

Oneida Nation

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Oneida, WI 54155

BC Resolution # 02-08-23-C

Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Professional Support Staff

- 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 Business Committee has re-instated the position of General Manager to provide guidance and stability to the Nation's governmental units assigned to report to that position; and
- WHEREAS,** the Oneida Business Committee has determined that some positions, such as the Chief Financial Officer, are not direct reports to the Oneida Business Committee but have interactions with and impacts on governmental units; and
- WHEREAS,** the Oneida Business Committee has determined that some positions, such as the Gaming General Manager, Emergency Management Director, and Executive Human Resources Director, require direct contact and supervision by the Oneida Business Committee because of the position (Gaming General Manager), the duties (governmental response), or services provided (personnel); and
- WHEREAS,** the Oneida Business Committee has also determined that some positions, such as the Executive Assistant, require direct contact and supervision by Oneida Business Committee member(s); and
- WHEREAS,** the E. Delgado Oneida Business Committee adopted resolutions clarifying the impact of interim actions addressing the removal of the position of the General Manager; and
- WHEREAS,** the T. Danforth Oneida Business Committee adopted clarifying resolutions regarding supervision and management of direct reports; and
- WHEREAS,** the Oneida Business Committee has determined that these resolutions provided clear guidance to direct reports and should be updated reflecting hiring a General Manager; and
- WHEREAS,** the Oneida Business Committee re-affirms resolution # BC-01-14-09-D, *Definition of Oversight*; and

NOW THEREFORE BE IT RESOLVED, that this resolution shall supersede all prior motions and resolutions in conflict with the directives set forth in this resolution.

BE IT FURTHER RESOLVED, that for purposes of this resolution, “direct reports” are defined as the following positions within the Nation:

- Chief Counsel, job description # 09030
- General Manager, job description # 09012
- Gaming General Manager, job description # 82008
- Retail General Manager, job description # 09096
- Business Analyst, job description, # 03029
- Intergovernmental Affairs Director, job description # 02735
- Emergency Management Director, job description # 09072
- Executive Human Resources Director, job description # 09097
- Security Director, job description # 00426

BE IT FURTHER RESOLVED, that for the purposes of this resolution, “professional support staff” are defined as the following positions within the Nation:

- Strategic Planner, job description # 03106
- Project Manager, job description # 03111
- Project Coordinator, job description # 03104
- Budget Analyst, job description # 03103
- Executive Assistant, job description # 03113

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegates the authority and responsibility of administrative supervision of direct reports to the officers (Chair, Vice-Chair, Treasurer, Secretary, and Legislative Operating Committee Chair) and of professional support staff to the Oneida Business Committee members to which they are primarily assigned.

1. Administrative supervision shall be defined as matters involving the individual personnel requests such as use of personal or vacation time, performance tracking.
2. Administrative supervision requests shall be routed through the Government Administrative Office which shall be responsible for logging in requests and documenting the results.

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegates the authority and responsibility of providing direction to direct reports regarding organizational activities to the officers (Chair, Vice-Chair, Treasurer, Secretary, and Legislative Operating Committee Chair) and to professional support staff to the Oneida Business Committee members to which they are primarily assigned. Direction regarding organizational activities shall be defined as providing advice and opinion regarding the policy decisions made by the Oneida Business Committee and shall exclude the authority to direct specific action.

BE IT FURTHER RESOLVED, that the Oneida Business Committee delegation includes the expectation that actions will be taken by majority vote and, in all cases, to attempt consensus decision making as agreed to from the initial strategic planning activities.

BE IT FURTHER RESOLVED, that the Oneida Business Committee directs the Secretary to forward this resolution to the Human Resources Department to identify the necessary amendments to the administrative processes and procedures to fully implement this resolution in a timely manner.

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

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; 6 members were present at a meeting duly called, noticed and held on the 8th day of February, 2023; that the forgoing resolution was duly adopted at such meeting by a vote of 4 members for, 1 member 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."