- 3.) Fundraising activities.

In the Fourth Quarter the Finance Committee reviewed and approved Thirty-One (31) OFF funding requests for a total amount approved of \$13,584.75. The OFF balance after the Fourth Quarter is \$12,719.30. There were Two (2) product requests this quarter with the total amount of 65 cases. The balance for product is 262 cases. Attached is a listing of Fourth Quarter requests.

FINANCE COMMITTEE DONATIONS

The Finance Committee reviews Donation requests at their second meeting of each month. The Donation allocation for Fiscal Year 2022 is \$50,000.00. Per the FC Donation criteria all requests approved represent the following categories: Oneida Community Causes; Local Groups (charitable); and Nation Groups (Indian Affiliated). There were five approved Donation requests in the Fourth Quarter for a total of \$16,500.00 leaving a balance of \$10,751.00. Two requests were from local groups, two were from Oneida groups and one was from national group. See attached summary.

**FY 2022 Oneida
Finance Fund
FOURTH QUARTER FUND
REQUEST**

Q4	Mtg Date	Name of Requester	Req. Category	Title /Description	Req Amount	FC Action
1	7/5/22	Anokhi Cornelius-Adkins	SelfDev-Adult	Y.M.C.A. membership - Swimming	\$ 313.20	Approved
2	7/5/22	Billie Jo Cornelius-Adkins	SelfDev-Adult	Y.M.C.A. membership - Swimming	\$ 500.00	Approved
3	7/5/22	Rita Madrid Willard & Kelly	SelfDev-Youth	Sconnie Lacrosse Player Fees for son	\$ 500.00	Approved
4	7/5/22	Johnson	SelfDev-Youth	Sconnie Lacrosse Player Fees for son	\$ 500.00	Approved
5	7/5/22	Jamie Willis	SelfDev-Youth	Y.M.C.A. Summer Camp Fees for daughter	\$ 475.00	Appr. \$427.50
6	7/5/22	Jamie Willis	SelfDev-Youth	Y.M.C.A. Summer Camp Fees for son	\$ 475.00	Appr. \$427.50
7	7/5/22	Constance Danforth	SelfDev-Adult	Golf Lessons & Workout App Fees	\$ 500.00	Approved
8	7/5/22	Constance Danforth	SelfDev-Youth	Sports Camp Fees for daughter	\$ 500.00	Approved
9	7/5/22	Dominic Schommer	SelfDev-Adult	WIBF Bible Camp	\$ 193.50	Approved
10	7/5/22	Rebecca Schommer	SelfDev-Adult	WIBF Bible Camp	\$ 193.50	Approved
11	7/5/22	Louis Cottrell	SelfDev-Youth	The Driveway membership fees for son	\$ 500.00	Appr. \$445.10
12	7/5/22	Louis Cottrell	SelfDev-Youth	The Driveway membership fees for daughter	\$ 500.00	Appr. \$445.10
13	7/5/22	Louis Cottrell	SelfDev-Youth	The Driveway membership fees for daughter	\$ 500.00	Appr. \$445.10
14	8/1/22	Margaret Ellis	SelfDev-Youth	Purple Aces AAU Basketball fees for daughter	\$ 500.00	Approved
15	8/1/22	Kana Zacarias-Skenandore	SelfDev-Youth	FC Green Bay Soccer Club fees for daughter	\$ 406.00	Approved
16	8/1/22	Kana Zacarias-Skenandore	SelfDev-Youth	FC Green Bay Soccer Club fees for daughter	\$ 470.00	Approved
17	8/1/22	Elizabeth Webster	SelfDev-Youth	Youth Sports/Summer Activies fees for son	\$ 465.55	Approved
18	8/1/22	Elizabeth Webster	SelfDev-Youth	Youth Sports/Summer Activies fees for daughter	\$ 500.00	Approved
19	8/1/22	Elizabeth Webster	SelfDev-Youth	Youth Sports/Summer Activies fees for son	\$ 461.70	Approved
20	8/1/22	Lorraine Frias	SelfDev-Youth	United Soccer of Allouez fee for daughter	\$ 405.00	Approved
21	8/1/22	Julie Denny	CommEvent	Competitive Softball Tournament fees for Josh Webster Memorial Team	\$ 450.00	Denied
22	8/1/22	Morningstar Bailey	SelfDev-Youth	United Soccer of Allouez fee for daughter	\$ 405.00	Approved
23	8/1/22	Janice Yglesias	SelfDev-Youth	All That Dance, Inc. fees for granddaughter	\$ 500.00	Approved
24	9/6/22	Vanessa Miller	SelfDev-Youth	Fortis Fitness fees for son	\$ 500.00	Approved
25	9/6/22	Jason Widi	SelfDev-Youth	Religious Education fees for daughter	\$ 275.00	Approved
26	9/6/22	Natasha Hamilton	SelfDev-Adult	YMCA Membership	\$ 500.00	Approved
27	9/6/22	Dustin Doxtator	SelfDev-Youth	Gymnastic Fees	\$ 172.80	Denied
28	9/6/22	Gina Madueno	SelfDev-Youth	Impact Sports Academy fees for son	\$ 500.00	Approved

