

Oneida Business Committee



Executive Session
8:30 AM Tuesday, November 12, 2024
BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, November 13, 2024
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, 1st 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

- A. Special recognition for years of service (8:30 a.m.)**
Sponsor: Todd VanDen Heuvel, Executive HR Director
- B. Special recognition of Anthony Kuchma - Oneida Nation Wetland Project Manager for receiving the 2024 Lake Michigan Champion of Conservation award (9:00 a.m.)**
Sponsor: Mark W. Powless, General Manager

III. ADOPT THE AGENDA

IV. MINUTES

- A. Approve the October 9, 2024, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

V. RESOLUTIONS

- A. Adopt resolution entitled CY 2025 County Tribal Law Enforcement Grant Application - Brown County**
Sponsor: Mark W. Powless, General Manager
- B. Adopt resolution entitled CY 2025 County Tribal Law Enforcement Grant Application - Outagamie County**
Sponsor: Mark W. Powless, General Manager

- C. Adopt resolution entitled Tribal Climate Resilience Category 1- Planning Grant Application**
Sponsor: Mark W. Powless, General Manager
- D. Adopt resolution entitled Tribal Climate Resilience Category 2 - Implementation Grant Application**
Sponsor: Mark W. Powless, General Manager
- E. Adopt resolution entitled Identifying Our Needs A Survey of Elders FY 2025-2028 Title VI Part A, B, and C Grant Application**
Sponsor: Mark W. Powless, General Manager
- F. Adopt resolution entitled Addressing Alzheimer’s Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) Phase 2**
Sponsor: Mark W. Powless, General Manager
- G. Adopt resolution entitled Addressing Alzheimer’s Disease and Related Dementias Disparities: Indigenous Behavioral and Cognitive Symptoms (IBACS) Checklists with the University of Wisconsin, University of Minnesota Medical School and the University of New Mexico Sciences Center**
Sponsor: Mark W. Powless, General Manager
- H. Adopt resolution entitled Tribal Contribution Savings - Final Obligation Opportunities - Affordable Home Ownership Strategy Revolving Loan**
Sponsor: Lisa Liggins, Secretary
- I. Adopt resolution entitled Amendments to the Investigative Leave Policy**
Sponsor: Jameson Wilson, Councilman
- J. Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community Development Funds for a Donation of \$15,000 to the Safe Shelter, Inc for a feasibility study with CORE Treatment Center**
Sponsor: Justin Nishimoto, Economic Strategy Coordinator
- K. Adopt resolution entitled Resolution to Approve the Third Amendment to the Governmental 401(k) Plan**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
- L. Adopt resolution entitled Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule**
Sponsor: Lisa Liggins, Secretary
- M. Adopt resolution entitled Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments**
Sponsor: Lisa Liggins, Secretary

VI. APPOINTMENTS

- A. Determine next steps regarding two (2) vacancies - Oneida Election Board - Ad Hoc Committee**
Sponsor: Lisa Liggins, Secretary

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

1. **Accept the October 10, 2024, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer
2. **Accept the October 24, 2024, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer

B. LEGISLATIVE OPERATING COMMITTEE

1. **Adopt the Real Property Law Rule #2 - Comprehensive Housing Division Residential Sales Amendments**
Sponsor: Jameson Wilson, Councilman
2. **Accept the October 16, 2024, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman

VIII. TABLED BUSINESS

- A. **Adopt resolution entitled Affordable Home Ownership Strategy**
Sponsor: Jo Anne House, Chief Counsel

IX. TRAVEL REPORTS

- A. **Approve the travel report - Treasurer Lawrence Barton - Native American Finance Officer's Association (NAFOA) Annual Conference - San Diego, CA - September 22-25, 2024**
Sponsor: Lawrence Barton, Treasurer
- B. **Approve the travel report - Councilman Jameson Wilson - TribalNet Conference - Las Vegas, NV - September 15-19, 2024**
Sponsor: Jameson Wilson, Councilman
- C. **Approve the travel report - Councilman Jonas Hill - Tribal Nations Resiliency Conference - Box Elder, SD - October 8-11, 2024**
Sponsor: Jonas Hill, Councilman
- D. **Approve the travel report - Councilmen Jonas Hill and Kirby Metoxen - 2024 Consultations Dept. of Natural Resources, Dept. of Tourism, WI Housing & Economic Development Authority, Safety & professional Services - Red Cliff, WI - October 1-4, 2024**
Sponsor: Jonas Hill, Councilman & Kirby Metoxen, Councilman
- E. **Approve the travel report - Councilman Kirby Metoxen -Native American Tourism of WI and Great Lakes Inter-Tribal Council Meeting - Lac Courte Oreilles - Hayward, WI - October 9-10, 2024**
Sponsor: Kirby Metoxen, Councilman

X. TRAVEL REQUESTS

- A. Approve the travel request - Councilwoman Jennifer Webster - National Indian Child Welfare Conference (NICWA) - Orlando, FL - March 30, 2025 - April 2, 2025**
Sponsor: Jennifer Webster, Councilwoman
- B. Approve the travel request in accordance with § 216.16-1 - Oneida Nation Commission on Aging - nine (9) members - Great Lakes Native American Elder Association - Carter, Wisconsin - December 4-5, 2024**
Sponsor: Winnifred Thomas, Chair/Oneida Nation Commission on Aging
- C. Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Yellowbird-Stevens to attend the Tribal Stakeholder Roundtable in Washington, D.C. on June 12-13, 2024**
Sponsor: Lisa Liggins, Secretary

XI. NEW BUSINESS

- A. Approve Elizabeth Nickel to represent the Oneida Nation on the Public Health Emergency Plan (PHEP), Advisory Committee**
Sponsor: Mark W. Powless, General Manager
- B. Approve holding a special Business Committee meeting on December 13, 2024, at 9:00 a.m. to have RSM US LLP present the Year End Financial Statements**
Sponsor: Lisa Liggins, Secretary
- C. Approve the CDC approval package for CDC # 24-103 Cora House Park Renovations**
Sponsor: Mark W. Powless, General Manager
- D. Activate the FY-2025 funds - CIP # 23-113 Oneida Judiciary Center Safety Upgrades**
Sponsor: Mark W. Powless, General Manager
- E. Approve nomination of Jennifer Webster to Indian Health Service Tribal Self-Governance Advisory Committee**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
- F. Approve nomination of Debra Danforth to National Institutes of Health (NIH) Tribal Advisory Committee**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
- G. Approve the Oneida Business Committee Standard Operating Procedures entitled Complaints Process for Direct Reports to the Oneida Business Committee**
Sponsor: Lisa Liggins, Secretary
- H. Approve the Oneida Business Committee Standard Operating Procedure entitled Complaint Process for Direct reports to Individual Oneida Business Committee members**
Sponsor: Lisa Liggins, Secretary
- I. Approve the CY-2025 vacancy postings for Boards, Committees, Commissions, Tribally Chartered Entities, and Standing Committees**
Sponsor: Lisa Liggins, Secretary

- J. Approve the 2025 Oneida Business Committee meeting, reporting, and standing schedules**
Sponsor: Lisa Liggins, Secretary
- K. Review pool tournament proposal and determine next steps**
Sponsor: Raymond Roy Skenandore
- L. Enter the e-poll results into the record regarding approving an exception to resolution # BC-01-12-22-A to cancel the November 27, 2024, and December 26, 2024, regular BC meetings**
Sponsor: Lisa Liggins, Secretary

XII. REPORTS

- A. APPOINTED BOARDS, COMMITTEES, COMMISSIONS (9:30 a.m.)**
 - 1. Accept the Anna John Resident Centered Care Community Board FY-2024 4th quarter report**
Sponsor: Lorna Skenandore, Chair/Anna John Resident Centered Care Community Board
 - 2. Accept the Environmental Resources Board FY-2024 4th quarter memo**
Sponsor: Lisa Liggins, Secretary
 - 3. Accept the Oneida Community Library Board FY-2024 4th quarter report**
Sponsor: Stephanie Metoxen, Chair/Oneida Community Library Board
 - 4. Accept the Oneida Nation Arts Board FY-2024 4th quarter report**
Sponsor: Harmony Hill, Chair/Oneida Nation Arts Board
 - 5. Accept the Oneida Nation Veteran Affairs Committee FY-2024 4th quarter report**
Sponsor: Gerald Cornelius, Chair/Oneida Nation Veteran Affairs Committee
 - 6. Accept the Oneida Personnel Commission FY-2024 4th quarter memorandum**
Sponsor: Lisa Liggins, Secretary
 - 7. Accept the Oneida Police Commission FY-2024 4th quarter report**
Sponsor: Richard VanBoxtel, Chair/Oneida Police Commission
 - 8. Accept the Pardon and Forgiveness Screening Committee FY-2024 4th quarter report**
Sponsor: Eric Boulanger, Chair/Pardon and Forgiveness Screening Committee
 - 9. Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2024 4th quarter report**
Sponsor: Diane Hill, Chair/Southeastern Wisconsin Oneida Tribal Services Advisory Board

B. ELECTED BOARDS, COMMITTEES, COMMISSIONS (10:00 a.m.)

1. **Accept Oneida Election Board FY-2024 4th quarter report**
Sponsor: Candace House, Chair/Oneida Election Board
2. **Accept the Oneida Gaming Commission FY-2024 4th quarter report**
Sponsor: Mark Powless Sr., Chair/Oneida Gaming Commission
3. **Accept the Oneida Land Claims Commission FY-2024 4th quarter report**
Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission
4. **Accept the Oneida Land Commission FY-2024 4th quarter report**
Sponsor: Sidney White, Chair/Oneida Land Commission
5. **Accept the Oneida Nation Commission on Aging FY-2024 4th quarter report**
Sponsor: Winnifred Thomas, Chair/Oneida Nation Commission on Aging
6. **Accept the Oneida Nation School Board FY-2024 4th quarter report**
Sponsor: Sacheen Lawrence, Chair/Oneida Nation School Board
7. **Accept the Oneida Trust Enrollment Committee FY-2024 4th quarter report**
Sponsor: Jermaine Delgado, Chair/Oneida Trust Enrollment Committee

C. OPERATIONAL (10:30 a.m.)

1. **Accept the Big Bear Media FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
2. **Accept the Comprehensive Health Division FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
3. **Accept the Comprehensive Housing Division FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
4. **Accept the Environmental, Land, & Agriculture Division FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
5. **Accept the Public Works Division FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
6. **Accept the Digital Technology Services FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
7. **Accept the Education and Training FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager
8. **Accept the Emergency Management FY-2024 4th quarter report**
Sponsor: Kaylynn Gresham, Emergency Management Director
9. **Accept the Grants FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager

10. **Accept the Human Services Division FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager

11. **Accept the Tribal Action Plan FY-2024 4th quarter report**
Sponsor: Mark W. Powless, General Manager

D. STANDING COMMITTEES

1. **Accept the Finance Committee FY-2024 4th quarter report**
Sponsor: Lawrence Barton, Treasurer

2. **Accept the Legislative Operating Committee FY-2024 4th quarter report**
Sponsor: Jameson Wilson, Councilman

XIII. GENERAL TRIBAL COUNCIL

A. **Approve the 2025 annual report**
Sponsor: Lisa Liggins, Secretary

B. **Approve the minutes packet for the 2025 annual General Tribal Council meeting**
Sponsor: Lisa Liggins, Secretary

C. **Accept the draft October 23, 2024, special General Tribal Council meeting minutes and review requested action**
Sponsor: Lisa Liggins, Secretary

D. **Review the September 8, 2024, special General Tribal Council meeting directives report**
Sponsor: Mark W. Powless, General Manager

XIV. EXECUTIVE SESSION

A. REPORTS

1. **Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel

2. **Accept the General Manager report (11/13 at 3:00 p.m.)**
Sponsor: Mark W. Powless, General Manager

3. **Accept the Intergovernmental Affairs and Self-Governance November 2024 report (11/12 at 2:00 p.m.)**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

4. **Accept the Treasurer's September 2024 report (11/12 at 1:30 p.m.)**
Sponsor: Lawrence Barton, Treasurer

5. **Accept the Retail Manager FY-2024 4th quarter report (11/12 at 3:00 p.m.)**
Sponsor: Debra Powless, Retail General Manager

6. **Accept the Executive HR Director FY-2024 4th quarter report (11/12 at 4:00 p.m.)**
Sponsor: Todd VanDen Heuvel, Executive HR Director
7. **Accept the Security Director FY-2024 4th quarter report (11/12 at 3:30 p.m.)**
Sponsor: Katsitsiyo Danforth, Security Director
8. **Accept the Gaming General Manager FY-2024 4th quarter report (11/13 at 1:30 p.m.)**
Sponsor: Louise Cornelius, Gaming General Manager
9. **Accept the Hotel to Gaming Transition Committee October 1, 2024, report (11/13 at 2:00 p.m.)**
Sponsor: Louise Cornelius, Gaming General Manager

B. AUDIT COMMITTEE

1. **Accept the September 17, 2024, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
2. **Accept the Audit Committee FY-2024 4th quarter report**
Sponsor: Lisa Liggins, Secretary
3. **Accept the Cage/Vault/Kiosk compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
4. **Accept the Gaming Machines (Slots) compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
5. **Accept the Gaming Machines (Slots) Year End compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
6. **Accept the Optical Department performance assurance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
7. **Accept the Tsyunhehkwa Farm controls assessment audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

1. **Accept the October 2, 2024, Oneida Business Committee Officer session notes**
Sponsor: Lisa Liggins, Secretary
2. **Accept employment contract - FCJ-03457 - file # 2024-1218**
Sponsor: Tehassi Hill, Chairman

3. **Accept employment contract - DRO-09096 - file # 2021-0704**
Sponsor: Tehassi Hill, Chairman
4. **Review application(s) for two (2) vacancies - Oneida Election Board - Ad Hoc Committee**
Sponsor: Lisa Liggins, Secretary
5. **Review and finalize the draft Progress Report and Infographic regarding Strategic Planning and Nation Building (11/12 at 8:30 a.m.-12:00 p.m.)**
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

Special recognition for years of service

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/13/24

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Acknowledge Years of Service recipients with the attached PowerPoint. 4th Quarter.

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

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Oneida Nation Employees

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 checked="" 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: Todd Vandenheuvel, Executive HR Director

Primary Requestor: Yasiman Metoxen, HR Office Coordinator

**YEARS OF SERVICE RECIPIENTS
4TH QUARTER FY'24 JUL - SEPT**

Name	Supervisor Name		ADOH	Years
CORNELIUS,HENRIETTA	WHITE,YVONNE	DANFORTH,DEBRA J	Sep 24, 1979	45
VANWYCHEN,TERRY A	GERONDALE,DEBORAH J	ARCHIQUETTE,SHANE C	Aug 17, 1979	45
SKENANDORE,THERESA M	WHELOCK,WHITNEY A	VANDEN HEUVEL,TODD A	Aug 1, 1984	40
HILL,C S	HERLACHE, CONNIE	POWLESS,Sr,MARK A	Jul 10, 1984	40
SIELOFF,SANDY M	SLABY,LISA L	DANFORTH,DEBRA J	Sep 25, 1989	35
JOURDAN-BEILKE,TINA L	KING,JASON R	HERLACHE, CONNIE	Sep 25, 1989	35
THOMAS,CYNTHIA A	SKENANDORE,JR,ARTLEY M	MOUSSEAU,SHARON	Sep 3, 1989	35
JOURDAN,MICHAEL L	WARNKE II, RICHARD	EMERSON,DAVID L	Aug 31, 1989	35
OSTERBERG,ANTOINETTE	CHRISTENSEN, TRACY M.	MOUSSEAU,SHARON	Aug 17, 1989	35
KOLITSCH,BARBARA A	CHRISTENSEN, TRACY M.	MOUSSEAU,SHARON	Aug 17, 1989	35
WILLIAMSON,SARAH	CHRISTENSEN, TRACY M.	MOUSSEAU,SHARON	Aug 17, 1989	35
THOMAS,MAXINE	MOUSSEAU,SHARON A		Jul 14, 1989	35
BIGFIRE,JANET	GARDNER,REBECCA L	FISH,SARAH A	Sep 25, 1994	30
HILL,LANCE P	DOXTATOR,TONY L	DOXTATOR,JASON W	Sep 25, 1994	30
JOHNSON,CAROL S	SKENANDORE,JR,ARTLEY M	MOUSSEAU,SHARON	Sep 19, 1994	30
HOLZENDORF,ANTHONY L	ANDERSON,NICHOLAS	DODGE,LEAH S	Sep 13, 1994	30
SUNDQUIST,ROBERT	RASMUSSEN,JAY T	EMERSON,DAVID L	Sep 2, 1994	30
GULLICKSON,DENIS	SKENANDORE,JR,ARTLEY M	MOUSSEAU,SHARON	Aug 23, 1994	30
WEBSTER,JEFFREY S	VANDEHEI,JEREMY J	OLSON,II,RAYMOND A	Aug 15, 1994	30
REDHAIL,ROY A	CHRISTENSEN, TRACY M.	MOUSSEAU,SHARON	Aug 8, 1994	30
MARTIROSYAN,MARINA S	KING,DERRICK R	SKENANDORE,LORNA G	Aug 8, 1994	30
SMITH,DONNA J	KING,DERRICK R	SKENANDORE,LORNA G	Jul 26, 1994	30
RASMUSSEN,JACY A	MCLESTER,ERIC	POWLESS,MARK W	Jul 18, 1994	30
MARTIN,MICHAEL F		MAUFORT,NATHAN J	Jul 18, 1994	30
ANDERSON,JENNIFER J	NINHAM-LAMBERIES,RALINDA R	BARTON,LAWRENCE	Jul 11, 1994	30
SILVA,CAROL L	DOXTATOR,BROOKE	SUMMERS,LISA M	Jul 5, 1994	30
METOXEN,CHAD M	DOXTATOR, SALLY A.	EMERSON,DAVID L	Sep 12, 1999	25
CHRISTENSEN,TRACY M	MOUSSEAU,SHARON A	MOUSSEAU,SHARON	Sep 5, 1999	25
HANSEN,LORI A	SCHABOW,JENNIFER	NINHAM-LAMBERIES,RALINDA F	Aug 8, 1999	25
MEHOJAH,MARJORIE	MILLER,SARAH M	NINHAM-LAMBERIES,RALINDA F	Aug 1, 1999	25

