

# Oneida Nation

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Oneida, WI 54155

## BC Resolution # 02-28-24-B

### Interpretation of General Tribal Council August 7, 2023, Action on Petition Removing All Employee Wage Caps

**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 General Tribal Council, at an August 7, 2023, meeting, considered a petition to “direct that all workers wages be uncapped throughout the entire Oneida Nation of Wisconsin Organization Structure;” and

**WHEREAS,** during his presentation, the petitioner stated, “There’s a lot of people maxed out and all that needs to be lifted.”; and

**WHEREAS,** during discussion, a General Tribal Council member identified that 199 Oneida employees have capped wages because they are at the maximum wage for their grade, and 205 Oneida employees are within 95% of their grade and the member then asked whether it is the intent of the petitioner to uncap all Oneida employee wages; and

**WHEREAS,** the Business Committee Vice-Chairman replied, “the effect of the petition means everyone.”; and

**WHEREAS,** prior to a vote on the main motion, the Business Committee Vice-Chairman clarified that a ‘yes’ vote was a vote in favor of uncapping all employee wages, not just Gaming front-line employee wages; and

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee interprets the General Tribal Council action on August 7, 2023, to remove the limit on wage increases after an employee has reached the maximum wage for the pay grade applied to their position.

**BE IT FURTHER RESOLVED,** the Oneida Human Resources Department is directed to develop a procedure to identify how wage increases are implemented after an employee has reached the maximum wage for the pay grade applied to a position.

**BE IT FURTHER RESOLVED**, the Finance Department will provide an updated fiscal impact statement regarding the General Tribal Council action to uncap all employee wages to be submitted to the Oneida Business Committee by September 2024 to be added to the record for the August 7, 2023, special GTC meeting materials.

#### 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; 7 members were present at a meeting duly called, noticed and held on the 28<sup>th</sup> day of February, 2024; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
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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."