29	9/6/22	Gina Madueno	SelfDev-Youth	Fusion Dance fees for daughter	\$ 270.00	Approved
30	9/6/22	Yenvstakwas Danforth	SelfDev-Adult	CrossFit Membership	\$ 500.00	Approved
31	9/6/22	Yenvstakwas Danforth	SelfDev-Youth	Gymnastic, Dance, & Sport fees for son	\$ 500.00	Approved
32	9/6/22	Yenvstakwas Danforth	SelfDev-Youth	CrossFit Membership for son	\$ 500.00	Approved
33	9/6/22	Yenvstakwas Danforth	SelfDev-Youth	Volleyball fees for daughter	\$ 500.00	Approved

\$ 13,584.75

**FOURTH QUARTER
PRODUCT REQUESTS**

	Mtg Date	Name of Requester	Req. Category	Title /Description	Req Amount	FC Action
1	7/5/22	Gerald Danforth	CommEvent	All Native Co-Ed Softball Tournament - July 1-3, 2022	40 Cases	E-Poll Approved 6/2/22
2	8/1/22	Aliskwet Ellis	CommEvent	Woodland Indian Art Show & Market - Aug. 12-14, 2022	25 Cases	Approved
					65 Total	Cs.

ONEIDA FINANCE FUND

FY 2022 **FUNDING** Allocation - \$62,992.29

FIRST QUARTER (Oct-Dec 2021)

	Fund Requests	Amt. Requested	Actual Spend (after adj.)
OCTOBER	3	\$1,500.	\$1,500.
NOVEMBER	16	\$7,201.	\$7,201.
DECEMBER	<u>4</u>	<u>\$1,940.</u>	<u>\$1,940.</u>
	23	\$10,343.	\$10,343.

Balance after the 1st Quarter - \$52,649.29

SECOND QUARTER (Jan - Mar 2022)

	Fund Requests	Amt. Requested	Actual Spend (after adj.)
JANUARY	5	\$2,350.00	\$2,350.00
FEBRUARY	6	\$2,700.50	\$2,700.50
MARCH	<u>9</u>	<u>\$3,161.10.</u>	<u>\$3,161.10.</u>
	20	\$8,211.60	\$8,211.60

Balance after the 2nd Quarter - \$44,437.69

THIRD QUARTER (Apr - Jun 2022)

	Fund Requests	Amt. Requested	Actual Spend (after adj.)
APRIL (3/14 & 3/28)	10	\$4,933.60	\$4,433.60
MAY	28	\$13,045.28	\$11,840.04
JUNE	<u>4</u>	<u>\$1,940.00</u>	<u>\$1,896.00</u>
	42	\$19,918.88	\$18,169.64

Balance after the 3rd Quarter - \$26,268.05

FOURTH QUARTER (July - Sept 2022)

	Fund Requests	Amt. Requested	Actual Spend (after adj.)
JULY	13	\$5,650.20	\$5,390.50
AUGUST	9	\$4,113.25	\$4,113.25
SEPTEMBER	<u>9</u>	<u>\$4,045.00</u>	<u>\$4,045.00</u>
	31	\$13,808.45	\$13,548.75

Balance after the 4th Quarter - \$12,719.30

ONEIDA FINANCE FUND

FY 2022 **PRODUCT** Allocation - \$5,000. = 477.5 Cases

FIRST QUARTER (Oct-Dec 2021)

There were no requests for product in the 1st Quarter

SECOND QUARTER (Jan-Mar 2022)

There were no requests for product in the 2nd Quarter

THIRD QUARTER (Apr-Jun 2022)

Total Cases – 171 Cases

Requests – 4

Spend –1612.8

Balance **\$3,387.11 = 323.50 Cases**

FOURTH QUARTER (Jul-Sept 2022)

Total Cases – 65 Cases

Requests – 2

Spend –642.2

Balance **\$2,744.91 = 262.16 Cases**

Finance Committee Donations

FY 2022– Allocation & Expenditures

Budgeted Amount - \$50,000.00

1st Quarter Requests

	<u>Amount Approved</u>
1. Oneida Apostolic Church	\$3,000.
2. Safe Shelter, Inc.	\$3,000.
3. WWGP – A Safe Place Parking Program	<u>\$3,000.</u>
	\$9,000.

\$41,000. Balance after Q1

2nd Quarter Requests

	<u>Amount Approved</u>
1. Exceptional Equestrians	\$3,000.
2. Feeding America Eastern WI	<u>\$3,000.</u>
	\$6,000.

\$35,000. Balance after Q2

3rd Quarter Requests

	<u>Amount Approved</u>
1. Rawhide, Inc. – Fundraising Gala	\$3,000.
2. Y.W.C.A. – Stand Against Racism	\$1,500.
3. Robert Cornelius Post #7785-VFW Auxiliary	\$749.
4. Cerebral Palsy – Annual Auction	<u>\$2,500.</u>
	\$7,749.

\$27,251. Balance after Q3

4th Quarter Requests

	<u>Amount Approved</u>
1. St. John Homeless Shelter – Fundraising Gala	\$3,000.
2. Woodland Indian Art Inc. – Art Show & Market	\$2,500.
3. Church of the Holy Apostles	\$3,000.
4. NATOW – Donation to Promote Tribal Tourism in WI	\$3,000.
5. Safe Shelter – Assist with Gala Fundraiser	<u>\$5,000.</u>
	\$16,500.