Years of Service Recognition 4th Quarter FY'24

November 13th, 2024 Regular Business Committee Meeting



Years of Service Recognition

Henrietta Cornelius

4.5 Years of Service



Years of Service Recognition

Terry A. Vanwychen

45 Years of Service



Years of Service Recognition

Terry M. Skenandore

40 Years of Service





Years of Service Recognition

C S Hill

40 Years of Service



Years of Service Recognition

Sandy M. Sieloff

35 Years of Service

Years of Service Recognition

Tina L. Jourdan-Beilke

35 Years of Service



Years of Service Recognition

Cynthia A. Thomas

35 Years of Service



Years of Service Recognition

Michael L. Jourdan

35 Years of Service

Years of Service Recognition

Antoinette Osterberg

35 Years of Service

Years of Service Recognition

Barbara A. Kolitsch

35 Years of Service



Years of Service Recognition

Sarah Williamson

35 Years of Service





Years of Service Recognition

Maxine Thomas

35 Years of Service





Years of Service Recognition

Janet Bigfire

30 Years of Service



Years of Service Recognition

Lance P. Hill

30 Years of Service



Years of Service Recognition

Carol S. Johnson

30 Years of Service



Years of Service Recognition

Anthony L. Holzendorf

30 Years of Service



Years of Service Recognition

Robert Sundquist

30 Years of Service



Years of Service Recognition

Denis Gullickson

30 Years of Service

Years of Service Recognition

Jeffrey S. Webster

30 Years of Service



Years of Service Recognition

Roy A. Redhail

30 Years of Service



Years of Service Recognition

Marina S. Martirosyan

30 Years of Service



Years of Service Recognition

Donna J. Smith

30 Years of Service



Years of Service Recognition

Jacy A. Rasmussen

30 Years of Service



Years of Service Recognition

Michael F. Martin

30 Years of Service





Years of Service Recognition

Jennifer J. Anderson

30 Years of Service





Years of Service Recognition

Carol L. Silva

30 Years of Service



Years of Service Recognition

Chad M. Metoxen

25 Years of Service

Years of Service Recognition

Tracy M. Christensen

25 Years of Service



Years of Service Recognition

Lori A. Hansen

25 Years of Service





Years of Service Recognition

Marjorie Mehojah

25 Years of Service



Yaww?kó.

Special recognition of Anthony Kuchma - Oneida Nation Wetland Project Manager for receiving the 2024.

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Recognize Tony Kuchma for his contributions to the Nation and recent award of 2024 Lake Michigan Champion of Conservation.

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:

Eric McLester, ELA Division Director

Jim Snitgen, Environmental Quality Manager

Tony Kuchma, Wetland Project Manager

Name, Title/Entity OR Choose from List

6. 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*

7. Budget Information:

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

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.11.05 16:37:35 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: (Name, Title/Entity)

General Manager
909 Packerland Dr.
Green Bay, WI 54303
920-496-7000



To: Oneida Business Committee

From: Mark W. Powless, General Manager

Date: November 5, 2024

Re: Tony Kuchma Recognition

The purpose of this memorandum is to request formal recognition for Tony Kuchma, Oneida Nation Wetland Project Manager, by the Oneida Business Committee for receiving the 2024 Lake Michigan Champion of Conservation award.

“Tony Kuchma has dedicated over 20 years to habitat restoration for the Oneida Nation as the Environmental Project Manager, leading efforts to restore nearly 1,000 acres of wetlands, over 1,100 acres of forest, and 800 acres of native grassland habitat. His work has transformed agricultural lands back to native plant communities, resulting in the return of breeding birds, anurans, pollinators, invertebrates, reptiles, and reduced stormwater runoff into Green Bay. Tony collaborates with Oneida Nation and Tribal Elders to reintroduce culturally significant plants for foraging.”

This year Tony was honored as a 2024 Lake Michigan Champion of Conservation. As an employee of the Oneida Nation, Tony has continued to demonstrate our values and upheld the Nation mission statement to strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty.

Celebrating Conservation

Tony Kuchma's Achievements

By Lake Michigan Stake Holders

Since 2014, the Lake Michigan Champions of Conservation awards have recognized individuals, organizations, businesses, Tribes, and government leaders for their exceptional efforts in protecting and enhancing the Lake Michigan Basin. These awards honor those who have made significant environmental contributions beyond the normal scope of work on the restoration, improvement, or enhancement of Lake Michigan and its watersheds. This year, Tony Kuchma, Oneida Environmental, Health, Safety, Land and Agriculture (EHSLA) Quality Project Manager was honored as a 2024 Lake Michigan Champion of Conservation.

Tony Kuchma has dedicated over 20 years to habitat restoration for the Oneida Nation as the Environmental Project Manager, leading efforts to restore nearly 1,000 acres of wetlands, over 1,100 acres of forest, and 800 acres of native grassland habitat. His work has transformed agricultural lands back to native plant communities, resulting in the return of breeding birds, anurans, pollinators, invertebrates, reptiles, and reduced stormwater runoff into Green Bay. Tony collaborates with Oneida Nation and Tribal Elders to reintroduce culturally significant plants for foraging.

Numerous Oneida citizens have noticed the return of wildlife, such as Sandhill Cranes, attributing these changes to Tony's restoration efforts. He engages the community through youth activities, field trips, and political visits, incorporating cultural practices like tobacco blessings, Oneida language signage, and planting significant plants.

Support from both within Oneida and from outside partnerships makes this work possible. Tony has built partnerships with organizations like the U.S. Fish and Wildlife Service, WI Department of Natural Resources, Pheasants Forever, Audubon Great Lakes, Northeastern Wisconsin Bird Alliance, and UW-Green Bay's Cofrin Center for Biodiversity.

Notable projects include a 300-acre grassland restoration at the headwaters of Trout Creek. Tony's ongoing community involvement includes sustainable farming and assisting neighbors, ensuring his



Lake Michigan Stake Holders

legacy in Oneida and northeastern Wisconsin. Tony lives in Oneida with his wife Jen and daughter Ruby where they manage a small, diversified farming operation.



Drone aerial photo by Mike Arce, Environmental Specialist
Prescribed burn near Trout Creek Headwaters on County Rd. U on Thursday, April 25, 2024

Approve the October 9, 2024, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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: BPIGMAN

DRAFT**Oneida Business Committee**

Regular Meeting
8:30 AM Wednesday, October 09, 2024
BC Conference Room, 2nd floor, Norbert Hill Center

Minutes**REGULAR MEETING**

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Yellowbird-Stevens, Treasurer Lawrence Barton, Council members: Jennifer Webster, Jameson Wilson;

Not Present: Secretary Lisa Liggins at 8:27 a.m., Councilman Marlon Skenandore at 10:32 a.m., Councilmen: Jonas Hill, Kirby Metoxen

Arrived at: n/a

Others present: Jo A. House, Mark W. Powless, RaLinda Ninham-Lamberies, Todd Vanden Heuvel (via Microsoft Teams¹), Louise Cornelius, Kaylynn Gresham (via Microsoft Teams), Debra Danforth (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Eric McLester (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Grace Elliott (via Microsoft Teams), Sidney White (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Lori Hill (via Microsoft Teams), Shad Webster (via Microsoft Teams), Lisa Duff (via Microsoft Teams), Paul Witek (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Stacie Cutbank (via Microsoft Teams), Joyce King (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Maureen Perkins (via Microsoft Teams), David Jordan (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Janice Decorah (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Amber Martinez (via Microsoft Teams), Carol Silva (via Microsoft Teams), Nancy Barton, Cathy L Metoxen, Bonnie Pigman (via Microsoft Teams);

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:31 a.m.

For the record: Councilman Jonas Hill is out on approved travel to attend the Tribal Nations Resiliency Conference in Box Elder, SD on October 8-11, 2024. Councilman, Kirby Metoxen is out on approved travel to attend the Native American Tourism, of Wisconsin and Great Lakes Inter-Tribal Council meeting in Milwaukee, WI on October 9-10, 2024. Councilman Marlon Skenandore is attending a tobacco burning and welcome for National Indian Child Welfare Association (NICWA).

Secretary Lisa Liggins arrived at 8:37 a.m.

II. OPENING (00:00:35)

Opening provided by Councilman Jameson Wilson

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

DRAFT**III. ADOPT THE AGENDA (00:12:44)**

Motion by Lawrence Barton to adopt the agenda with one (1) addition [1] under the New Business section, add item entitled Approve an exception to resolution # BC-12-22-A to cancel the October 23, 2024, regular Business Committee meeting], seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

IV. MINUTES**A. Approve the September 25, 2024, regular Business Committee meeting minutes (00:13:38)**

Sponsor: Lisa Liggins, Secretary

Motion by Brandon Yellowbird-Stevens to approve the September 25, 2024, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

V. RESOLUTIONS**A. Adopt resolution entitled Amendments to the Computer Resources Ordinance (00:13:58)**

Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to adopt resolution 10-09-24-A Amendments to the Computer Resources Ordinance with one (1) change [add resolve stating "that all Standard Operating Procedures and policies in place of adoption of this resolution shall continue to be effective until such time as they are updated in accordance with the rulemaking process"], seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

VI. APPOINTMENTS**A. Post one (1) vacancy - Oneida Land Commission (00:22:36)**

Sponsor: Lisa Liggins, Secretary

Motion by Lawrence Barton to post one (1) vacancy on the Oneida Land Commission, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

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

1. **Accept the September 12, 2024, regular Finance Committee meeting minutes (00:23:18)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jennifer Webster to accept the September 12, 2024, regular Finance Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

2. **Accept the September 26, 2024, regular Finance Committee meeting minutes (00:23:40)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jennifer Webster to accept the September 26, 2024, regular Finance Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the September 18, 2024, regular Legislative Operating Committee meeting minutes (00:24:00)**

Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to accept the September 18, 2024, regular Legislative Operating Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

VIII. TABLED BUSINESS

- A. **Adopt resolution entitled Affordable Home Ownership Strategy (00:24:21)**

Sponsor: Jo Anne House, Chief Counsel

Item was not acted upon and remains on the table

DRAFT**IX. NEW BUSINESS****A. Accept the initial report regarding General Welfare Assistance payments (00:24:36)**

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the initial report regarding General Welfare Assistance payments, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

B. Accept as information Councilman Jonas Hill's appointment as Community Advisory Committee (CAC) for the Lower Green Bay and Fox River Area of Concern with the Wisconsin Department of Natural Resources (00:29:24)

Sponsor: Jonas Hill, Councilman

Motion by Lawrence Barton to accept as information Councilman Jonas Hill's appointment as Community Advisory Committee (CAC) for the Lower Green Bay and Fox River Area of Concern with the Wisconsin Department of Natural Resources, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

Secretary Lisa Liggins left at 9:01 a.m.

C. Approve the Approval Package CDC # 21-115 Conservation-Field Office (00:29:48)

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to approve the Approval Package CDC # 21-115 Conservation-Field Office, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Jennifer Webster, Jameson Wilson, Brandon
Yellowbird-Stevens

Not Present: Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore

Secretary Lisa Liggins returned at 9:07 a.m.

D. Accept the status update report regarding veteran gravestones (00:32:28)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the status update report regarding veteran gravestones and direct the General Manager to bring back a final report at the June 11, 2025 regular Business Committee meeting, seconded by Brandon Yellowbird-Stevens. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

DRAFT

- E. Accept as information quarterly report on Project: Root Causes of Stroke Risk Disparity in Wisconsin Native Americans (00:55:09)**
Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the quarterly report from Comprehensive Health Division regarding the Alzheimer's Disease projects, related Dementia projects, and Stroke Prevention projects, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

- F. Approve an exception to resolution # BC 01-12-22-A to cancel the October 23, 2024, regular Business Committee meeting (01:08:45)**
Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to approve the exception to resolution BC-01-12-22-A to cancel the October 23, 2024, regular Business Committee meeting, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

X. GENERAL TRIBAL COUNCIL

- A. Schedule the 2025 annual General Tribal Council meeting (01:10:23)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to schedule the 2025 annual General Tribal Council meeting on Monday, January 20, 2025, at 6:00 p.m., seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

- B. Approve the notice and materials for the November 18, 2024, tentatively scheduled special General Tribal Council meeting (01:13:44)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer items X.B. and X.C. until after Executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

Item XI. was addressed next

Motion by Lisa Liggins to approve the notice and materials for the November 18, 2024, tentatively scheduled special General Tribal Council meeting, noting the Business Committee recommendation will be added once it has been finalized, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen

DRAFT

- C. Approve the notice and materials for the December 16, 2024, tentatively scheduled special General Tribal Council meeting (01:14:26)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer items X.B. and X.C. until after Executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

Item XI. was addressed next

Motion by Lisa Liggins to cancel the tentatively scheduled December 16, 2024, special General Tribal Council meeting, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster,
Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen

Item XI.A.1. was addressed next

XI. EXECUTIVE SESSION (01:13:10)

Motion by Jameson Wilson to go into executive session at 9:44 a.m., seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson,
Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen, Marlon Skenandore

Councilman Marlon Skenandore arrived at 10:32 a.m.

Motion by Jameson Wilson to come out of executive session at 3:25 p.m., seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster,
Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen

Item X.B. was re-addressed next

A. REPORTS

- 1. Accept the Chief Counsel report (01:14:57)**
Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster,
Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Jonas Hill, Kirby Metoxen

DRAFT**2. Accept the General Manager report (01:15:11)**

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the General Manager report, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Abstained: Marlon Skenandore
 Not Present: Jonas Hill, Kirby Metoxen

3. Accept the Treasurer's August 2024 report (01:15:30)

Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to accept the Treasurer's August 2024 report, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Jonas Hill, Kirby Metoxen

B. NEW BUSINESS**1. Review the 2025 Annual General Tribal Council report templates (01:15:52)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding the 2025 Annual General Tribal Council report templates as information, seconded by Brandon Yellowbird-Stevens. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Jonas Hill, Kirby Metoxen

2. Enter the e-poll results into the record regarding authorizing the Law Office to work with Native American Rights Fund (NARF) and sign the Apache Stronghold amicus curiae brief (01:16:13)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to enter the e-poll results into the record regarding authorizing the Law Office to work with Native American Rights Fund (NARF) and sign the Apache Stronghold amicus curiae brief, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Jonas Hill, Kirby Metoxen

DRAFT

XII. ADJOURN (01:16:32)

Motion by Jameson Wilson to adjourn at 3:29 p.m., seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jennifer Webster,
Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Jonas Hill, Kirby Metoxen

DRAFT

Minutes prepared by Bonnie Pigman, Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled CY 2025 County Tribal Law Enforcement Grant Application - Brown County

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approval of a resolution to authorize and support the submission of a Calendar Year 2025 County Tribal Law Enforcement Grant with Brown County to the State of Wisconsin / Department of Justice.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

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:

- Bylaws
- Contract Document(s)
- Correspondence
- Draft GTC Notice
- Draft GTC Packet
- E-poll results/back-up
- Other: *Describe*
- 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
- Unbudgeted
- Other: *Describe*
- Budgeted – Grant Funded
- Not Applicable

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.10.15 13:35:56 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Marsha Danforth, Grant Specialist – Grants Office

MEMORANDUM

TO: BC Agenda Requests
FROM: Marsha Danforth, Grant Development Specialist *Marsha Danforth*
DATE: October 15, 2024
RE: 2025 County Tribal Law Enforcement Grant Resolution

The Oneida Police Department will be submitting applications for the 2024 County Tribal Law Enforcement funding opportunity. The funding agency - Wisconsin Department of Justice requires an approved and signed resolution as part of the grant guidelines.