\$10,751. Balance after Q4

FINANCE COMMITTEE DONATIONS

Quarterly Fund Balance by Category

FIRST QUARTER DONATIONS

Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$20,000.	\$3,000.	\$17,000.
2. Local Groups (Charitable) - 40%	\$20,000.	\$6,000.	\$14,000.
3. Nat'l Groups (Indian Affil.) - 20%	\$10,000.	0	\$10,000.
	\$50,000.	\$9,000.	\$41,000.

SECOND QUARTER DONATIONS

Designations /Percentages	Balance after Q1	Expenditures	Balance
1. Oneida Community Causes – 40%	\$17,000.	0	\$17,000.
2. Local Groups (Charitable) – 40%	\$14,000.	\$3,000.	\$11,000.
3. Nat'l Groups (Indian Affil.) – 20%	\$10,000.	\$3,000.	\$ 7,000.
	\$41,000.	\$6,000.	\$35,000.

THIRD QUARTER DONATIONS

Designations /Percentages	Balance after Q2	Expenditures	Balance
1. Oneida Community Causes – 40%	\$17,000.	\$749.	\$16,251.
2. Local Groups (Charitable) – 40%	\$11,000.	\$7,000.	\$ 4,000.
3. Nat'l Groups (Indian Affil.) – 20%	\$ 7,000.	0	\$ 7,000.
	\$35,000.	\$7,749.	\$27,251.

FOURTH QUARTER DONATIONS

Designations /Percentages	Balance after Q3	Expenditures	Balance
1. Oneida Community Causes – 40%	\$16,251.	\$7,500.	\$8,751.
2. Local Groups (Charitable) – 40%	\$ 4,000.	\$6,000.	\$ -2,000.
3. Nat'l Groups (Indian Affil.) – 20%	\$ 7,000.	\$3,000.	\$ 4,000.
	\$27,251.	\$8,500.	\$10,751.

Accept the Legislative Operating Committee FY-2022 4th quarter report

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/23/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Accept the Legislative Operating Committee Fiscal Year 2022 Fourth Quarter Report.

4. **Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating
Committee

5. **Additional attendees needed for this request:**

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54115-0365
 Oneida-nsn.gov



Legislative Operating Committee FY2022 Fourth Quarter Report

Work completed July 1, 2022 – September 30, 2022

Active Files List As of 9/30/2022

Name of Legislation	Development	Public Input	GTC/OBC Consideration or Adoption
Audit Committee Bylaws Amendments			●
Back Pay Law Amendments	●		
Budget Management and Control Law Amendments			●
Business Corporations Law	●		
Children’s Code Amendments			●
Code of Ethics Law Amendments	●		
Community Support Fund Law Amendments	●		●
Credit Collections Law Amendments	●		
Drug and Alcohol-Free Law for Elected and Appointed Officials	●		
Drug and Alcohol Free Workplace Law Amendments	●		
Early Return to Work Law Emergency Amendments <i>Emerg. Expired 11/12/21</i>			●
Election Law Emergency Amendments <i>Emerg. Expired 10/28/21</i>			●
Election Law Emergency Amendments <i>Emerg. Expires 1/13/23</i>			●
Elder Assistance Program Law			●
Emergency Management and Homeland Security Law Amendments			●
Emergency Management Law Emergency Amendments <i>Emerg. Expires 3/14/23</i>			●
Endowments Law	●		
Environmental Review Law	●		
Eviction and Termination Law	●		
Fire Signs Law	●		
Furlough Law Amendments			●
GTC Meeting Stipends Payment Policy Emergency Amendments <i>Emerg. Expired 4/8/21</i>			●
Guardianship Law	●		
Industrial Hemp Law			●
Investigative Leave Policy Amendments	●		
Law Enforcement Ordinance Amendments	●		
Layoff Policy Amendments	●		
Local Land Use Regulation Reimbursement Policy Repeal		●	
Marijuana Law	●		
Misappropriations of Funds Law	●		
Oneida General Welfare Law			●

Oneida Higher Education Pandemic Relief Fund Law Emergency Amendments <i>Emerg. Expired 8/24/21</i>	
Oneida Land Trust Law	
Oneida Language Code	
Oneida Life Insurance Plan Law <i>Emerg. Expires 3/28/23</i>	
Oneida Nation Arts Board Bylaws Amendments	
Oneida Nation Assistance Fund Law <i>Emerg. Expires 12/8/22</i>	
Oneida Nation Emergency Planning Committee Bylaws	
Oneida Nation Gaming Ordinance Amendments	
Oneida Nation Veterans Affairs Committee Bylaws Amendments	
Oneida Personnel Policies and Procedures Amendments <i>Emerg. Expires 11/11/22</i>	
Oneida Worker's Compensation Law Emergency Amendments <i>Emerg. Expires 11/12/21</i>	
Oneida Trust Enrollment Committee Bylaws	
Pandemic Relief Assistance Law <i>Emerg. Expired 5/24/21</i>	
Pardon and Forgiveness Law Emergency Amendments <i>Emerg. Expires 4/28/22</i>	
Pardon and Forgiveness Screening Committee Bylaws Amendments	
Probate Law	
Public Peace Law	
Real Property Law Amendments	
Recycling and Solid Waste Disposal Law Amendments	
Sanctions and Penalties Law	
Taxation Law	
Traffic Law	
Tribal Sovereignty in Data Research Law	
Trust Scholarship Fund Policy Amendments	
Wellness Court Law	
Workplace Violence Law Amendments	

Legislative Operating Committee Action on Legislative Requests

During the FY22 Fourth Quarter the Legislative Operating Committee added eight (8) legislative items to its Active Files List. One (1) request was denied during the FY22 Fourth Quarter.

Items Added to the Active Files List by the Legislative Operating Committee

On July 6, 2022, the Legislative Operating Committee added the Eviction and Termination law, Emergency Management law emergency amendments, and the Election law emergency amendments to its Active Files List.

Then on July 20, 2022, the Legislative Operating Committee added the Probate law to its Active Files List.

On September 7, 2022, the Legislative Operating Committee added the Oneida Life Insurance Plan law, the Trust Scholarship Fund Policy Amendments, and the Drug and Alcohol Free Workplace Law Amendments to the Active Files List.

On September 21, 2022, the Legislative Operating Committee added the Back Pay law amendments to the Active Files List.

Items Denied from the Active Files List by the Legislative Operating Committee

On July 25, 2022, the Legislative Operating Committee opposed the adoption of an e-poll to add the General Tribal Council Ten Day Notice Policy emergency amendments to the Active Files List.

FY22 Fourth Quarter Legislative Accomplishments

The Legislative Operating Committee brought forward the following legislation for adoption or amendment during the FY22 Fourth Quarter:

Elder Assistance Program Law

The Oneida Business Committee adopted the Elder Assistance Program law on July 13, 2022, through the adoption of resolution BC-07-13-22-A. The purpose of this law is to establish the Elder Assistance Program to govern how the Nation provides financial assistance to elders, pursuant to the principles of General Welfare Exclusion. *[10 O.C. 1002.1-1]*.

The Elder Assistance Program law:

- Establishes the Elder Assistance Program as an approved program of the Nation in accordance with the Oneida General Welfare law. *[10 O.C. 1002.4-1]*;
- Provides how this program qualifies for general welfare exclusion. *[10 O.C. 1002.4-2]*;
- Provides the eligibility requirements for accessing assistance from the Elder Assistance Program – which is that a person is a member of the Nation, age sixty-five (65) or older, and submits a completed application during the designated submission timeframe. *[10 O.C. 1002.5-1]*;
- Provides the minimum requirements for the information that must be included on the application. *[10 O.C. 1002.5-3]*;
- Provides how and when funds from the Elder Assistance Program are disbursed *[10 O.C. 1002.5-2, 1002.5-4]*;
- Provides for the types of expenses that shall be considered qualifying expenditures for use of assistance from Elder Assistance Program by the recipient. *[10 O.C. 1002.5-5]*;
- Provides information on the funding source and who determines that amount of available funding to an eligible participant. *[10 O.C. 1002.6-1, 1002.6-2]*;
- Provides that the Trust Enrollment Department is the department that has the responsibilities to administer the Elder Assistance Program. *[10 O.C. 1002.5-6, 1002.5-7]*.

Healing to Wellness Court Law

The Oneida Business Committee adopted the Healing to Wellness Court law on July 13, 2022, through the adoption of resolution BC-07-13-22-D. The purpose of this law is to establish the Nation's Healing to Wellness Court to:

- Offer intensive case management, treatment, and court supervision to individuals who committed an offense directly or indirectly related to a substance abuse or addiction issue;
- Provide access to holistic, structured, and phased substance abuse treatment and rehabilitation services that incorporate culture, tradition, and Tsi Niyukwaliho t[^] (Our Ways);
- Create intragovernmental and intergovernmental collaborative teams to interact with each participant; and
- Encourage and support each participant in the goal of recovery to lead lawful, productive lives free of substance abuse and addiction [8 O.C. 808.1-1].

The Healing to Wellness Court law:

- Establishes the Healing to Wellness Court as a division of the Trial Court and delegate jurisdiction to the Healing to Wellness Court for matters related to substance abuse and addiction, and any matter arising under this law [8 O.C. 808.4-1, 808.4-2];
- Delegates authority to the Healing to Wellness Court to collaborate and enter into intergovernmental agreements with other courts of competent jurisdiction that exercise concurrent jurisdiction [8 O.C. 808.4-2];
- Establishes the Healing to Wellness Court team, comprised of a Trial Court Judge, Court Coordinator, Oneida Police Department Officer, representative from Probation, Substance Abuse Treatment provider, representative of Oneida culture and heritage, and any other member as determined by the Team, and provide how any revisions to the composition of the Healing to Wellness Court team are made [8 O.C. 808.4-3];
- Delegates authority to the Healing to Wellness Court to establish policies and procedures governing the operation and implementation of the Healing to Wellness Court program [8 O.C. 808.5-1];
- Provides that all Healing to Wellness Court Team meetings and hearings are closed to the public, and held in accordance with the policies and procedures created by the Court [8 O.C. 808.5-2, 808.5-3]; an
- Provides that the Healing to Wellness Court is a non-adversarial forum, not a court of record, where the Oneida Judiciary Rules of Evidence and Civil Procedure do not apply [8 O.C. 808.5-4, 808.5-6, 808.5-7].