The Oneida Police Department applies for the County Tribal Law Enforcement Grant in collaboration with the Brown County and the Outagamie County Sheriff's Departments for funds to assist in their community policing efforts.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 11-13-24-X
CY 2025 County Tribal Law Enforcement Grant Application – Brown County

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

WHEREAS, the Oneida Police Department was established and whose mission is to....*“Serve the community, within the Oneida Reservation boundaries by helping build a stronger, safer community through police protection and services while instilling a sense of unity and treating all with respect, dignity and compassion”*; and

WHEREAS, the purpose of the Oneida Police Department is to improve the safety and quality of life in our community, develop partnerships and relationships, enforcing the law and continuing to carry out and succeed with our community service programs. To ensure the most efficient, safest, and effective deliver of public safety services to meet our community’s needs and to improve our policing skills, our goal is to address our most current law enforcement necessities; and

WHEREAS, the Oneida Nation encouraged the collaborative effort between the Oneida Police Department and other local law enforcement agencies, such as the Brown County Sheriff’s Department to continue to provide joint community policing efforts for our community and members; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Nation authorizes and supports the submission of a 2025 Calendar Year County Tribal Law Enforcement Grant application to the State of Wisconsin – Department of Justice in the amount of \$15,958.00.

Adopt resolution entitled CY 2025 County Tribal Law Enforcement Grant Application - Outagamie County

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approval of a resolution to authorize and support the submission of the Calendar Year 2025 County Tribal Law Enforcement Grant application with Outagamie County to the State of Wisconsin / Department of Justice.

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office DTS
- 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:

- Bylaws
- Contract Document(s)
- Correspondence
- Draft GTC Notice
- Draft GTC Packet
- E-poll results/back-up
- Other: *Describe*
- 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
- Unbudgeted
- Other: *Describe*
- Budgeted – Grant Funded
- Not Applicable

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.10.15 13:36:21 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Marsha Danforth, Grant Specialist – Grants Office

MEMORANDUM

TO: BC Agenda Requests
FROM: Marsha Danforth, Grant Development Specialist *Marsha Danforth*
DATE: October 15, 2024
RE: 2025 County Tribal Law Enforcement Grant Resolution

The Oneida Police Department will be submitting applications for the 2024 County Tribal Law Enforcement funding opportunity. The funding agency - Wisconsin Department of Justice requires an approved and signed resolution as part of the grant guidelines.

The Oneida Police Department applies for the County Tribal Law Enforcement Grant in collaboration with the Brown County and the Outagamie County Sheriff's Departments for funds to assist in their community policing efforts.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X

CY 2025 County Tribal Law Enforcement Grant Application – Outagamie County

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

WHEREAS, the Oneida Police Department was established and whose mission is to....”*Serve the community, within the Oneida Reservation boundaries, by helping build a stronger, safer community through police protection and services while instilling a sense of unity and treating all with respect, dignity and compassion*”; and

WHEREAS, the purpose of the Oneida Police Department is to improve the safety and quality of life in our community, develop partnerships and relationships, enforcing the law and continuing to carry out and succeed with our community service programs. To ensure the most efficient, safest, and effective delivery of public safety services to meet our community’s needs and to improve our policing skills, our goal is to address our most current law enforcement necessities; and

WHEREAS, the Oneida Nation encourages the collaborative effort between the Oneida Police Department and other local law enforcement agencies, such as the Outagamie County Sheriff’s Department to continue to provide joint community policing efforts for our community and members; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Nation authorizes and supports the submission of a Calendar Year 2024 County Tribal Law Enforcement Grant application to the State of Wisconsin – Department of Justice in the amount of \$15,102.50.

Adopt resolution entitled Tribal Climate Resilience Category 1- Planning Grant Application

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approval of a resolution authorizing and supporting the submission of a grant application to the Bureau of Indian Affairs, Office of Trust Services for a Tribal Climate Resilience – Category 1 – Planning Grant.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

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:

- Bylaws
- Contract Document(s)
- Correspondence
- Draft GTC Notice
- Draft GTC Packet
- E-poll results/back-up
- Other: *Describe*
- 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
- Unbudgeted
- Other: *Describe*
- Budgeted – Grant Funded
- Not Applicable

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.10.17 14:07:16 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Marsha Danforth, Grants Specialist – Grants Office

MEMORANDUM

TO: BC Agenda Requests
FROM: Marsha Danforth, Grant Development Specialist *Marsha Danforth*
DATE: October 16, 2024
RE: Tribal Climate Resilience Resolutions

The Environmental, Land and Agriculture Division will be submitting two grant applications in response to the Tribal Climate Resilience funding opportunity. They will be submitting an application for Category 1 – Planning Grant and Category 2 – Implementation Grant. The funding agency – Bureau of Indian Affairs requires an approved and signed resolution as part of the grant guidelines.

The Environmental, Land and Agriculture Division plans to utilize the funding for a project that will include coordination of climate resiliency principals integrated into a comprehensive planning effort, including natural and culture resource management, hazard response, mitigation strategies, greenhouse gas emission plans and housing and infrastructure development plans as well as outreach and education for the community to inform the development of the plan.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X

Tribal Climate Resilience Category 1 – Planning Grant 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, the Oneida Nation has determined that the overall goal is to protect, maintain and improve the standard of living and the environment in which the Oneida people live; and

WHEREAS, the Environmental, Land and Agriculture Division is the provider of services that preserve, restore, and enhance our environment, and protect and educate its people consistent with the culture, vision, and priorities of the Oneida Nation; their mission is to strengthen and protect our people, reclaim our land, and enhance the environment by exercising our sovereignty; and

WHEREAS, the goal of the Environmental, Land and Agriculture Division is to do work that contributes to a healthy and safe environment, create a place where we want to raise our families, practice our cultural traditions, hunt, fish, harvest and enjoy leisure activities; and

WHEREAS, the Tribal Climate Resilience project will include coordination of climate resiliency principals integrated into a comprehensive planning effort, including natural and cultural resource management, hazard response, mitigation strategies, greenhouse gas emission plans and housing and infrastructure development plans as well as outreach and education for the community to inform the development of the plan; and

NOW THEREFORE BE IT RESOLVED, the Oneida Nation authorizes and supports a grant application to the Secretary of the Department of the Interior, through the Bureau of Indian Affairs, Office of Trust Services, Branch of Tribal Climate Resilience for a Tribal Climate Resilience Category 1 – Planning Grant in the amount of \$250,000.

Adopt resolution entitled Tribal Climate Resilience Category 2 - Implementation Grant Application

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approval of a resolution authorizing and supporting the submission of a grant application to the Bureau of Indian Affairs, Office of Trust Services for a Tribal Climate Resilience – Category 2 – Implementation Grant.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

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:

- 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*

7. Budget Information:

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

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.10.17 14:07:39 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Marsha Danforth, Grant Specialist – Grants Office

MEMORANDUM

TO: BC Agenda Requests
FROM: Marsha Danforth, Grant Development Specialist *Marsha Danforth*
DATE: October 16, 2024
RE: Tribal Climate Resilience Resolutions

The Environmental, Land and Agriculture Division will be submitting two grant applications in response to the Tribal Climate Resilience funding opportunity. They will be submitting an application for Category 1 – Planning Grant and Category 2 – Implementation Grant. The funding agency – Bureau of Indian Affairs requires an approved and signed resolution as part of the grant guidelines.

The Environmental, Land and Agriculture Division plans to utilize the funding for a project that will include coordination of climate resiliency principals integrated into a comprehensive planning effort, including natural and culture resource management, hazard response, mitigation strategies, greenhouse gas emission plans and housing and infrastructure development plans as well as outreach and education for the community to inform the development of the plan.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X

Tribal Climate Resilience Category 2 – Implementation Grant 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, the Oneida Nation has determined that the overall goal is to protect, maintain and improve the standard of living and the environment in which the Oneida people live; and

WHEREAS, the Environmental, Land and Agriculture Division is the provider of services that preserve, restore, and enhance our environment, and protect and educate its people consistent with the culture, vision, and priorities of the Oneida Nation; their mission is to strengthen and protect our people, reclaim our land, and enhance the environment by exercising our sovereignty; and

WHEREAS, the goal of the Environmental, Land and Agriculture Division is to do work that contributes to a healthy and safe environment, create a place where we want to raise our families, practice our cultural traditions, hunt, fish, harvest and enjoy leisure activities; and

WHEREAS, the Tribal Climate Resilience project will include coordination of climate resiliency principals integrated into a comprehensive planning effort, including natural and cultural resource management, hazard response, mitigation strategies, greenhouse gas emission plans and housing and infrastructure development plans as well as outreach and education for the community to inform the development of the plan; and

NOW THEREFORE BE IT RESOLVED, the Oneida Nation authorizes and supports a grant application to the Secretary of the Department of the Interior, through the Bureau of Indian Affairs, Office of Trust Services, Branch of Tribal Climate Resilience for a Tribal Climate Resilience Category 2 - Implementation Grant in the amount of \$4,000,000

Adopt resolution entitled Identifying Our Needs A Survey of Elders FY 2025-2028 Title VI Part A, B, and C

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request: Mark W.

Mark W. Powless, General Manager

Powless

Elijah Metoxen, Manager, Aging & Disability Services

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Digitally signed by Mark W. Powless
Date: 2024.11.05 16:39:46 -06'00'

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 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 checked="" type="checkbox"/> Other: Memo, Survey manual | | |

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: Anna M. Mendoza

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



Date: November 04, 2024

To: Tribal Secretary

From: Anna M. Mendoza, Grants Office

Re: Request: Resolution - ""

Good day,

The nature of this request is for a resolution authorizing the collection of Oneida Elders data, as required by BC action, if approved, on 11-13-24. This is a triannual survey used to develop a needs analysis to which will be used in grant applications over the next three (3) years.

The purpose of the grant will be to provide support services to elders, such as food distribution, protect from abuse, neglect, and fraud.

We respectfully request approval of this resolution by the Business Committee.

Thank you

If there are further questions, please contact:

Anna M. Mendoza
920-496-7326
amendoza@oneidanation.org

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 11-13-24-X
Identifying Our Needs: A Survey of Elders
FY 2025-2028 Title VI Part A, B, and C Grant 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, the Oneida Business Committee is empowered to act in all matters that concerns the health, safety, and wellbeing of the Tribe and its tribal members; and

WHEREAS, the Administration for Community Living endorses the National Resource Center on Native American Aging (NRCNAA) and its partnership with Tribal Nations to identify the needs of American Indian and Alaska Native elders nationwide via the needs assessment, in which the NRCNAA and the Tribe/Consortium assume the following responsibilities; The NRCNAA will provide: Needs assessment instruments, Assistance in sampling, Training of interviewers, Consultation with interviewers via email or telephone, Data entry and analysis, Data storage on a secure server, Production of tables and comparisons with national statistics; and,

WHEREAS, The Tribe/Consortium will provide: A Tribal Resolution documenting participation in the needs assessment, A count of elders, interviewers or volunteers to conduct the survey, Interpretation of the results with local input, Development of recommendations for actions, Dissemination of the results to tribal leaders and health officials; and,

WHEREAS, summary information from needs assessment along with a national comparison report will be returned to the governing council and to the local contact person; and,

WHEREAS, data sovereignty, confidentiality, and safeguarding is of utmost importance; therefore, the information is collected anonymously, data is stored on a secure server for the life of the NRCNAA, and physical copies of the needs assessments will be stored within a locked storage cabinet at the University of North Dakota (UND) School of Medicine & Health Sciences for a period of ten years as outlined in the UND's Records and Retention Schedule; and,

NOW THEREFORE BE IT RESOLVED, that the Oneida Nation respectfully requests funding from the Administration for Community Living/Administration on Aging Older Americans Act Title VI grants (Parts A/B and C) for the grant period of April 1, 2025 to March 31, 2028. Additionally, the Tribal Council authorizes participation in the "Identifying Our Needs: A Survey of Elders" needs assessment and grants permission to the National Resource Center on Native American Aging to use all collected needs assessment

BC Resolution # 11-13-24-X
Identifying Our Needs: A Survey of Elders FY 2024-2025 Title VI Part A, B, and C
Page 2 of 2

44 information in an aggregate format for disseminating state, regional, and national results from analyses of
45 the data.

46
47 **BE IT FINALLY RESOLVED**, that specific information collected within the boundaries of the Oneida Nation
48 belongs to the Oneida Nation and may not be released in any form to individuals, agencies, or organizations
49 without additional Tribal authorization.
50

Adopt resolution entitled Addressing Alzheimer's Disease and Related Dementias Disparities: The...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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.

BC resolution to authorize phase 2 of The American Indigenous Cognitive Assessment

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

Mark W. Powless, General Manager

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: | | |

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: Mark W. Powless, General Manager

Primary Requestor: Debra J. Danforth, RN, BSN, OCHD Division Director

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing



To: Oneida Business Committee

From: Debra Danforth RN, BSN
 Oneida Comprehensive Health Division Director

Date: October 23, 2024

Re: Recommendation for Addressing Alzheimer's Disease and Related Dementias
 Disparities: The American Indigenous Cognitive Assessment (AMICA) Phase 2

I have reviewed the Attached Resolution and information provided for the Research proposal entitled Addressing Alzheimer's Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) Phase 2. The proposal is submitted as a collaborative effort by the University of Wisconsin, in collaboration with the University of Minnesota and the Red Lake Nation, and the University of New Mexico and First Nations Community Health Source. The AMICA project is a five-year (2022-2027) grant awarded by the National Institutes of Health (NIH) with funding through the National Institute on Aging (NIA) awarded to the University of Wisconsin-Madison. The AMICA project aims to develop a culturally appropriate dementia evaluation toolkit with American Indian communities. The AMICA toolkit comprises four interview-based instruments:

- 1.) A cognitive assessment (e.g., test used to determine potential deficiency in reasoning, thinking, or learning abilities)
- 2.) Caregiver report of symptoms of dementia
- 3.) Evaluation of depression symptoms
- 4.) Inventory of changes in activities of daily living (ADLs)

Phase 2 of this project will recruit 120 dyads per site. This approval will only be for Oneida Nation participants. Half of the participants completing the cognitive assessments will be cognitively healthy. The other half of the participants completing the cognitive assessments will have cognitive impairments ranging from mild cognitive impairment to moderate dementia. Each dyad will complete a series of tools and assessments, be interviewed on their experience and comfort during assessment, and meet with a study nurse to complete a brief medical evaluation.

The AMICA tool will be completed a total of 2 times at 2 different dates: When they start the study (baseline); 2 weeks after the baseline assessment. A smaller number of dyads (n+20) will be asked to also complete a 3rd AMICA assessment at 9 months after the baseline assessment. A standard cognitive assessment will be completed within 1 week of completing the baseline assessment of the AMICA tools; and 9 months after the baseline assessment. The medical evaluation will include a clinical interview, review of medical history, any recent lab findings and medications, as well as brief neurological and physical examinations.

Participants will be recruited for Phase 2 of this project through multiple methods to include:
 Recruitment of currently enrolled UW-Madison ADRC Participants; Community referrals through Oneida

Mailing Address: P.O. Box 365, Oneida, WI 54155
<https://oneida-nsn.gov/resources/health/>

Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing

525 Airport Rd., Oneida, WI 54155
 2640 West Point Rd., Green Bay, WI 54304
 2901 S. Overland Rd., Oneida, WI 54155
 701 Packerland Dr., Green Bay, WI 54303

Phone: (920) 869-2711 or 1-866-869-2711
 Phone: (920) 490-3790 or 1-888-490-2457
 Phone: (920) 869-2797
 Phone: (920) 405-4492

Fax: (920) 869-1780
 Fax: (920) 490-3883
 Fax: (920) 869-3238
 Fax: (920) 405-4494

Home Health Agency, Oneida Comprehensive Health Providers, and the Oneida Dementia Care Specialist; Community Event Tabling; Kalihwisaks Advertisements; and Social Media.

Data collected will be used to determine if the AMICA tools measure what they are intended to and if they offer comparable diagnostic information as the standard evaluation. The intended outcome/End Result is to provide a culturally safe set of assessment measures adapted for use with US Indigenous communities that provides reliable and valid dementia diagnostic information.

OCHD emphasizes the need to include in the recommendation by the Business Committee that all future requests for research and/or phases of this or any future proposals must come back through the process to seek Business Committee approval. It needs assurances that all data will be de-identified, and any publication and/or use of the Oneida Nation data will require further approval by the Oneida Nation and/or the OCHD.

OCHD recommends that all information, publication from this research and or any phases of this research shall be presented to the Oneida Business Committee before distribution to other forums. The researcher must recognize the Oneida Nation as the protector and owner of the information collected as part of this study and that the final disposition of the information collected will be used, stored and destroyed at their discretion.