Election Law Emergency Amendments

The Oneida Business Committee adopted emergency amendments to the Election law on July 13, 2022, through the adoption of resolution BC-07-13-22-E. The purpose of the Election law is to govern the procedures for the conduct of orderly elections of the Nation, including pre-election activities such as caucuses and nominations. [1 O.C. 102.1-1].

The emergency amendments to the Election law reduced the number of Election Board members required to sign the election totals of machine counted ballots from six (6) to three (3) members. [1 O.C. 102.10-2].

The emergency adoption of amendments to the Election law was necessary for the preservation of the general welfare of the Reservation population in order to ensure that the 2022 Special Election could occur in accordance with the requirements of the Election law. Observance of the requirements under the Legislative Procedures Act for adoption of these emergency amendments

was contrary to public interest since the process and requirements of the Legislative Procedures Act could not be completed in time to allow the Nation to hold the 2022 Special Election on July 16, 2022.’

The emergency amendments to the Election law will expire on January 13, 2023.

Children’s Code Amendments

The Oneida Business Committee adopted amendments to the Children’s Code on September 14, 2022, through the adoption of resolution BC-09-14-22-A. The purpose of this law is to provide for the welfare, care, and protection of Oneida children through the preservation of the family unit, while recognizing that in some circumstances it may be in the child’s best interest to not be reunited with his or her family. Furthermore, this law strengthens family life by assisting parents in fulfilling their responsibilities as well as facilitating the return of Oneida children to the jurisdiction of the Nation and acknowledging the customs and traditions of the Nation when raising an Oneida child. [7 O.C. 708.1-1].

The Children’s Code amendments:

- Provide that any orders made by the Court under this law, or any orders made by a court of competent jurisdiction regarding child welfare matters, shall supersede any other order made by this Court or a court of competent jurisdiction regarding custody or placement of a child until the Children’s Code or other child welfare orders are dismissed [7 O.C. 708.5-6];
- Provide that the Department may enter into a protective plan with a family [7 O.C. 708.7-1(f)];
- Update the general notice provisions in the Children’s Code, as well as notice provisions throughout the Children’s Code to provide greater clarification on providing notice in child welfare matters [7 O.C. 708.12];
- Allow the Department to withhold the placement provider’s identifying information from the child’s parent, guardian, or legal custodian if there are reasonable grounds to believe that disclosure would result in imminent danger to the child or anyone else, but that a parent, guardian, or legal custodian may request judicial review of the decision to withhold the identifying information [7 O.C. 708.12-4];
- Provide clarification on how a matter is referred to the Oneida Nation Child Support Agency for initiating a paternity action, and allow the Department may sign documents required by the Oneida Nation Child Support Agency on behalf of the family for the limited purpose of initiating a paternity action [7 O.C. 708.13-3];
- Provide that the Department shall make available for inspection or disclosure the contents of any record kept, regardless of the originating source, to a guardian ad litem appointed in a Children’s Code or family law case when that access is granted by order of the Court. [7 O.C. 708.14-2];
- Allow the Department to make an ex parte request to the Court to conduct an in-camera review to determine what information should and should not be released to the parties and their counsel [7 O.C. 708.14-7];
- Allow a child to be held in custody in a hospital or other medical or mental health facility [7 O.C. 708.15-6(f)];

- Provide information that may be, but is not required to be, included in the Court’s order to hold a child in custody [7 O.C. 7008.16-6(b)];
- Allow the Department to request the placement of the child outside of the child’s home at the plea hearing [7 O.C. 708.19-5];
- Allow for the suspension of parental rights in addition to the termination of parental rights [7 O.C. 708.32];
- Update the continuing need of protection or services ground for involuntary suspension or termination of parental rights to be consistent with recent revisions to State statute [7 O.C. 708.34-1(c)];
- Provide information that may be, but is not required to be, included in the Court’s order of disposition for the suspension or termination of parental rights [7 O.C. 708.40-4(c)];
- Clarify that an adoption under this law shall take the form of customary adoption when the Court has granted a petition to suspend parental rights, and take the form of a closed adoption when the Court has granted a petition to terminate parental rights [7 O.C. 708.41-1];
- Allow the Department to contract with a third-party agency to conduct an adoption investigation that may have been ordered by the Court [7 O.C. 708.43-3(b)]; and
- Make other minor drafting revisions throughout the Children’s Code.

Emergency Management Law Emergency Amendments

The Oneida Business Committee adopted emergency amendments to the Emergency Management law on September 14, 2022, through the adoption of resolution BC-09-14-22-B. The purpose of the Emergency Management law is to provide for the development and execution of plans for the protection of residents, property, and the environment in an emergency or disaster; to provide for the direction of emergency management, response, and recovery on the Reservation; as well as coordination with other agencies, victims, businesses, and organizations; to establish the use of the National Incident Management System (NIMS); and to designate authority and responsibilities for public health preparedness. [3 O.C. 302.1-1].

The emergency amendments to the Emergency Management law:

- Eliminate the Oneida Nation Emergency Planning Committee and replace it with an Emergency Management Operations Team. [3 O.C. 302.5-1];
- Provide that members of the Emergency Management Operations Team shall attend meetings, or send a designee in their absence, and comply with any training requirements set forth by the Emergency Management Director. [3 O.C. 302.5-3];
- Require that within forty-eight (48) hours of an emergency, the Emergency Management Director shall prepare, or shall work in conjunction with the appropriate entity to prepare, an emergency briefing to be presented to the Oneida Business Committee regarding the status of the emergency, actions taken to address the emergency, and the activation of the Emergency Response Plan. [3 O.C. 302.8-4];
- Allow the Oneida Business Committee to direct the Emergency Management Director to provide additional emergency briefings to the Oneida Business Committee. [3 O.C. 302.8-4];
- Require that within thirty (30) days of an emergency subsiding, unless additional time is granted by the Oneida Business Committee, the Emergency Management Director shall prepare, or shall work in conjunction with the appropriate entity to prepare, a preliminary

emergency assessment report to be presented to the Oneida Business Committee, any interested entity, and the public. [3 O.C. 302.8-5]; and

- Extend the amount of time for the Emergency Management Director to prepare and present an after-action report to the Oneida Business Committee, any interested entity, and the public, from sixty (60) days to ninety (90) days. [3 O.C. 302.8-6].

The emergency amendments to the Emergency Management law will expire on March 14, 2023.

Oneida Life Insurance Plan Law

The Oneida Business Committee adopted the Oneida Life Insurance Plan law on an emergency basis on September 28, 2022, through the adoption of resolution BC-09-28-22-C. The purpose of the Oneida Life Insurance Plan law is to provide a death benefit of fifteen thousand dollars (\$15,000) through the Oneida Life Insurance Plan (OLIPP) for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. [10 O.C. 1004.1-1].

The Oneida Life Insurance Plan law:

- Establishes the Oneida Life Insurance Plan as an approved program of the Nation in accordance with the Oneida General Welfare law. [10 O.C. 1004.4-1];
- Provides how this program qualifies for general welfare exclusion. [10 O.C. 1004.4-2];
- Provides that all members of the Nation shall qualify for benefits from the Oneida Life Insurance Plan to be used for funeral expenses first, with any residual benefits distributed to a designated beneficiary. [10 O.C. 1004.5-1];
- Requires that a member of the Nation complete the Oneida Trust Enrollment Committee approved beneficiary designation form and submit it to the Oneida Trust Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office, prior to their death in order to secure benefits from the Oneida Life Insurance Plan for their beneficiary. [10 O.C. 1004.5-2];
- Provides that funeral expenses shall be paid directly to the funeral home upon submission of a valid invoice, up to the limit of the Oneida Life Insurance Plan benefits, even if a designated beneficiary has not been designated – but the Oneida Life Insurance Plan residual benefits shall not be paid or claimed if the decedent did not designate a living beneficiary through the beneficiary designation form. [10 O.C. 1004.5-2(b), 1004.5-2(e)];
- Allows for a one hundred eighty (180) day grace period after the effective date of this law, where section 1004.5-2 shall not be enforced to permit members of the Nation to complete and submit the required beneficiary forms. [10 O.C. 1004.5-2(c)];
- Requires that the Oneida Trust Enrollment Department be notified within one (1) year of the member of the Nation's death in order to distribute the Oneida Life Insurance Plan benefits to the beneficiary. [10 O.C. 1004.5-3];
- Provides that the Trust Enrollment Department is the department that has the responsibilities to oversee and administer the Oneida Life Insurance Plan. [10 O.C. 1004.5-4];
- Provides rules related to the determination of death and status. [10 O.C. 1004.6-1];
- Prohibits a designated beneficiary who criminally and intentionally causes the death of the decedent from being entitled to any benefits passing under this law. [10 O.C. 1004.6-2];
- Provides how the Oneida Life Insurance Plan benefits shall be distributed. [10 O.C. 1004.6-3]; and

- Provides that the Oneida Life Insurance Plan shall be contingent on funding through the Nation's annual budget. [10 O.C. 1004.7-1].

The emergency adoption of the Oneida Life Insurance Plan law will expire on March 28, 2022.

FY22 Fourth Quarter Legislative Highlights

The Legislative Operating Committee would like to highlight its work on the following legislative items during the FY22 Fourth Quarter:

Back Pay Law Amendments

The Legislative Operating Committee held one (1) work meeting during the FY22 Fourth Quarter on the proposed Back Pay law amendments.

Business Corporations Law

The Legislative Operating Committee held two (2) work meetings during the FY22 Fourth Quarter on the proposed Business Corporations law.

Emergency Management Law Amendments

The Legislative Operating Committee held five (5) work meetings during the FY22 Fourth Quarter on the proposed Emergency Management law amendments.

Eviction and Termination Law Amendments

The Legislative Operating Committee held four (4) work meetings during the FY22 Fourth Quarter on the proposed Eviction and Termination law amendments.