Based upon my review, it is the recommendation of OCHD to the Oneida Business Committee to consider the addition of a formal approval by any other researcher requesting access to the Oneida Nation data for future specified research be approved by the Oneida Nation and will be subject to review by representatives of the Oneida Nation upon request. If the approval process is not agreeable then the recommendation would request the Business Committee to only approve the research proposal to collect and analyze the data and then request additional approval to store any data based upon the research findings. It is the recommendation of the OCHD that the Oneida Business Committee consider including a stipulation that all information collected within the boundaries of the Oneida Nation will be the property of the Oneida Nation and may not be released in any form to individuals, agencies or organizations within additional approval and authorization from the Oneida Nation.

Based upon the above requirements in accordance with BC Resolution #05-08-19-A, the Oneida Comprehensive Health Division recommends the Oneida Business Committee approve the Resolution and consider the additional recommendations to clearly protect the data and samples of the participants of this research request for the University of Wisconsin-Madison School of Medicine, Principal Investigator Dr. Carey Gleason.

cc: Karen Lane DO, Medical Director
Mark W. Powless, General Manager
Sid White, Assistant OCHD Division Director



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



November 4, 2020

To: The University of Wisconsin, Madison

RE: Research Authorization

Greetings,

During the October 28, 2020 Oneida Business Committee meeting a request for research authorization from Dr. Carey Gleason was presented.

By a vote of 6 to 0 the research project “University of Wisconsin-Addressing Alzheimer’s disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) Project”, was authorized.

A handwritten signature in cursive script that reads 'Tehassi Hill'.

Tehassi Hill
Oneida Nation Chairman

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Jamie L. Willis
Health Center Department

Use this number on future correspondence:

2024-1329

FROM: Kelly M. McAndrews, Senior Staff Attorney

s/Kelly M. McAndrews 11/6/24 3:19pm

Law Office use only
 Purchasing review not required
 HRD approval needed

DATE: November 6, 2024

RE: University of Wisconsin-Madison - Addressing Alzheimer’s Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA)

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 review for compliance with the current budget resolution prior to entering said contract. Please note the following:

History: During the October 28, 2020 Oneida Business Committee meeting, a meeting occurring during the COVID-19 Public Health Emergency, a request for research authorization from Dr. Carey Gleason was presented. By a vote of 6 to 0 the research project “University of Wisconsin-Addressing Alzheimer’s disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) Project”, was authorized by BC motion and BC resolution 10-28-20-C.¹

A review of the BC Agenda Packet for October 28, 2020 confirms that on October 19, 2020 the Directors from the Comprehensive Health Division issued a memorandum of support for the BC to consider, along with a draft letter of support from the Business Committee to sign. The memorandum considered the requirements of BC Resolution #05-08-19-A, Research Requests: Review and Approval to Conduct. The Directors from Comprehensive Health found:

This project has the potential to make a significant contribution in addressing long-standing Therefore, the Oneida Comprehensive Health Division has reviewed and approves of this research study and recommends the Oneida Business Committee take formal action to approve the request for the Research study to proceed.

During the time of the proposal, Phase 2, was described as:

¹ This effort appears to be a consistent with and a furtherance of BC Resolution # 04-24-19-A Community Based Movement to Build Health Equity and Address Alzheimer’s Disease in Wisconsin’s Indian Country.

Will involve 10-15 individual interviews with Oneida Tribal members who are helping an older person with dementia. These interviews will be conducted over the telephone or thru video conferencing. The goal is to learn about how these caregivers learn about services and make decision about which services to use and when to use them. The study will employ Oneida Tribal members as community researchers to complete these interviews and an Oneida CAB member as the project consultant/coordinator.

This authorization was communicated via a letter sent from the Nation to UW-Madison.

This research is now proceeding to Phase 2 of the research proposal entitled Addressing Alzheimer's Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA). Phase 2 implementation information has now been sent to the Comprehensive Health Division and has been summarized in an October 23, 2024 memorandum to the Business Committee. This memorandum meets the requirements of BC Resolution #05-08-19-A, which requires (relevant to this request):

[A]ny research request by an educational institution or business which requires access to the Oneida Nation or members for research studies of human subjects shall be:

1. Presented to the Director of Comprehensive Health Operations for review and recommendation for action to the Oneida Business Committee.
 - a. The Director shall call upon necessary expertise within the organization to review research requests, specifically departments or entities affected, and provide a recommendation to approve, disapprove, or amend research requests.
 - b. The Director shall submit the research request to the Oneida Business Committee with a brief summary of the research, the name of the researcher, the university or business being represented, and a recommendation to approve or disapprove the research request.
2. Be required to submit a copy of the final draft of the research to the Director for review regarding accuracy of the information.
3. Be required to submit a copy of the published or approved research project to the Director to be presented to the Oneida Business Committee a final published or approved research project. The Director shall notify the researcher of the date of the Oneida Business Committee meeting and invite the researcher to provide a brief overview of the research and findings.

✓ The document is in appropriate legal form. (*Execution is a management decision.*)

Last, I have been asked if a Statement of Effect (SoE) is required. An SoE is not required for two reasons, 1.) Research requests don't require a resolution on the Nation's end, a BC motion would suffice. Comprehensive Health uses Resolutions for this purpose as a matter of preference, and demonstration of formal approval to involved entities; 2.) Resolutions are exempt from an SoE when it approve a contract or agreement accompanied by a legal review. Participation in the requested study is an agreement to participate, subject to the Nation's requirements.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 11-13-24-X

Addressing Alzheimer’s Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) Phase 2

- 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 proposed project is a five-year grant awarded by the National Institutes of Health (NIH)
10 with funding through the National Institute on Aging (NIA) to the University of Wisconsin-
11 Madison; and
12
- 13 **WHEREAS,** the proposed project research aims to develop a culturally appropriate dementia evaluation
14 toolkit with American Indian communities; and
15
- 16 **WHEREAS,** the AMICA toolkit will be comprised of four interview-based instruments: (a.) A cognitive
17 assessment (e.g., test used to determine potential deficiency in reasoning, thinking, or
18 learning abilities); (b.) Caregiver report of symptoms of dementia; (c.) Evaluation of
19 depression symptoms; (d.) Inventory of changes in activities of daily living (ADLs); and
20
- 21 **WHEREAS,** Phase 2 of this project will aim to recruit 120 dyadic pairs from the Oneida Nation. Half the
22 participants completing the cognitive assessments will be cognitively healthy and half of
23 the participants completing the cognitive assessments will have cognitive impairments
24 ranging from mild cognitive impairment to moderate dementia; and
25
- 26 **WHEREAS,** each dyad will complete a series of tools and assessments, be interviewed on their
27 experience and comfort during assessment, and meet with a study nurse to complete a
28 brief medical evaluation; and
29
- 30 **WHEREAS,** participants will be recruited for this Phase of the project through multiple methods to
31 include: currently enrolled UW-Madison ADRC participants, community referrals through
32 Oneida Home Health Nurses, Comprehensive Health providers and Dementia Care
33 Specialists, Community event tabling, Kaliwisaks Advertisements, Social Media; and
34
- 35 **WHEREAS,** data collected will be used to determine if the AMICA tools measure what they are intended
36 to, and if they offer comparable diagnostic information as the standard evaluation by testing
37 both reliability and validity of the AMICA measurements; and
38

BC Resolution # 11-13-24-X
Trends of Screening Rates & Prevalence of Colorectal
Cancer in the Oneida Nation Community
Compared to the Wisconsin Adult Population
Page 2 of 2

39 **WHEREAS,** the outcome/end result is a culturally-safe set of assessment measures adapted for use
40 with US Indigenous communities that provides reliable and valid dementia diagnostic
41 information; and
42

43 **WHEREAS,** this resolution will grant the authority and approval for the Oneida Nation participants only;
44 and
45

46 **NOW THEREFORE BE IT RESOLVED,** the proposed project submitted is from the University of Wisconsin
47 Dr. Cary Gleason as the Principal Lead investigator;
48

49 **BE IT FURTHER RESOLVED,** that data collected will be de-identified to protect confidentiality and
50 minimize any risk associated with the completion of this study and/or any future phases of this project will
51 require additional approvals in accordance with Resolution BC-05-08-19A;
52

53 **BE IT FURTHER RESOLVED,** that all projects stemming from this partnership will follow the principals
54 followed for UW research: **Research serves the Oneida Nation's needs and goals; as a part of AMICA**
55 **will continue to provide community-requested programs open to all Oneida community members;**
56 **Organic Advocacy and Capacity Building; Indigenous leadership; Indigenous scholars and clinical**
57 **trainees; Data Sovereignty; and Cultural Humility, safety, and dismantling colonization;**
58

59 **BE IT FINALLY RESOLVED,** that any data collected will remain the property of the Oneida Nation and any
60 publication of results will require prior approval of the Oneida Nation Business Committee.
61
62
63

Adopt resolution entitled Addressing ADRD Disparities: Indigenous Behavioral and Cognitive Symptoms..

Business Committee Agenda Request

1. Meeting Date Requested: 10/23/24

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.
to approve the proposed resolution and recommendations by the
Comprehensive Health Div

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

Mark W. Powless, General Manager

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Mark W. Powless

10/4/2024

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Debra J. Danforth, RN, BSN, OCHD Division Director

Debra J. Danforth RN, BSN

10/7/2024

Oneida Comprehensive Health Division

Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing



To: Oneida Business Committee

From: Debra Danforth RN, BSN
Oneida Comprehensive Health Division Director

Date: October 4, 2024

Re: Recommendation for Addressing Alzheimer's Disease and Related Dementias
Health Disparities in Indigenous Populations: The Indigenous Behavioral and
Cognitive Symptoms (IBACS) Checklists

I have reviewed the Attached Resolution and information provided for the Research by the University of Wisconsin, in collaboration with the University of Minnesota Medical School, and the University of New Mexico Health Sciences Center. The purpose of this proposal for research is to develop valid, culturally safe and easily administered tools for timely and early detection of behavioral and cognitive symptoms consistent with Mild Behavioral Impairment (MBI) and Subjective Cognitive Decline (SCD). These adaptive tools will assist Tribal and First Nations communities, and clinicians practicing in these communities to screen for elevated risk of Alzheimer's disease and related dementias (ADRD) in North American Indigenous populations.

The proposed project applies an innovative framework derived from community-based participatory research (CBPR) models centered in Indigenous perspectives-Tribal Participatory Research framework (TPR), incorporating culturally relevant principles including relational accountability and ethical spaces to flip typical hierarchical researcher-participant/community relationships. The proposal aims to adapt the Mild Behavioral Impairment-Checklist and a measure of Subjective Cognitive Decline using an indigenous-centered approach characterized by (a) a community-based, Indigenous Knowledge Advisory Groups guided adaptation and pilot testing phase, followed by (b) reliability and validity testing phases. They plan to enroll 420 dyadic pairs (participants and study partners) for the pilot and validity testing phases from diverse Tribal/First Nations communities in Minnesota, Wisconsin, New Mexico and Ontario. The groups central hypothesis is that culture drives the interpretation of behavioral and cognitive symptoms, necessitating the development of reliable and valid Indigenous-adapted assessment tools. This will be done in 3 specific Aims:

Aim 1: Develop Indigenous adaptations of the MBI-C and CCI (IBACS Checklists) with 4 Indigenous communities.

Aim 2: Assess psychometric properties and cultural safety of the adapted IBACS Checklists with 6 Indigenous communities.

Aim 3: Conduct environmental scans at all 6 sites to clarify community-related brain health promotion/resilience factors, and existing resources supporting implementation of checklists.

This proposal aims to respond to all high priority areas adapting assessments for use within Indigenous communities to address ADRD health disparities. The hope is that this will empower groups to lead dementia risk detection initiatives, opening avenues for inclusive clinical research. Without these

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<https://oneida-nsn.gov/resources/health/>

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Anna John Resident Centered Care Community
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525 Airport Rd., Oneida, WI 54155
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Phone: (920) 869-2711 or 1-866-869-2711
Phone: (920) 490-3790 or 1-888-490-2457
Phone: (920) 869-2797
Phone: (920) 405-4492

Fax: (920) 869-1780
Fax: (920) 490-3883
Fax: (920) 869-3238
Fax: (920) 405-4494

efforts, Indigenous populations will remain under-included in clinical research, which will further widen the ADRD disparities. The data collected from the participants must be held in secure password protected databases at the University of Wisconsin and must be de-identified.

OCHD emphasizes the need to include in the recommendation by the Business Committee that all future requests for research and/or phases of this proposal must come back through the process to seek Business Committee approval. It needs assurances that all data will be de-identified, and any publication and/or use of the Oneida Nation data will require further approval by the Oneida Nation and/or the OCHD.

The researcher does propose that all information, publication from this research shall be presented to the Oneida Business Committee before distribution to other forums. The researcher must recognize the Oneida Nation as the protector and owner of the information collected as part of this study and that the final disposition of the information collected will be used, stored and destroyed at their discretion.

Based upon my review, it is the recommendation of OCHD to the Oneida Business Committee to consider the addition of a formal approval by any other researcher requesting access to the Oneida Nation data for future specified research be approved by the Oneida Nation, and will be subject to review by representatives of the Oneida Nation upon request. If the approval process is not agreeable then the recommendation would request the Business Committee to only approve the research proposal to collect and analyze the data and then request additional approval to store any data based upon the research findings. It is the recommendation of the OCHD that the Oneida Business Committee consider including a stipulation that all information collected within the boundaries of the Oneida Nation will be the property of the Oneida Nation and may not be released in any form to individuals, agencies or organizations within additional approval and authorization from the Oneida Nation.

Based upon the above requirements in accordance with BC Resolution #05-08-19-A, the Oneida Comprehensive Health Division recommends the Oneida Business Committee approve the Resolution and consider the additional recommendations to clearly protect the data and samples of the participants of this research request for the University of Wisconsin School of Medicine, Principal Investigators Dr. Carey Gleason, Kristen Jacklin, Tassy Parker and Jordan Lewis.

cc: Karen Lane DO, Medical Director
Mark W. Powless, General Manager

Project: "Root Causes of Stroke Risk Disparity in Wisconsin Native Americans"

The "Root Causes of Stroke Risk Disparity in Wisconsin Native Americans" is a partnership between the Oneida Comprehensive Health Division (OCHD) and the University of Wisconsin-Madison Stroke Team (UWMST). The program was funded as a University of Wisconsin-Madison Chancellor's Grant. Having found significant stroke risk factors in the elders, it is important that we work with younger tribal members to decrease these risk factors before they become established in the young. This led to founding this second study along with the Oneida Health division. It is hoped that we will eventually work across all ages to establish tribal health principals

This project will enroll 100 participants between the ages of 35-55 years of age to reduce the risk of stroke and stroke risk factors in Native Americans. Participation will be 1 year in length with all participants completing a carotid ultrasound test, health and family history, cognitive test, and a blood draw at the beginning and end of the study. All participants will be studied and managed with standard medical care for stroke risk factors, receive education for how to modify stroke risk factors, and will be assigned to work with a certified wellness coach. During enrollment, all participants will meet with a wellness coach to discuss health and wellness topics of their choosing, which will help move them toward achieving their health goals. Participants will become knowledgeable about Oneida programs that address social support, diet, and exercise to modify stroke risk factors and stress.

To date, we have enrolled 82 participants and 73 participants have completed baseline studies. We expect to have enrollment completed for this study by November 2024, with the beginning of the 1-year follow-up visits during that month as well.

Project: "Stroke Prevention in the Wisconsin Native American Population"

The "Stroke Prevention in the Wisconsin Native American Population" is a partnership between the Oneida Comprehensive Health Division (OCHD) and the University of Wisconsin-Madison Stroke Team (UWMST). The program works with the entire tribe to advance health and decrease stroke risk factors. We also work with individual elders to learn what works best at improving health.

To date, the OCHD-UWMST team has enrolled 120 participants. 119 participants completed baseline studies. Of the participants enrolled, 100 are high risk for stroke (51 receive intensive coaching, 49 randomized to standard health care and 19 are low risk controls), 94 are female and 25 are male. Of the current enrolled participants 79 have completed year 2 visits.

PROGRESS TO DATE

We will plan to have all 2-year follow-up appointments completed by November of 2024.

Both our 2024 Shapiro Scholars have completed their summer internship. Ms. Lada Nechval and Ms. Olivia Prescott have shared their research abstracts and posters with all co-authors (members of Oneida team and University of Wisconsin-Madison) and are awaiting approvals to finalize their project reports.

These project reports will be presented at the UW-Madison Medical Student Research Forum on November 25th, and the Research Days for both the Department of Neurological Surgery (October 11th) and Department of Medicine (April 2025). In addition, Ms. Olivia Prescott is seeking a path of distinction in Public Health, and she will be presenting the same abstract for that as well.