Law Enforcement Ordinance Amendments

The Legislative Operating Committee held four (4) work meetings during the FY22 Fourth Quarter on the proposed amendments to the Law Enforcement Ordinance.

Marijuana Law

The Legislative Operating Committee held four (4) work meetings during the FY22 Fourth Quarter on the proposed Marijuana law.

Oneida Nation Assistance Fund Law

The Legislative Operating Committee held three (3) work meetings during the FY22 Fourth Quarter on the proposed permanent adoption of the Oneida Nation Assistance Fund law. On July 20, 2022, the Legislative Operating Committee approved the draft and legislative analysis for the permanent adoption of the Oneida Nation Assistance Fund law. On August 3, 2022, the Legislative Operating Committee approved the public meeting packet, with updated public meeting notice, and forwarded the Oneida Nation Assistance Fund law to a public meeting to be held on September 2, 2022. On September 2, 2022, the public meeting was held. No individuals provided public comment during the public meeting. The public comment period was then held open until September 12, 2022. One (1) submission of written comments was received during the public comment period. On September 21, 2022, the Legislative Operating Committee accepted the public comments and the public comment review memorandum and deferred these items to a work meeting for further consideration.

Oneida Nation Emergency Planning Committee Bylaws Amendments

The Legislative Operating Committee held one (1) work meeting during the FY22 Fourth Quarter on the proposed Oneida Nation Emergency Planning Committee bylaws amendments.

Oneida Personnel Policies and Procedures Amendments

The Legislative Operating Committee held two (2) work meetings during the FY22 Fourth Quarter on the proposed amendments to the Oneida Personnel Policies and Procedures.

Real Property Law Amendments

The Legislative Operating Committee held two (2) work meetings during the FY22 Fourth Quarter on the proposed amendments to the Real Property law.

Traffic Law

The Legislative Operating Committee held two (2) work meetings during the FY22 Fourth Quarter on the proposed Traffic law.

Workplace Violence Law Amendments

The Legislative Operating Committee held three (3) work meetings during the FY22 Fourth Quarter on the proposed amendments to the Workplace Violence law.

FY22 Fourth Quarter Legislative Operating Committee Meetings

Typically, all Legislative Operating Committee meetings are open to the public and held on the first and Fourth Wednesday of each month, at 9:00 a.m. in the Norbert Hill Center's Business Committee Conference Room.

The Legislative Operating Committee held the following meetings during the FY22 Fourth Quarter:

- July 6, 2022 – Regular meeting;
- July 20, 2022 – Regular meeting;
- August 3, 2022 – Regular meeting;
- September 7, 2022 – Regular meeting; and
- September 21, 2022 – Regular meeting.

The August 17, 2022, Legislative Operating Committee meeting was canceled.

In addition to attending the Legislative Operating Committee meetings in person, employees of the Nation are provided the opportunity to attend the Legislative Operating Committee meeting through Microsoft Teams. Additionally, any non-employee who would like to access the Legislative Operating Committee meeting through Microsoft Teams can provide their name, phone number or e-mail address to LOC@oneidanation.org by the close of business the day before a meeting of the Legislative Operating Committee to receive the link to the Microsoft Teams meeting. For those who may be unable to attend the Legislative Operating Committee meeting either in person or on Microsoft Teams, an audio recording of the Legislative Operating Committee meeting is made available on the Nation's website after the meeting concludes.

Goals for FY23 First Quarter

During the FY23 First Quarter the Legislative Operating Committee will focus its legislative efforts on the following matters:

1. Adoption of the Oneida Nation Assistance law;
2. Adoption of the amendments to the Emergency Management law;
3. Development of permanent amendments to the Oneida Personnel Policies and Procedures;
4. Development of amendments to the Workplace Violence law;
5. Development of amendments to the Investigative Leave Policy;
6. Development of the Oneida Language Code.

Legislative Reference Office

The Legislative Reference Office's mission is to provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects the Nation's values, builds upon the Nation's strong foundation, and reaffirms our inherent sovereignty. During the FY22 Fourth Quarter the Legislative Reference Office was staffed by the following individuals:

- Clorissa N. Leeman, Senior Legislative Staff Attorney.
 - Contact: csantial@oneidanation.org or (920) 869-4417
- Carolyn Salutz, Legislative Staff Attorney.
 - Contact: csalutz@oneidanation.org or (920) 869-4422
- Grace Elliot, Legislative Staff Attorney.
 - Contact: gelliott@oneidanation.org or (920) 869-4320

Legislative Operating Committee Contact Information

Feel free to contact the LOC at LOC@oneidanation.org with any questions or comments, or individual LOC members at the following:

- David Jordan, LOC Chairman
djordan1@oneidanation.org
- Kirby Metoxen, LOC Vice-Chairman
kmetox@oneidanation.org
- Jennifer Webster, LOC Member
jwebstel@oneidanation.org
- Daniel Guzman King, LOC Member
dguzman@oneidanation.org
- Marie Cornelius, LOC Member
ecornel2@oneidanation.org



Accept the Quality of Life FY-2022 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/30/22

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Marie Cornelius, Councilwoman

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



Quality of Life (QOL) Committee

FY-2022 4th Quarter Report (July - September)

PURPOSE

The Quality of Life Committee is standing committee of the Oneida Business Committee that will have oversight of health, wellness, and social issues of the following areas of the Nation: Language, Culture, Health, Environmental Issues, Housing and Food Security and Sovereignty.