Team Member	Conference	Presentation Title	Status
Hannah Cress	American Heart Association International Stroke Conference	Baseline Characteristics In Participants In The Stroke Prevention In The Wisconsin Native American Population	Not accepted 11/04/2022
Kevin Thomas	American Heart Association EPI/Lifestyle Conference	Total Plaque Area And Association With Stroke Risk Factors In A Native American Population	Presented; poster presentation March 1, 2023 in Boston, MA
Brady Kerwin	Internal UW Madison School of Medicine and Public Health Medical Student Research Forum (Shapiro Scholars)	Carotid artery plaque texture features and stroke risk factors in Diabetic versus Nondiabetic Native Americans	Presented on November 21, 2022 at the UW Madison Health Sciences Learning Center
Jacob Jones	Internal UW Madison School of Medicine and Public Health Medical Student Research Forum (Shapiro Scholars)	Preliminary Results Stroke Prevention in the Wisconsin Native American Population	Presented on November 21, 2022 at the UW Madison Health Sciences Learning Center
Hannah Cress	Journal article submitted to Neuroepidemiology	The Stroke Prevention In The Wisconsin Native American Population Study Protocol	Published in Journal of Neuroepidemiology. Cress HJ, Mitchell CC, Wilbrand SM, Wesley UV, Morel Valdés GM, Hess T, Varghese T, Maybock J, Metoxen M, Riesenberga A, Vandenberg C, Blohowiak

			CJ, Kennard J, Danforth D, Dempsey RJ. Methods in 'Stroke Prevention in the Wisconsin Native American Population'. Neuroepidemiology. 2024 Jan 31. doi: 10.1159/000536426. Epub ahead of print. PMID: 38295773.
Louden Akin	Abstract to the American Heart Association EPI/Lifestyle Conference	The Effects of Wellness Coaching on Lowering Stroke Risk Factors in a Wisconsin Native American Population	Accepted to the AHA Epi Lifestyle conference, presented as poster March, 2024. Published and available online; Akin L, Wilbrand SM, Hess T, Risenberg A, Maybock J, Vandenberg C, Blohowiak C, Kennard J, Danforth D, Dempsey RJ, Mitchell C. Abstract P242: The effects of wellness coaching on lowering stroke risk factors in a Wisconsin native American population. 16-MAY-2024, https://doi.org/10.1161/circ.149.Suppl_1.P242 . Circulation. 2024;149:AP242.
Robert Dempsey & Umadevi Wesley	Abstract submitted to AANS	Circulating Biomarkers for Prediction and Prevention of Stroke in Native American Population	Presented at the AANS, October 2023
Robert Dempsey	Abstract submitted to WFNS	Traditional and Novel Stroke Risk Factors in an indigenous Population of Native Americans in the USA	Presented at the WFNS, December 2023
Thomas Staniszewski	Abstract submitted to Shapiro Summer Student Research	The Relationship of Stroke Risk Factors to Cognitive Measures in a Native American Population	Presented at the Shapiro Summer Research Symposium
Thomas Staniszewski	Abstract submitted to the Department of Neurological Surgery Research Day	The Relationship of Stroke Risk Factors to Cognitive Measures in a Native American Population	Presented at the Department of Neurological Surgery Research Day
Louden Akin	Abstract submitted to the Department of Neurological Surgery Research Day	The Effects of Wellness Coaching on Lowering Stroke Risk Factors in a Wisconsin Native American Population	Presented at the Department of Neurological Surgery Research Day
Hannah Cress	Preparing a second paper	Paper will examine the relationship between ultrasound Doppler measures and cognition	TBD
Carol Mitchell & Stephanie Wilbrand	Preparing Baseline characteristics paper	Baseline Characteristics in Stroke Prevention in the Wisconsin Native American Population	TBD
Louden Akin	Abstract submitted to the Department of Neurological Surgery Research Day	The Effects of Wellness Coaching on Lowering Stroke Risk Factors in a Wisconsin Native American Population	Accepted to the Department of Medicine Research Day Published and available online; Akin L, Wilbrand SM, Hess T, Risenberg A, Maybock J, Vandenberg C, Blohowiak C, Kennard J,

			Danforth D, Dempsey RJ, Mitchell C. Abstract P242: The effects of wellness coaching on lowering stroke risk factors in a Wisconsin native American population. 16-MAY-2024, https://doi.org/10.1161/circ.149.Suppl_1.P242 . Circulation. 2024;149:AP242.
Kevin Thomas	American Heart Association EPI/Lifestyle Conference	Total Plaque Area And Association With Stroke Risk Factors In A Native American Population	Accepted to the Department of Medicine Research Day Kevin Thomas, Stephanie M. Wilbrand, Jenna Maybock, Yurim Lee, Brady Kerwin, Melissa Metoxen, Debra Danforth, Robert J. Dempsey, Carol C. Mitchell. Total Plaque Area and Association with Stroke Risk Factors in a Native American Population
Olivi Prescott	Abstract and Poster for Shapiro Summer Program	Impact of Health Coaching on Atherosclerotic Burden and Clinical Stroke Risk Factors in Wisconsin Native Americans	Preparing
Lada Nechval	Abstract and Poster for Shapiro Summer Program	Effect of Health Coaching on Stroke Risk Factors in a Wisconsin Native American Population	Preparing

Quarterly Update for Oneida Business Committee (OBC):
Alzheimer's Disease and Related Dementias projects approved by
OBC

September 2024


Table of Contents

1. **Oneida Nation Alzheimer's Disease Community Advisory Board (CAB)**
2. **Indigenous Cultural Understanding of the Alzheimer's Disease and Related Dementia Research and Engagement (ICARE) – Research Project**
3. **Addressing Alzheimer's Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) – Research Project**
4. **Oneida Helping Oneida Family Caregiving Study (OHO) – Research Project**
5. **Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment (ADRC Clinical Core) – Research Project**

Project Descriptions

1. **Oneida Nation Alzheimer's Disease Community Advisory Board (CAB)**
 - Oneida Business Committee Approved April 24, 2019 - *Resolution # 04-24-19-A*
 - PI: Carey Gleason, PhD – University of Wisconsin
 - Co-I: Sanjay Asthana, MD – University of Wisconsin

Overview: The Wisconsin Alzheimer's Disease Research Center's (ADRC) Inclusion of Under-Represented Groups (IURG) Core seeks to ensure that all groups benefit from science addressing Alzheimer's disease and related dementias (ADRD). Following principles of community engaged research, the Center sought to partner with minoritized communities to address ADRD. Specifically, the Center's IURG core: 1) established and supports an Alzheimer's Disease Community Advisory Board (CAB) in the Oneida Nation of Wisconsin, and 2) solicited feedback on what the community needed in order to respond to ADRD in their communities.

Activities: Oneida Alzheimer's CAB meets monthly with the aims of addressing ADRD-related community needs. The CAB is co-chaired by Ms. Terry Hetzel and Dr. Carey Gleason. Agenda cover standing topics including outreach/communication updates, research updates, clinic developments and other general announcements. CAB members have been invited to participate in national scientific meetings as stakeholders. In total, the CAB continues to serve as a partner for the UW Alzheimer's disease research program.  below for current membership list.

Funding Status: The IURG Core for the Wisconsin ADRC and affiliated research projects have provided support for stipends for CAB members. We received notice of our renewal on June 11, 2024. This funding is secure through 3/31/2029.

ONEIDA CAB BOARD MEMBERSHIP – CAB Approved March 2023
 CAB Minutes Roll: List by representation area and title (e.g. alternate/board) for those present
 Revised June 2024

CO-CHAIRS (March 2023-2026)

- Terry Hetzel – (Oneida)
- Carey Gleason – (UW)

ONEIDA HEALTH CENTER (April 2023-2026)

- Debbie Miller – Dementia Coordinator – Board
 - Providers representing Oneida Health Team (Rotating attendance)
 - Dr. Garstka
 - Dr. Danby or Dr. Lane (TBD)

Oneida Aging and Disability Resource Center (May 2023-2026)

- Jodie Tess – Board (Newly appointed)
- Eli Metoxen – Alternate

ONCOA (June 2023-2026)

- Mary Jane Doxtator - Board
- Barbara Cornelius – Alternate (to be nominated after next ONCOA meeting.)

ONEIDA VETERANS (July 2023-2026)

- John Breuninger – Board
- Connor Kestell - Alternate

ONEIDA NATION & UW-MADISON (August 2023-2026)

- Melissa Metoxen (NACHP) - Board
- Marlene R. Summers (ICARE) – Board
- Lois Strong (ICARE) – Alternate
- Sacheen Linda Lawrence (Outreach) – Board
- TBD (Outreach) - Alternate
- Kala Cornelius (AMICA) – Board
- Carrie Trojanczyk (AMICA) - Alternate

ONEIDA COMMUNITY (September 2023-2026)

- Florence Petri (Community) - Board
- Delora Cornelius (Community) – Alternate
- Cassandra Thomas (Caregiver) - Board
- Linda Torres (Caregiver) – Alternate

UW- MADISON (October 2023-2026)

- Nick Lambrou – Board
- Megan Zuelsdorff – Alternate

ONEIDA NURSING HOME (November 2023-2026)

- Wenona “Wendy” Wolter – Board
- Karen Krause - Alternate
- Jonathen Piontek - Alternate

AFFILIATES:

1. Jennifer Webster – OBC Liaisons
2. James Bester – UW Outreach
3. Fabu Carter – UW Outreach
4. Mary Wyman – UW Researcher
5. Danielle Lennon – UW Wyman Lab Researcher
6. Taryn James – UW Researcher
7. Yowelunh McLester-Davis – UW Researcher
8. Lexi Nelson – UW Gleason Lab Admin Support
9. Tracy Smith – UW Gleason Lab Program Director

2. Indigenous Cultural Understanding of the Alzheimer’s Disease and Related Dementia Research and Engagement (ICARE) – Research Project

- Oneida Business Committee approved April 2019 (while grant was being prepared) *Resolution # 04-24-19-B*
 - PI: Kristen Jacklin, PhD - University of Minnesota
 - Co-PI: Carey Gleason, PhD – University of Wisconsin

Overview: The Indigenous Cultural Understandings of Alzheimer’s Disease and Related Dementia – Research and Engagement (ICARE) is a research project funded by the National Institutes of Health. This research is being conducted as a collaboration between the Memory Keepers Medical Discovery Team, University of Minnesota – Duluth, the Wisconsin Alzheimer’s Disease Research Center, and First Nation community members in Manitoulin Island, Ontario. The goal of the research is to improve the lives of American Indian/First Nations persons with Alzheimer’s disease and related dementias by investigating the impact of the disease on patients, families, and communities.

Activities: The team is working on the first aim of ICARE R01 – the NIH funded five-year extension of the ICARE R56 project. Community Researchers for the Oneida site have completed interviews with the first

two rounds of participants; healthy older adults and caregivers of loved ones with late stage dementia, respectively. The analysis team has generated Oneida specific preliminary findings for the healthy older adult data, and is currently preparing a presentation for community review. Participant recruitment has started for the next (and final) round of interviews, which will be conducted in pairs (dyads) consisting of (1) people who have mild or moderate stage dementia and (2) their caregivers.

Funding Status: Original project funded for 2 years (2019-2021) through R56 funding. Funding was renewed (ICARE R01). New project end date is 2/28/2026.

3. Addressing Alzheimer's Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) – Research Project

- Oneida Business Committee Approved October 28, 2020 – *Received research authorization letter on Nov 4, 2020*
 - PI: Kristen Jacklin, PhD - University of Minnesota
 - MPI: Carey Gleason, PhD – University of Wisconsin
 - MPI: Tassy Parker, PhD – University of New Mexico

Overview: The American Indigenous Cognitive Assessment (AMICA) Project tackles the significant dementia disparity that exists for Indigenous populations by determining the scalability of recently developed, culturally tailored, brief cognitive tests for dementia, for use with 3 diverse American Indian (AI) populations. Compared to the majority population, Indigenous rates of Alzheimer's disease and related dementias (ADRD) are approximately 3 times higher. This research will adapt and validate a collection of complementary Indigenous cognitive assessment tools developed in Canada and Australia for use among AI populations in the United States.

Activities: The Oneida Indigenous Knowledge Advisory Group (IKAG) is active and comprised of respected community members as recommended by Oneida Nation Longhouse and Community Advisory Board leadership. The Oneida IKAG continues to meet monthly. Most recently, the Oneida IKAG nominated two members to represent them at the National IKAG meeting, which took place September 9th-13th in Albuquerque, NM. This meeting included IKAG representatives from all partnering Tribal Communities (Oneida, WI; Albuquerque, NM and Red Lake, MN), and provided opportunities for knowledge exchange across the entire AMICA team.

The National IKAG has completed review and reached consensus on adaptations for the AMICA memory screening assessment tool. Next steps include reviewing and adapting physical, behavioral and mental health history questionnaires.

In early 2025, we are aiming to begin the second phase of the project. In this phase, we intend to pilot the newly adapted Toolkit and ensure that along with being culturally safe and appropriate, it is valid and reliable. We recently received Oneida CAB support for phase 2 and are beginning a request for a Business Committee Tribal Resolution.

Lastly, the AMICA team is pleased to present a poster based on IKAG recommendations entitled *Trusting the Process: Integrating Cultural Safety into Dementia Assessments with Indigenous Peoples* at this year's International Indigenous Dementia Network Conference: <https://www.iidrn.org/conference>.

Funding Status: Funded by NIH (AG074231). Start date 06/1/2022 through 05/31/2027.

4. **Oneida Helping Oneida Family Caregiving Study (OHO) – Research Project**

- Oneida Business Committee Approved October 28, 2020 - *Resolution # 10-28-20-C*
 - PIs: Mary F. Wyman, PhD and Carey Gleason, PhD – University of Wisconsin

Overview: The purpose of this project is to learn about factors influencing the use of community-based services by Oneida family caregivers of elders with memory loss. Family caregiving of elders is more common in Indigenous communities compared to other groups, but utilization of available services (e.g., caregiver education and support, financial help, respite) is low. The study entails a community-based survey of Oneida Nation of Wisconsin community members on family caregiving and service awareness and use (N=507, completed Spring 2021), followed by qualitative interviews with community members living on/near the Oneida reservation who are caregivers of elders with memory loss (N=10, completed Fall 2021). The research questions were developed with Oneida community partners (e.g., Aging & Disability Services; Dementia Care Specialist; Oneida Alzheimer's CAB) and tribal members were employed for the project. Research presentations and publications involve tribal partners in authorship.

Activities: Data analysis with community members, UW students, and the PIs is complete. Our focus is on continued dissemination of findings, which were shared via email with the Oneida BC and other leadership. This quarter, we presented to the community at SEOTS and at the National Gathering of American Indian Veterans in Naperville, IL. A UW medical student and enrolled Oneida member is developing supporting materials and presented a scientific poster on this community-based research partnership at a Caregiving conference in Pittsburgh, PA. To learn more, please review the OHO Community Report, available in electronic form at <https://uwmadison.box.com/v/OHO-Report-2024>.

Funding Status: Completed. Funded 2020-2021 by the University of Wisconsin-Madison ICTR/Collaborative Center for Health Equity (CCHE), under the Advancing Health Equity and Diversity (AHEAD) initiative.

5. **Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment (ADRC Clinical Core) – Research Project**

- Oneida Business Committee Approved September 28, 2022 - *Resolution # 09-28-22-A*

Overview: The Wisconsin ADRC's Clinical Core enrolls participants into a longitudinal, observational cohort study. Comprehensive data are collected every 1 to 2 years and include cognitive testing, physical examination, laboratory testing, and detailed lifestyle and clinical data. Sub-study data include Cerebrospinal fluid (CSF) and neuroimaging biomarkers, e.g. amyloid and tau markers of disease. These data are used widely by researchers at the Center. Typically, data are shared with national repositories focused on AD/ADRD. Based on a goal of respecting data sovereignty, we are sequestering data and biological samples in Wisconsin. This is done so with the permission of NIH Center leaders, and will continue until recommendations/guidelines are established for researchers seeking to use data or samples from the national repositories to examine AD/ADRD in individuals identifying as American Indian / Alaska Native (AI/AN).

Activities pertaining to enrollment/study visits: The Wisconsin ADRC recruitment of Oneida Nation participants is now fully operational. Since our presentation to the BC and approval of a resolution to recruit at the Oneida Nation (9/28/22), we have enrolled 22 new individuals identifying as AI/AN into our Center's Core Study. Altogether there are 91 individuals enrolled who identified their primary, secondary or tertiary race as AI/AN, as per the demographic questions of the ADRC. We did not collect Tribal

affiliation information from those identifying as AI/AN. To remedy this oversight, we are contacting all individuals to gather Tribal affiliation information.

Activities pertaining to data sovereignty: As of our last report, we noted that some biological samples were sent to the Biomarker Lab at our Center to NCRAD between October 1, 2022 (date of our approval by the BC) and April 3, 2023 (date of notification to sequester). Twenty samples were shared with the National Repository (NCRAD) during this period and are sequestered at NCRAD. This month Stephanic Steidel from NCRAD confirmed, “previously received AI/AN samples have been and remain sequestered [sic] pending confirmation on how these samples should be handled going forward based on tribes' decisions.”

Our overarching goal is that samples and data are not used in ways that are harmful to citizens of the Oneida Nation. We will provide an update in our next quarterly report of any breeches or deviations.

Funding Status: We recieved notice of our renewal on June 11, 2024. This funding is secure through 3/31/2029.

Project title: Addressing Alzheimer's Disease and Related Dementias Health Disparities in Indigenous Populations: The Indigenous Behavioral and Cognitive Symptoms (IBACS) Checklists

Corresponding MPI for Wisconsin site: Carey E. Gleason
email: ceg@medicine.wisc.edu
Organization: University of Wisconsin Madison

MPI: Kristen Jacklin
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Organization: University of Minnesota Medical School

MPI: Tassy Parker*
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Organization: University of New Mexico Health Sciences Center

Wisconsin Site Co-Investigators:

Dr. Lauren W. Y. McLester Davis*
Dr. Megan Zuelsdorff
Dr. Nickolas Lambrou

Wisconsin Site Community Member Co-Design lead:

Ms. Terry Hetzel*†

Wisconsin Staff:

Dr. Kala Cornelius*†
Dr. Terry Mangin
Ms. Cassandra Thomas*†
Ms. Sacheen Lawrence*†
Ms. Carrie Trojanczyk*

Wisconsin Site Other Significant Contributor:

Dr. Rebecca Langhough
Dr. Kyle Conniff*

Anticipated submission date: November 12, 2024

Proposed start date: July 2025

Notes:

*Identify as Indigenous

†Based in Oneida

SPECIFIC AIMS

Late-life emergent and persistent neuropsychiatric symptoms as described in the syndrome mild behavioral impairment (MBI), including decreased motivation, emotional dysregulation, impulsivity, social inappropriateness, and changes in thoughts/perception identify individuals at high risk for cognitive decline and incident dementia.[21] Similarly, subjective cognitive decline (SCD), or the perception that one's memory or other cognitive abilities have declined relative to a previous status, is linked to elevated risk for incident impairment.[22] Work from a co-investigator[35] suggests that the combination of MBI and SCD provides robust prediction of incident decline on the Clinical Dementia Rating[36] scale, compared to MBI absent cognitive complaints, or to SCD without MBI. Together, existing data support the use of validated MBI and SCD assessments for timely detection of elevated Alzheimer's disease and related dementias (ADRD) risk for both clinical and research purposes. *However, extant checklists have never been validated for use with Indigenous populations – who are simultaneously at elevated risk for ADRD[1] and under-included in clinical research.[37]*

Our project, entitled "Addressing ADRD Disparities: Indigenous Behavioral And Cognitive Symptoms (IBACS) Checklists," will develop valid, culturally safe, and easily administered tools for timely and early detection of behavioral and cognitive symptoms consistent with MBI and SCD. The adapted tools will assist Tribal and First Nations communities, and clinicians practicing in these communities to screen for elevated risk of ADRD in North American Indigenous populations. While rapidly progressing plasma Alzheimer's disease biomarkers methods are improving accessibility of screening options, tests are not yet readily available to the general public, much less to marginalized, under-resourced communities. Unlike blood/tissue collection, questionnaires can be administered at a minimal cost by community members in culturally safe settings. We propose the current project is a necessary first step before biomarker studies can be implemented. In brief, what is needed first are easily administered, cost-effective screening options that can be Indigenous-centered, -owned, and -implemented.

Our team has developed a robust mixed-methods framework which we have used to adapt and validate multiple dementia assessment tools for use with Indigenous populations in Canada and the US.[26] This informs our understanding of the *need to adapt tools originally developed for use with other populations*. The proposed project applies an innovative framework derived from community-based participatory research (CBPR) models centered in Indigenous perspectives – Tribal Participatory Research framework[27,28] (TPR), incorporating culturally relevant principles including relational accountability[29] and ethical spaces[30] to flip typical hierarchical researcher-participant/community relationships. Applying this novel framework, we propose to adapt the Mild Behavioral Impairment-Checklist (MBI-C)[4,5] and a measure of SCD, the 40-item Cognitive Change Index[6,38] (CCI), using an iterative Indigenous-centered approach characterized by (a) a community-based, Indigenous Knowledge Advisory Groups-guided adaptation and pilot testing phase, followed by (b) reliability and validity testing phases. Because measures rely on individual and family/friend reports, we will enroll 420 dyadic pairs (participants and study partners) for the pilot and validity testing phases from diverse Tribal/First Nations communities in Minnesota, Wisconsin, New Mexico, and Ontario (Tribal approvals already obtained). Our central hypothesis is that culture drives the interpretation of behavioral and cognitive symptoms, necessitating the development of reliable and valid Indigenous-adapted assessment tools. Specific Aims are to:

Aim 1: Develop Indigenous adaptations of the MBI-C and CCI (IBACS Checklists) with 4 Indigenous communities. *Hypothesis 1a:* An iterative Indigenous-centered CBPR process of review will identify areas of cultural incongruence in the MBI-C and CCI checklists. *Hypothesis 1b:* Partnering with diverse Indigenous populations will result in modified tools that are considered broadly culturally safe. *Outcome:* Indigenous inter-cultural versions of checklists, i.e., the Indigenous Cognitive and Behavioral Symptoms (IBACS) Checklists.

Aim 2: Assess psychometric properties and cultural safety of the adapted IBACS Checklists with 6 Indigenous communities. *Hypothesis 2a:* Indigenous-adapted IBACS Checklists will demonstrate sound psychometric properties (i.e., reliability, validity, sensitivity, specificity, positive and negative predictive value) relative to the consensus diagnosis. *Hypothesis 2b:* Brief cognitive interviews with participants will reveal greater comfort and cultural safety with the Indigenous-adapted IBACS Checklists than with the standard assessments. *Outcome:* Valid and culturally safe Indigenous-adapted IBACS Checklists.

Exploratory Aim 3: Conduct environmental scans at all 6 sites to clarify community-related brain health promotion/resilience factors, and existing resources supporting implementation of checklists.

This proposal responds to a high-priority area identified in NOT-AG-21-033, adapting assessments for use with Indigenous communities to address ADRD health disparities. Aim 3 results will empower these groups to lead dementia risk detection initiatives, opening avenues for inclusive clinical research. Without these germinal efforts Indigenous populations will remain under-included in clinical research, further widening ADRD disparities.

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Oneida Nation Alzheimer's Disease and Related Dementias
Community Advisory Board

July 12, 2024

Re:

Application for funding for the Indigenous Behavioral and Cognitive Symptoms (IBACS) Checklists
(Pls: Drs. Carey Gleason, Kristen Jacklin, Tassy Parker and Jordan Lewis)

Dear Proposal Review Group,

The Oneida Nation Alzheimer's and related Dementias Community Advisory Board (CAB) is pleased to offer its strong support for the proposed NIH grant proposal, "**Indigenous Behavioral and Cognitive Symptoms (IBACS) Checklists.**" Dr. Gleason presented the project to the CAB on April 17, 2024, and we believe the work proposed is important and exciting.


The Oneida Nation Alzheimer's and Related Dementias Community Advisory Board (CAB) was established in 2019 by the Oneida Business Committee to address outreach, education, and engagement activities related to Alzheimer's disease. The CAB meets monthly to review and discuss Alzheimer's projects and activities. It consists of twelve board members who are Oneida Tribal Members, representatives of aging or health related departments including the Comprehensive Health Center, the Elder Services, Oneida Nation Commission on Aging (ONCOA), and personnel from the UW- Madison - Gleason Lab.

We support this funding application as it aligns with our objective to improve access to Indigenous-led, timely detection of cognitive decline. In addition to supporting the funding of this proposal, we look forward to working collaboratively with the team of investigators in tribal-engaged research.

Thank you for the opportunity to express our support for this important and timely application. The Oneida CAB is excited to participate in this worthwhile project because, we believe our elders and the next generations will benefit from this research.

Please feel free to contact us if additional information is needed.

Sincerely,



Terry J. Hetzel

Co-Chair of the Oneida Nation ADRD
Community Advisory Board (CAB)
Oneida, Wisconsin

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X

Addressing ADRD Disparities Indigenous Behavioral and Cognitive Symptoms (IBACS) Checklists with the University of Wisconsin, University of Minnesota Medical School and the University of New Mexico Sciences Center

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 proposed project will apply an innovative framework derived from community-based
10 participatory research models centered in Indigenous perspectives-Tribal Participatory
11 Research framework; and
12

13 **WHEREAS,** the proposed project research proposes to adapt the Mild Behavioral Impairment-Checklist
14 and a measure of Subjective Cognitive Decline using an iterative Indigenous-centered
15 approach characterized by a community-based, Indigenous Knowledge Advisory Groups-
16 guided adaptation and pilot testing phase, followed by reliability and validity testing phases;
17 and
18

19 **WHEREAS,** because measures rely on individual and family/friend reports, the project will enroll 420
20 dyadic pairs (participants and study partners) for this pilot and validity testing phases from
21 diverse Tribal/First Nations communities in Minnesota, Wisconsin, New Mexico and
22 Ontario; and
23

24 **WHEREAS,** this resolution will grant the authority and approval for the Oneida Nation participants only;
25 and
26

27 **NOW THEREFORE BE IT RESOLVED,** the proposed project submitted from the University of Wisconsin
28 Dr. Cary Gleason and other Principal investigators Dr. Kristen Jacklin and Dr. Tassy Parker along with
29 Wisconsin Site Co-Investigators: Dr. Lauren W.Y. Mclester-Davis Dr. Megan Zueloff and Dr. Nickolas
30 Lambrou;
31

32 **BE IT FURTHER RESOLVED,** that data collected will be de-identified to protect confidentiality and
33 minimize any risk associated with the completion of this study and/or any future phases of this project will
34 require additional approvals in accordance with Resolution BC-05-08-19A;
35

36 **BE IT FINALLY RESOLVED,** that any data collected will remain the property of the Oneida Nation and any
37 publication of results will require prior approval of the Oneida Nation Business Committee.
38
39

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Jamie L. Willis
Health Center Department

Use this number on future correspondence:

2024-1361

FROM: Kelly M. McAndrews, Deputy Chief Counsel

<p>Kelly M. McAndrews</p> <p>Digitally signed by Kelly M. McAndrews Date: 2024.11.07 13:03:35 -06'00'</p>
--

<p><i>Law Office use only</i></p> <p><input checked="" type="checkbox"/> Purchasing review not required</p> <p><input type="checkbox"/> HRD approval needed</p>

DATE: November 7, 2024

RE: “Addressing ADRD Disparities: Indigenous Behavioral an Cognitive Symptoms (IBACS) Checklists”

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 review for compliance with the current budget resolution prior to entering said contract. Please note the following:

History: This proposal, a project entitled “Addressing ADRD Disparities: Indigenous Behavioral an Cognitive Symptoms (IBACS) Checklists” appears to be a consistent with and a furtherance of BC Resolution # 04-24-19-A Community Based Movement to Build Health Equity and Address Alzheimer’s Disease in Wisconsin’s Indian Country. There are four (4) specific aims of this Resolution:

Specific Aim 1: Continue the Oneida Alzheimer’s and Related Dementias Community Advisory Board “Oneida Alzheimer’s CAB” to guide a culturally tailored outreach, education and research.

Specific Aim 2:
Reach middle-aged adults, military Veterans and youth with Dementia Curriculum.

Specific Aim 3:
Work to reduce stigma associated with Alzheimer’s and Related Dementias by providing outreach and education.

Specific Aim 4: Continue efforts to optimize access to culturally competent dementia diagnostics.

Compliance with BC Resolution #05-08-19-A, Research Requests: Review and Approval to Conduct: In a memorandum to the Business Committee dated October 4, 2024, the Comprehensive Health Division summarized the proposal and provided the recommendation. This memorandum meets the requirements of BC Resolution #05-08-19-A, which requires (relevant to this request):

[A]ny research request by an educational institution or business which requires access to the Oneida Nation or members for research studies of human subjects shall be:

1. Presented to the Director of Comprehensive Health Operations for review and recommendation for action to the Oneida Business Committee.
 - a. The Director shall call upon necessary expertise within the organization to review research requests, specifically departments or entities affected, and provide a recommendation to approve, disapprove, or amend research requests.
 - b. The Director shall submit the research request to the Oneida Business Committee with a brief summary of the research, the name of the researcher, the university or business being represented, and a recommendation to approve or disapprove the research request.
2. Be required to submit a copy of the final draft of the research to the Director for review regarding accuracy of the information.
3. Be required to submit a copy of the published or approved research project to the Director to be presented to the Oneida Business Committee a final published or approved research project. The Director shall notify the researcher of the date of the Oneida Business Committee meeting and invite the researcher to provide a brief overview of the research and findings.

On July 12, 2024, Oneida Nation's Alzheimer's Disease and Related Dementias Community Advisory Board (CAB) provided a letter of support for the proposal.

Similar approved projects include:

1. Indigenous Cultural Understanding of Alzheimer's Disease and Related Dementia Research and Engagement (ICARE). 04-24-19-B (Medical Keepers Medical Discovery Team).
2. Addressing Alzheimer's Disease and Related Dementias Disparities: The American INDIGENOUS COGNITIVE Assessment (AMICA). BC motion to approve, *also* BC letter of support 10/28/2020; *See also* Resolution 10-28-20-C; additional consideration of Phase 2, Law Office Review No. 2024-1329, proposed resolution included in BC Agenda Packed for 11/13/24.
3. Oneida Helping Oneida Family Caregiving Study (OHO). *Also* BC resolution 10-28-20-C.
4. Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment (ADRC Clinical Core). 09-28-22-A.

- ▶ The document is in appropriate legal form. (*Execution is a management decision.*)

Last, I have been asked if a Statement of Effect (SoE) is required. An SoE is not required for two reasons, 1.) Research requests don't require a resolution on the Nation's end, a BC motion would suffice. Comprehensive Health uses Resolutions for this purpose as a matter of preference, and demonstration of formal approval to involved entities; 2.) Resolutions are exempt from an SoE when it approve a contract or agreement accompanied by a legal review. Participation in the requested study is an agreement to participate, subject to the Nation's requirements.

Adopt resolution entitled Tribal Contribution Savings - Final Obligation Opportunities - Affordable Home...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: Proprietary - trade secrets/commercial/financial

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:

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



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



Memorandum

To: Oneida Business Committee

From: Secretary Lisa Liggins

Date: November 5, 2024

Re: Adopt resolution entitled Tribal Contribution Savings – Final Obligation Opportunities - Affordable Home Ownership Strategy Revolving Loan

Background

At the August 28, 2024, regular Business Committee (BC) meeting, the following actions were taken by the BC:

“...to request the Secretary to schedule a special BC Work Session with a single topic to discuss the financial report of the tribal contribution savings derived from ARPA funding and invite the General Manager and Chief Financial Officer to attend...”

“...to direct the Secretary to bring back an open session report on the status of the Tribal Contribution Savings projects, balance, and submission portal to the September 25, 2024, regular Business Committee meeting...”

The BC held a special work session on Thursday, September 12, 2024, during which the BC a consensus agreement to support funding the Affordable Home Ownership Strategy using Tribal Contribution Savings.

In short, this resolution provides the funding mechanism to support the Affordable Home Ownership Strategy which is also being considered for adoption at the November 13, 2024, regular OBC meeting.

Per BC resolution # 07-28-21-L, this resolution does not require a Statement of Effect.

Requested Action

1. Adopt resolution entitled *Tribal Contribution Savings – Final Obligation Opportunities - Affordable Home Ownership Strategy Revolving Loan*

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 11-13-24-X
Tribal Contribution Savings – Final Obligation Opportunities
Affordable Home Ownership Strategy Revolving Loan Program

- 1
- 2
- 3
- 4 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 5 recognized by the laws of the United States of America; and
- 6
- 7 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 8
- 9 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 11
- 12 **WHEREAS,** the Oneida Business Committee adopted resolutions # BC-06-09-21-B as amended by
- 13 resolution # BC-06-23-21-C and resolution # BC-03-20-22-A, which identified the goal of
- 14 how these funds could be used based on the eight groups of allocations and how those
- 15 funds could be accessed for obligations to implement projects through an electronic portal;
- 16 and
- 17
- 18 **WHEREAS,** the Oneida Business Committee adopted resolution # BC-05-22-24-A, which amended
- 19 the reporting process identified in resolution # BC-03-30-22-A; and
- 20
- 21 **WHEREAS,** the Oneida Business Committee has adopted resolution # _____, *Tribal Contribution*
- 22 *Savings – Final Obligation Opportunities*, which identifies that strategically obligating the
- 23 remaining funds would be more appropriate; and
- 24
- 25 **WHEREAS,** the Oneida Business Committee has identified that obligations of remaining Tribal
- 26 Contribution Savings Funds shall be consistent with Native Nation Building principles
- 27 adopted by the Oneida Business Committee; and
- 28
- 29 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee obligates \$8 million in Tribal
- 30 Contribution Savings for the revolving loan program for the Affordable Home Ownership Strategy from
- 31 which the repayments on mortgages shall be made back to the fund and which shall become accessible
- 32 for programming use as after rules are amended and shall be tracked and accounted for separately from
- 33 all existing mortgages.
- 34
- 35 **BE IT FURTHER RESOLVED,** the General Manager is directed to monitor the progress of the
- 36 Comprehensive Housing Division to create or amend rules for mortgage programs which require
- 37 improvements specific to veteran’s housing programs among other loan recipients, and then report at the
- 38 second Oneida Business Committee meeting of each month on the status of the Comprehensive Housing
- 39 Division’s rulemaking programs until the programs are fully developed.