COMMITTEE MEMBERS

Councilwoman Marie Summers, Quality of Life Committee Chair
Councilman Daniel Guzman-King, Quality of Life Committee Vice Chair
Vice-Chairman Brandon Stevens, Quality of Life Committee Member
Chairman Tehassi Hill, Quality of Life Committee Member

Other partners include: General Manager, Oneida Police Department, Division Directors, other senior leaders, and their staff.

MEETINGS

Quality of Life Committee meetings are held on the third Thursday of every month starting at 9:00 a.m. Meetings in the 4th quarter were held in July and August. The meeting in September was cancelled due to lack of quorum.

The Quality of Life Committee offered an in-person option for the months of June, July, and August, however, there was no in person participation. All participation in the meetings (staff and community members) occurred virtually.

ACTIVITIES SUMMARY

1. Environmental Issues

New reporting will be on the Non-Point Clean Water Initiative. The Committee was provided with a presentation from NEW Water. Next steps still have to be determined. They will be reviewing the Oneida Reservation Water Quality Improvement Goals. The long-term goals included Trout Creek Cooper to Cooper, Duck Creek Ridge to Ridge and reduce phosphorus run-off.

2. Food Sovereignty

No update in this quarter

3. Tribal Action Plan (TAP)

TAP staff will continue to meet with subcommittees to start working on the objectives for each goal for the TAP.

They are working with Oneida Behavioral Health on a contract with the Green Bay Comprehensive Treatment Center so they can do Medically Assisted Treatment (MAT) presentations. The contract was not approved by the Finance Committee so they decided not to move forward with the contract at this time, instead they will focus on educating the community on what MAT services is.

The continue to work on community events geared to youth and adults such as smudge walks and community clean up. They will have a information booth at the Farmers Market. In July and August, they distributed Narcan kits and showed how to administer them at various Oneida One Stop locations.

TAP is continuously working on applying for grants, planning community events for youth and adults, and other outreach. They are also working on a communication plan and updating their website. In addition, they are working on banners with OPD for the community sites.

Next steps include: 1. Focusing on educating the community of MAT services. 2. Holding community cleans ups, 3. Continue to have monthly youth and adult activities or events.

4. Recreation Integration

The staff continue working with Cultural Heritage to implement traditional activities and teachings into the curriculum. In addition, they are learning the pronunciation and meanings of the Core Values which will replace the six (6) Pillars of character development.

Oneida Recreation continues to struggle with staffing levels and hiring. Staff were preparing to open County H for after school programming after school started.

Next steps include: 1. Open County H.

5. Zero Suicide

Safe Care Pathway (SCP) currently has 19 active clients. Since the program started in January of 2021, SCP has served 139 clients who had moderate to severe risk for suicide. 102 clients out of the 139 who have exited the program, have met all exit criteria. They have had zero suicides and zero suicide attempts for those clients who are active in the program. When they look at success rates, it needs to be studied further as people are leaving the program voluntarily when they feel better. The Team is looking at how this statistic can be more accurately measured.

The Zero Suicide Team/QPR training team completed three (3) QPR trainings during the period of April 2022 to June 2022. A total of fifty (50) OCHD staff received the training. They were scheduled to provide QPR training to the College of Menominee Nation staff in May 2022 but the college cancelled the training.

Integration with Primary Care - As of June 30, 2022, the BHC provided services to 170 patients at OCHC. Patients are being provided short-term targeted services and receiving referrals to

specialized mental health therapy and other services as needed.

Challenges: It continues to be the case that the biggest challenge is staffing the program. There would be a much greater number of referrals if the program could serve more clients. When better staffed, they can add internal referrals which would increase the number of clients who can benefit. Another challenge is getting better and more meaningful statistics for monitoring client progress.

Next steps include: 1. Continue to refine the workflow with integration of BH into primary care with assessing and making referrals to BH Safe Care Pathway. 2. Hire and train additional SCP therapist(s) to be able to work with more clients who need services. At this time cannot take internal referrals due to high demands from Intakes and post hospitalization. Will probably need 2 more, then assess numbers being served.

6. Cultural Heritage

Oneida Cultural Heritage is in the process of implementing a new structure and organization which includes three (3) Clan Managers and replacing the Cultural Wellness area with Traditional Healing.

All the Clan Managers have been filled.

Cultural Advisor Apprentice interviews were completed, one has been filled and the other was in the offer stage. They were meeting in August to discuss training for implementation of a Clan System.

Next steps include: 1. Hold a visioning session with the Clan Managers. 2. Have all employees complete an Oneida Cultural Self-assessment and develop a learning plan. 3. Training to implement Clan System in Cultural Heritage.

7. Wellness Council

The Oneida Comprehensive Health Division has identified a couple team members interested to facilitate/coordinate the Wellness Council initiative. The Quality of Life Committee took action to distribute a letter or memo to the organization supporting the Wellness Council and a new strategic plan.

REQUESTED ACTION:

Accept the Quality of Life Committee FY-2022 4th quarter report.