Adopt resolution entitled Amendments to the Investigative Leave Policy

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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, Amendments to the Investigative Leave Policy

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: <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 checked="" 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 | | |

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: Jameson Wilson, Councilmember

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: Jameson Wilson, LOC Chairperson 
 DATE: November 6, 2024
 RE: Adoption of Amendments to the Investigative Leave Policy

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Investigative Leave Policy:

1. Resolution: Amendments to the Investigative Leave Policy
2. Statement of Effect: Amendments to the Investigative Leave Policy
3. Investigative Leave Policy Amendments Legislative Analysis
4. Investigative Leave Policy Amendments Draft (Redline)
5. Investigative Leave Policy Amendments Draft (Clean)
6. Investigative Leave Policy Amendments Fiscal Impact Statement

Overview

The purpose of the Investigative Leave Policy is to set forth a process to address investigative leave for employees undergoing work-related investigations. [2 O.C. 208.1-1]. Amendments to the Investigative Leave Policy are being sought to:

- Clarify the severity of an alleged violation that may warrant an investigative leave and provide examples. [2 O.C. 208.4-1(a)].
- Clarify the type of risks that an investigative leave is intended to protect against. [2 O.C. 208.4-1(b)].
- Prevent undue financial harm to an employee placed on investigative leave. [2 O.C. 208.4-2(a)].
- Eliminate unpaid status for the employee placed on investigative leave for up to forty-five (45) days. [2 O.C. 208.4-2(a)].
- Balance the intention to prevent undue financial harm to an employee placed on investigative leave with the Nation's fiscal responsibilities by shifting the employee to unpaid status when an investigation cannot be safely concluded within forty-five (45) days. [2 O.C. 208.4-2(c)].
- Clarify that an employee may use their personal and vacation time if the investigative leave extends past forty-five (45) days. [2 O.C. 208.4-2(b)].
- Provide that when an employee has used their personal and vacation time up all pay and benefits stop. [2 O.C. 208.4-2(c)].
- Extend the authority to initiate an investigative leave to include the Executive Director of the Human Resource Department. [2 O.C. 208.5-1(a)].

- Clarify that when there is no division director a supervisor must secure authorization from the person at the highest level in the chain of command under the Oneida Business Committee prior to placing an employee on investigative leave. [2 O.C. 208.5-1(b)(2)].
- Delegate the authority for designating the individual or agency responsible for completing the investigation to the Executive Director of the Human Resource Department and the supervisor, instead of the employee's supervisor and/or area manager. [2 O.C. 208.7-1].
- Delete the requirement that the Equal Employment Officer always conducts the investigation if the employee being investigated reports directly to the Oneida Business Committee and instead provide that they may also serve as a liaison to an investigating agency when that is more appropriate. [2 O.C. 208.7-1].
- Eliminate the option for a supervisor to place an employee in an alternate work assignment while on investigative leave. [2 O.C. 208.9-1(a)].
- Expand the requirements that notice to the employee placed on investigative leave must contain. The additional requirements are as follows: [2 O.C. 208.6-1].
 - The employee must surrender all property of the Nation. [2 O.C. 208.6-1(i)].
 - Clear documentation regarding the status of pay and benefits. [2 O.C. 208.6-1(c)].
 - The definition of business hours. The employee is required to respond to inquiries within twenty-four (24) business hours to remain on paid investigative leave within the first forty-five (45) days. [2 O.C. 208.6-1(d)].
 - Whether the investigation has been referred to an outside agency. [2 O.C. 208.6-1(g)].
 - List of the employee's responsibilities. [2 O.C. 208.6-1(k)].
 - Email address of the person the employee may contact if they have questions related to the investigative leave. [2 O.C. 208.6-1(h)].
- Extend the issuance of the second notice to the employee placed on investigative leave from fifteen (15) days to thirty-five (35) days. [2 O.C. 208.6-2].
- Clarify that the second notice must provide the employee placed on investigative leave with the following information: [2 O.C. 208.6-2].
 - That the employee remains an employee of the Nation. [2 O.C. 208.6-2(a)].
 - Clear documentation regarding the cessation of pay and benefits. [2 O.C. 208.6-2(b)].
 - The definition of business hours as it pertains to the employee's particular area of employment. [2 O.C. 208.6-2(c)].
 - The expected length of the investigation. [2 O.C. 208.6-2(d)].
 - The telephone number, email address, and name of the person to contact with questions. [2 O.C. 208.6-2(e)].
 - The employee's responsibilities. [2 O.C. 208.6-2(f)].
- Eliminate the requirement that a supervisor must conclude an investigation without waiting for the conclusion of a criminal or licensing matter. [2 O.C. 208.9-1(a)].
- Eliminate the requirement that an investigative leave must close upon the passing of fifteen (15) days, plus a possible extension of fifteen (15) days, unless an outside agency is conducting the investigation and instead allow the decision makers to close an investigative leave when a reasonable determination based on verifiable facts can be made. [2 O.C. 208.8-1].
- Expedite investigations by adding a requirement that the supervisor, or the EEO Officer (whichever is overseeing the investigation), provide the Executive Director of the Human Resource Department with weekly updates on the investigation. [2 O.C. 208.8-2].

- Eliminate the provision that requires the supervisor to conclude an investigation within forty-eight (48) hours of receiving the investigative report when someone else is conducting the investigation. [2 O.C. 208.8-1].
- Provide the employee who was placed on investigative leave with a redacted copy of the investigative report when requested, instead of only providing the redacted report to an employee who files an appeal. [2 O.C. 208.7-4(c)].
- Require the supervisor to provide written notice and justification to the Executive Director of the Human Resource Department if they choose not to follow the corrective action recommended by the investigator(s). [2 O.C. 208.7-4(a)(1)].
- Expand an employee's responsibilities when on an investigative leave to include the surrender of all property of the Nation, respond to any inquires within twenty-four (24) business hours, and not share anything related to the investigation on social media. [2 O.C. 208.10-2. 2 O.C. 208.12-1].
- Create the option for an exception to be made to the complete prohibition of the employee who is placed on investigative leave entering any public worksite; if, and only if, it is determined that access is necessary, safe, appropriate, and the specific conditions under which access may be allowed are provided for in the notice to the employee. [2 O.C. 208.9-1(a)(1)].
- Require that the employee placed on investigative leave respond to all inquiries within twenty-four (24) business hours. [2 O.C. 208.9-1(e)].

The Legislative Operating Committee developed the proposed amendments to the Investigative Leave Policy through collaboration with representatives from the Human Resources Department, Oneida Law Office, Gaming, and General Manager. The Legislative Operating Committee held sixteen (16) work meetings on the development of the amendments to the Investigative Leave Policy.

The development of the amendments to the Investigative Leave Policy 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].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Investigative Leave Policy on September 13, 2024. No individuals provided public comments during this public meeting. The public comment period was then held open until September 20, 2024. No written comments were received during this public comment period.

The amendments to the Investigative Leave Policy will become effective on December 11, 2024.

Requested Action

Adopt the Resolution: Amendments to the Investigative Leave Policy



INVESTIGATIVE LEAVE LAW AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
<p>Intent of the Legislation or Amendments</p>	<ul style="list-style-type: none"> ▪ Clarify the severity of an alleged violation that may warrant an investigative leave and provide examples. [2 O.C. 208.4-1(a)]. ▪ Clarify the type of risks that an investigative leave is intended to protect against. [2 O.C. 208.4-1(b)]. ▪ Prevent undue financial harm to an employee placed on investigative leave. [2 O.C. 208.4-2(a)]. ▪ Eliminate unpaid status for the employee placed on investigative leave for up to forty-five (45) days. [2 O.C. 208.4-2(a)]. ▪ Balance the intention to prevent undue financial harm to an employee placed on investigative leave with the Nation’s fiscal responsibilities by shifting the employee to unpaid status when an investigation cannot be safely concluded within forty-five (45) days. [2 O.C. 208.4-2(c)]. ▪ Clarify that an employee may use their personal and vacation time if the investigative leave extends past forty-five (45) days. [2 O.C. 208.4-2(b)]. ▪ Provide that when an employee has used their personal and vacation time up all pay and benefits stop. [2 O.C. 208.4-2(c)]. ▪ Extend the authority to initiate an investigative leave to include the Executive Director of the Human Resource Department. [2 O.C. 208.5-1(a)]. ▪ Clarify that when there is no division director a supervisor must secure authorization from the person at the highest level in the chain of command under the Oneida Business Committee prior to placing an employee on investigative leave. [2 O.C. 208.5-1(b)(2)]. ▪ Delegate the authority for designating the individual or agency responsible for completing the investigation to the Executive Director of the Human Resource Department and the supervisor, instead of the employee’s supervisor and/or area manager. [2 O.C. 208.7-1]. ▪ Delete the requirement that the Equal Employment Officer always conducts the investigation if the employee being investigated reports directly to the Oneida Business Committee and instead provide that they may also serve as a liaison to an investigating agency when that is more appropriate. [2 O.C. 208.7-1]. ▪ Eliminate the option for a supervisor to place an employee in an alternate work assignment while on investigative leave. [2 O.C. 208.9-1(a)]. ▪ Expand the requirements that notice to the employee placed on investigative leave must contain. The additional requirements are as follows: [2 O.C. 208.6-1].

- The employee must surrender all property of the Nation. [2 O.C. 208.6-1(i)].
- Clear documentation regarding the status of pay and benefits. [2 O.C. 208.6-1(c)].
- The definition of business hours. The employee is required to respond to inquiries within twenty-four (24) business hours to remain on paid investigative leave within the first forty-five (45) days. [2 O.C. 208.6-1(d)].
- Whether the investigation has been referred to an outside agency. [2 O.C. 208.6-1(g)].
- List of the employee's responsibilities. [2 O.C. 208.6-1(k)].
- Email address of the person the employee may contact if they have questions related to the investigative leave. [2 O.C. 208.6-1(h)].
- Extend the issuance of the second notice to the employee placed on investigative leave from fifteen (15) days to thirty-five (35) days. [2 O.C. 208.6-2].
- Clarify that the second notice must provide the employee placed on investigative leave with the following information: [2 O.C. 208.6-2].
 - That the employee remains an employee of the Nation. [2 O.C. 208.6-2(a)].
 - Clear documentation regarding the cessation of pay and benefits. [2 O.C. 208.6-2(b)].
 - The definition of business hours as it pertains to the employee's particular area of employment. [2 O.C. 208.6-2(c)].
 - The expected length of the investigation. [2 O.C. 208.6-2(d)].
 - The telephone number, email address, and name of the person to contact with questions. [2 O.C. 208.6-2(e)].
 - The employee's responsibilities. [2 O.C. 208.6-2(f)].
- Eliminate the requirement that a supervisor must conclude an investigation without waiting for the conclusion of a criminal or licensing matter. [2 O.C. 208.9-1(a)].
- Eliminate the requirement that an investigative leave must close upon the passing of fifteen (15) days, plus a possible extension of fifteen (15) days, unless an outside agency is conducting the investigation and instead allow the decision makers to close an investigative leave when a reasonable determination based on verifiable facts can be made. [2 O.C. 208.8-1].
- Expedite investigations by adding a requirement that the supervisor, or the EEO Officer (whichever is overseeing the investigation), provide the Executive Director of the Human Resource Department with weekly updates on the investigation. [2 O.C. 208.8-2].
- Eliminate the provision that requires the supervisor to conclude an investigation within forty-eight (48) hours of receiving the investigative report when someone else is conducting the investigation. [2 O.C. 208.8-1].
- Provide the employee who was placed on investigative leave with a redacted copy of the investigative report when requested, instead of only providing the redacted report to an employee who files an appeal. [2 O.C. 208.7-4(c)].
- Require the supervisor to provide written notice and justification to the Executive Director of the Human Resource Department if they choose not to follow the corrective action recommended by the investigator(s). [2 O.C. 208.7-4(a)(1)].

	<ul style="list-style-type: none"> ▪ Expand an employee’s responsibilities when on an investigative leave to include the surrender of all property of the Nation, respond to any inquires within twenty-four (24) business hours, and not share anything related to the investigation on social media. [2 O.C. 208.10-2. 2 O.C. 208.12-1]. ▪ Create the option for an exception to be made to the complete prohibition of the employee who is placed on investigative leave entering any public worksite; if, and only if, it is determined that access is necessary, safe, appropriate, and the specific conditions under which access may be allowed are provided for in the notice to the employee. [2 O.C. 208.9-1(a)(1)]. ▪ Require that the employee placed on investigative leave respond to all inquiries within twenty-four (24) business hours. [2 O.C. 208.9-1(e)].
Purpose	The purpose of this law is to set forth a process to address investigative leave for employees undergoing work-related investigations. [2 O.C. 208.1-1].
Affected Entities	Oneida Nation employees.
Related Legislation	Workplace Violence law, Back Pay law, Oneida Personnel Policies and Procedures, Computer Resources Ordinance, Judiciary law, and Oneida Judiciary Rules of Civil Procedure.
Enforcement	Any employee who violates this law is subject to discipline in accordance with the Nation’s laws and policies governing employment. The employee who is the subject of the investigation shall be moved to unpaid status if during the forty-five (45) day paid leave period the employee fails to respond to an inquiry within twenty-four (24) business hours. [2 O.C. 208.10-2].
Due Process	An employee may appeal any disciplinary action arising out of an investigation in accordance with the Nation’s laws and policies governing employment. [2 O.C. 208.11-1].
Public Meeting	A public meeting was held on September 13, 2024. The public comment period was held open until September 20, 2024. No public comments were received during the public meeting or comment period.
Fiscal Impact	A fiscal impact statement was provided by the Finance Administration on October 9, 2024.

SECTION 2. LEGISLATIVE DEVELOPMENT

- 1
- 2 A. **Background.** The Investigative Leave Policy was originally adopted by the Oneida Business
- 3 Committee by motion on April 7, 1999, and then through resolutions BC-08-13-14-D, and BC-06-24-
- 4 15-A. The Investigative Leave Policy provides the Nation and its employees with a consistent
- 5 framework for investigating serious allegations against an employee that protects the Nation and its
- 6 employees while also preventing undue harm to the employee who is the subject of the investigation
- 7 and has not yet been determined to have committed any wrongdoing. [2 O.C. 208.1-1].
- 8 B. **Request for Amendments.** This item was carried over from the last three (3) terms. In February 2019,
- 9 the Nation’s Human Resources Department requested amendments to this law to address investigative
- 10 enforcement. Amendments to the law are being sought to delegate authority to investigators to put
- 11 employees on investigative leave, instead of just the supervisor of the employee, and discipline
- 12 employees. An amendment was also sought so that if terminated, an employee would be ineligible for
- 13 employment with the Nation but may request forgiveness after five (5) years. This item was added to
- 14 the Active Files List in conjunction with a request for amendments to the Oneida Personnel Policies

15 and Procedures and the Workplace Violence law. The current sponsor of the Investigative Leave
16 Policy amendments is Councilman Marlon Skenandore.

17
18

19 SECTION 3. CONSULTATION AND OUTREACH

- 20 • Representatives from the following departments or entities participated in the development of the
21 amendments to this Law and legislative analysis:
 - 22 ▪ Human Resources Department (HRD);
 - 23 ▪ Oneida Law Office;
 - 24 ▪ Gaming; and
 - 25 ▪ General Manager.
- 26 • The following laws of the Nation were reviewed in the drafting of this analysis:
 - 27 ▪ Back Pay law;
 - 28 ▪ Workplace Violence law;
 - 29 ▪ Pardon and Forgiveness law;
 - 30 ▪ Computer Resources Ordinance;
 - 31 ▪ Oneida Personnel Policies and Procedures;
 - 32 ▪ Judiciary law; and
 - 33 ▪ Oneida Judiciary Rules of Civil Procedure.

34

35 SECTION 4. PROCESS

- 36 A. The amendments to this Law comply with the process set forth in the Legislative Procedures Act.
- 37 ▪ On October 7, 2020, the Legislative Operating Committee added this Law to its Active Files
38 List for amendments.
 - 39 ▪ On October 3, 2023, the Legislative Operating Committee added this Law to its Active Files
40 List for amendments.
 - 41 ▪ On May 15, 2024, the Legislative Operating Committee approved the draft of the Investigative
42 Leave Policy amendments and directed that a legislative analysis be developed.
 - 43 ▪ On July 17, 2024, the Legislative Operating Committee conducted an e-poll entitled, *Approval*
44 *of the Canceled July 17, 2024 LOC Meeting Materials*. The requested action of this e-poll was
45 to: approve the June 19, 2024 Legislative Operating Committee meeting minutes and forward
46 to the Oneida Business Committee; approve the adoption packet for the proposed amendments
47 to the Back Pay law and forward to the Oneida Business Committee for consideration; accept
48 the legislative analysis for the proposed amendments to the Investigative Leave Policy; accept
49 the memorandum from James Snitgen and remove the Environmental Review Law from the
50 Active Files List; add the Petition: L. Blackowl – New Recreation/Community Center Build to
51 the Active Files List with Jameson Wilson as the sponsor; accept the status update for the
52 Petition: L. Blackowl – New Recreation/Community Center Build and forward to the Oneida
53 Business Committee; enter into the record the results of the July 1, 2024 e-poll entitled,
54 Approval of the Computer Resources Ordinance Amendments Public Meeting Packet, and
55 approve the Legislative Operating Committee Fiscal Year 2024 Third Quarter Report and
56 forward to the Oneida Business Committee. This e-poll was approved by Kirby Metoxen,
57 Jennifer Webster, Jonas Hill, and Jameson Wilson. Marlon Skenandore is on a personal leave
58 and therefore did not provide a response to the e-poll.

- 59 ▪ On July 30, 2024, the Legislative Operating Committee conducted an e-poll entitled, *Approval*
60 *of the Investigative Leave Policy Amendments Public Meeting Packet*. The requested action of
61 this e-poll was to approve the Investigative Leave Policy amendments public meeting packet
62 and forward the Investigative Leave Policy amendments to a public meeting to be held on
63 September 13, 2024. This e-poll was approved by Jennifer Webster, Jonas Hill, Jameson
64 Wilson, and Kirby Metoxen. Marlon Skenandore is on a personal leave and therefore did not
65 provide a response to the e-poll.
- 66 ▪ On September 13, 2024, the public meeting was held for the proposed amendments to the
67 Investigative Leave Policy. No individuals provided oral comments during the public meeting.
- 68 ▪ On September 20, 2024, the public comment period closed. No individuals provided written
69 comment during the public comment period.
- 70 ▪ On October 2, 2024, the Legislative Operating Committee conducted an e-poll entitled,
71 Approval of Canceled October 2, 2024 LOC Meeting Materials. The requested action of this
72 e-poll was to: approve the September 18, 2024, LOC meeting minutes and forward to the
73 Oneida Business Committee; approve the public meeting packet for the proposed amendments
74 to the Oneida Life Insurance Plan law, and forward the Oneida Life Insurance Plan law
75 amendments to a public meeting to be held on November 15, 2024; approve the adoption packet
76 for the Computer Resources Ordinance amendments and forward to the Oneida Business
77 Committee for consideration; approve the public comment review memorandum, draft, and
78 legislative analysis for the proposed amendments to the Investigative Leave Policy; and
79 approve the fiscal impact statement request memorandum and forward the materials to the
80 Finance Department directing that a fiscal impact statement be prepared and submitted to the
81 LOC by October 16, 2024. The e-poll was approved by Jennifer Webster, Kirby Metoxen,
82 Jonas Hill, Jameson Wilson, and Marlon Skenandore.
- 83 ▪ On October 9, 2024, the Finance Administration provided the Legislative Operating Committee
84 with the fiscal impact statement for the proposed amendments to the Investigative Leave
85 Policy.
- 86 ▪ On October 16, 2024, the Legislative Operating Committee entered into the record the results
87 of the October 2, 2024, e-poll, Approval of the Canceled October 2, 2024 LOC Meeting
88 Materials.
- 89
- 90 **B.** At the time this legislative analysis was developed the following work meetings had been held
91 regarding the development of the amendments to this law:
- 92 ▪ October 10, 2022: LOC work meeting with HRD.
- 93 ▪ November 11, 2022: LOC work meeting with HRD.
- 94 ▪ December 19, 2022: LOC work meeting with HRD.
- 95 ▪ December 21, 2022: LOC work session.
- 96 ▪ January 20, 2023: LOC work meeting with HRD.
- 97 ▪ On January 26, 2023: LOC work session.
- 98 ▪ February 13, 2023: LOC work meeting with HRD, Oneida Law Office, and Gaming.
- 99 ▪ February 17, 2023: LOC work meeting with HRD and Oneida Law Office.
- 100 ▪ March 7, 2023: LOC work meeting with HRD and Gaming.
- 101 ▪ March 24, 2023: LOC work meeting with HRD and Gaming.
- 102 ▪ April 28, 2023: LOC work meeting with HRD, Gaming, and Oneida Law Office.

- 103 ▪ May 3, 2023: LOC work meeting with HRD.
- 104 ▪ January 8, 2024: LOC work meeting with HRD, Gaming, and Oneida Law Office.
- 105 ▪ March 3, 2024: LOC work meeting with HRD, Gaming, and Oneida Law Office.
- 106 ▪ April 30, 2024: LOC work meeting with HRD, Gaming, and Oneida Law Office.
- 107 ▪ October 18, 2024: LOC work session.

108

109 SECTION 5. CONTENTS OF THE LEGISLATION (OR AMENDMENTS)

110 A. *Types of Alleged Violations and the Risks an Investigative Leave is Designed to Protect Against.*

111 The proposed amendments to the Law clarify the nature and severity of the type of an alleged
 112 violation that may rise to a level to warrant an investigative leave and examples are listed. [2 O.C.
 113 208.4-1(a)]. The Law currently only identifies that an investigative leave shall be used when the
 114 employee allegedly commits an act which would preclude the employee from meeting employment
 115 eligibility requirements. [2 O.C. 208.4-1(d)]. The proposed amendments to the Law also clarify
 116 some of the risks that an investigative leave is intended to protect against by providing several
 117 examples of the Nation's resources and interests that may be put at risk if the employee were to
 118 remain in the workplace. [2 O.C. 208.4-1(b). 2 O.C. 208.4-1(c)].

- 119 ▪ *Effect.* Identifying the types of allegations and risks that an investigative leave is intended to
 120 protect against will make it easier to identify when an investigative leave should be utilized
 121 and that in turn will provide greater protections by facilitating a swift response.

122 B. *Paid and Unpaid Investigative Leave.* The proposed amendments to the Law eliminate unpaid
 123 status for the employee placed on investigative leave for up to forty-five (45) days and provides for
 124 them to use their personal and vacation time if the investigative leave extends past forty-five (45)
 125 days. [2 O.C. 208.4-2(a). 208.4-2(b)]. Currently, an investigative leave is unpaid unless the
 126 employee is placed in an alternate work assignment. [2 O.C. 208.5-5]. The proposed amendments
 127 to the Law provide that upon the expiration of forty-five (45) days and the employee's personal
 128 and vacation time, all pay, and benefits will stop. [2 O.C. 208.4-1(c)]. The proposed amendments
 129 to the law also require the employee to respond to inquiries within twenty-four (24) business hours
 130 and if they fail to respond within the twenty-four (24) hour time frame they will immediately be
 131 shifted to unpaid status. [2 O.C. 208.9-1(e)]. The proposed amendments to the Law add protections
 132 for the employee placed on investigative leave while also balancing the Nation's fiscal
 133 responsibilities.

- 134 ▪ *Effect.* The proposed amendments to the Law prevent undue financial harm to an employee
 135 placed on investigative by allowing them to be paid for up to forty-five (45) days and then to
 136 use their personal and vacation time after that. Employees placed on investigative will not be
 137 paid or retain benefits after the expiration of forty-five (45) days on investigative leave and the
 138 exhaustion of the employee's vacation and personal time, or, if the employee does not respond
 139 to an inquiry within twenty-four (24) business hours.

140 C. *Authority to Initiate an Investigative Leave.* The proposed amendments to the Law extend the
 141 authority to initiate an investigative leave to include the Executive Director of the Human Resource
 142 Department. [2 O.C. 208.5-1(a)]. The Law currently only authorizes the supervisor to initiate an
 143 investigative leave. [Currently 2 O.C. 208.5-1]. However, the seriousness of an allegation that
 144 might justify an investigative leave requires a swift response and the Executive Director of the
 145 Human Resource Department or their designee may be in the best position to initiate an
 146 investigative leave when the supervisor and their division director are not both readily available.

- 147 When the Executive Director of the Human Resource Department initiates an investigative leave,
148 they shall provide notice to the employee’s supervisor at the same time. The proposed amendments
149 to the Law also clarify that prior to placing an employee on investigative leave a supervisor must
150 secure authorization from both the Executive Director of the Human Resource Department and the
151 supervisor’s division director, if there is no division director, the person at the highest level of the
152 chain of command under the Oneida Business Committee. [2 O.C. 208.5-1(b)].
- 153 ▪ *Effect.* The Executive Director of the Human Resource Department is authorized to initiate an
154 investigative leave and the authorizations that a supervisor must secure prior to initiating an
155 investigative leave are clarified.
- 156 D. ***Authority to Designate the Individual or Agency to Conduct the Investigation.*** The proposed
157 amendments to the Law delegate authority to designate the individual or agency to conduct the
158 investigation to the Executive Director of the Human Resource Department and the supervisor,
159 instead of the employee’s supervisor and/or area manager. [2 O.C. 208.7-1)]. The proposed
160 amendments to the Law also provide that when the employee being investigated reports directly to
161 the Oneida Business Committee the Equal Employment Officer does not automatically serve as the
162 investigator but may alternatively serve as a liaison to an investigating agency. [2 O.C. 208.7-1)].
- 163 ▪ *Effect.* The Executive Director of the Human Resource Department and the supervisor
164 designate the individual or agency to conduct the investigation. The Equal Employment Officer
165 may conduct an investigation or serve as the liaison to the agency conducting the investigation.
166 These amendments provide greater flexibility and efficiency in designating the individual or
167 agency that is responsible for conducting the investigation.
- 168 E. ***Alternate Work Assignments.*** The proposed amendments to the Law eliminate the provision
169 allowing a supervisor to place an employee who is on investigative leave in another position within
170 the Nation. [2 O.C. 208.5-4]. The types of harms that an investigative leave is intended to protect
171 against are serious enough that placing the employee in an alternate work assignment during an
172 investigation may not be prudent.
- 173 ▪ *Effect.* The proposed amendments to the Law completely remove the employee from the
174 workplace which eliminates the potential opportunity to cause harm to the Nation and its
175 resources.
- 176 F. ***Initial Employee Notice.*** The proposed amendments to the Law expand the requirements that
177 notice to the employee placed on investigative leave must contain. [2 O.C. 208.6-1(a-k)]. The Law
178 currently requires notice to the employee to include: the specific allegations being investigated; the
179 employee is on unpaid status unless placed in an alternative work assignment; the expected length
180 of the investigation; whether the investigation is being forwarded to an outside agency; the
181 telephone number and name of person to contact with questions; the procedure to return to work at
182 the close of the investigation, if applicable; and the employee remains an employee of the Nation.
183 [Currently 2 O.C. 208.6-1(a-f)]. The proposed amendments include the following additional
184 requirements:
- 185 i. The employee must surrender all property of the Nation pursuant to section 208.9-
186 1(c). [2 O.C. 208.6-1(i)].
- 187 ii. Clear documentation regarding the status of pay and benefits. [2 O.C. 208.6-1(a-
188 c)].
- 189 iii. The definition of business hours. The employee is required to respond to inquiries
190 within twenty-four (24) business hours to remain on paid investigative leave within

- 191 the first forty-five (45) days. Business hours may be different depending on the
192 department and so it is helpful to include that definition in the notice to the
193 employee. [2 O.C. 208.6-1(d)].
- 194 iv. The employee’s responsibilities pursuant to section 208.9. [2 O.C. 208.6-1(k)].
- 195 v. The email address of the person the employee may contact if they have questions
196 related to the investigative leave is added to the current disclosure of the name and
197 telephone number. [2 O.C. 208.6-1(h)].
- 198 ■ *Effect.* The employee placed on investigative leave will have full and clear knowledge of what
199 to expect and what is expected of them during the investigative leave because the requirements
200 for the notice have been expanded to include additional details.
- 201 G. **Second Employee Notice.** The proposed amendments to the Law move the timing of the second
202 employee notice from fifteen (15) days to thirty-five (35) days. This ensures that the employee
203 receives a timely reminder that their pay status will change from paid to unpaid at forty-five (45)
204 days. [2 O.C. 208.6-2]. Providing a second notice at fifteen days is no longer beneficial as there is
205 no automatic shift in status at fifteen (15) days and the employee has already been notified that the
206 investigative leave may extend forty-five (45) days or more. The Law currently only requires the
207 second notice to inform the employee that the investigation is being extended and the reason for
208 that extension. [Currently 2 O.C. 208.6-2]. The proposed amendments to the Law now require the
209 second notice to the employee contain the following:
- 210 i. That the employee remains an employee of the Nation. [2 O.C.208.6-2(a)].
- 211 ii. Clear documentation regarding the cessation of pay and benefits. [2 O.C.208.6-
212 2(b)].
- 213 iii. The definition of business hours as it pertains to the employee’s particular area of
214 employment. [2 O.C.208.6-2(c)].
- 215 iv. The expected length of the investigation. [2 O.C.208.6-2(d)].
- 216 v. The telephone number, email address, and name of the person to contact with
217 questions. [2 O.C.208.6-2(e)].
- 218 vi. The employee’s responsibilities pursuant to section 208.9. [2 O.C.208.6-2(f)].
- 219 ■ *Effect.* The employee placed on investigative leave will have full and timely knowledge of any
220 change in status, what to expect, and what is expected of them while placed on investigative
221 leave because the expanded requirements for notice provide those additional details.
- 222 H. **Reports.** The proposed amendments to the Law provide the employee with a redacted copy of the
223 investigative report, if requested, rather than only if the employee files an appeal. [2 O.C. 208.7-
224 4(c)]. This eliminates any incentive for the employee to file an appeal simply to gain access to the
225 redacted copy of the investigative report.
- 226 ■ *Effect.* The proposed amendments to the Law provide a redacted copy of the investigative
227 report to the employee who was the subject of the investigation if they request it.
- 228 I. **Corrective Action.** The proposed amendments to the Law include a provision requiring the
229 supervisor to provide written notice to the Executive Director of the Human Resource Department
230 if they choose to take any corrective action which deviates from the recommendation of the
231 investigator(s), and the written notice must provide the justification for the deviation. [2 O.C.
232 208.7-4(a)(1)]. Currently, the supervisor alone determines the course of disciplinary action and is
233 not required to communicate their chosen course of disciplinary action to the Executive Director
234 of the Human Resource Department or any other employee in their chain of command.

- 235 ▪ *Effect.* Communication and collaboration are enhanced between the supervisor and the
236 Executive Director of the Human Resource Department by requiring any deviation from the
237 corrective action recommended by the investigator to be justified and shared in writing.
- 238 J. ***Concluding an Investigation.*** The proposed amendments to the Law clarify the safety standard
239 that must be met in determining when to conclude the investigation. The investigation concludes
240 when it has produced enough verifiable facts and information for the employee’s supervisor and
241 the Executive Director of the Human Resource Department to make a reasonable determination on
242 workplace safety and employee status, the determination is recorded in the employee’s permanent
243 files, and the employee has either returned from work or separated from their employment with the
244 Nation. [2 O.C. 208.8-1]. The proposed amendments to the Law remove the requirement that an
245 investigative leave closes upon the passing of a certain amount of time. Currently, the law provides
246 that an investigation may last for fifteen (15) days with a possible extension of fifteen (15) days,
247 unless an outside agency is conducting the investigation. [Currently 2 O.C. 208.8-1]. That time
248 based standard is replaced with the requirement that the investigative leave closes when the
249 decision makers have gathered enough information to make a fully informed decision. [2 O.C.
250 208.8-1].
- 251 ▪ *Effect.* The proposed amendments to the Law prioritize safety over the passing of time as the
252 primary factor to be considered when determining when to conclude an investigation and/or
253 investigative leave.
- 254 K. ***Weekly Updates.*** The proposed amendments to the Law require either the supervisor or the Equal
255 Employment Opportunity Officer to provide weekly updates on the investigation to the Executive
256 Director of the Human Resource Department. [2 O.C. 208.8-2].
- 257 ▪ *Effect.* The proposed amendment to the Law ensures that investigations are conducted in the
258 most efficient manner possible by keeping attention on the investigation and documenting
259 progress via weekly updates.
- 260 L. ***Surrender of Property of the Nation.*** The proposed amendments to the Law expand on and clarify
261 an employee’s responsibilities when placed on investigative leave to include the surrender of all
262 property of the Nation. [2 O.C. 208.9-1(b). 208.9-1(c)]. The Law currently does not require an
263 employee placed on investigative leave to surrender all work related property of the Nation during
264 an investigation.
- 265 ▪ *Effect.* The proposed amendments to the Law safeguard the Nation’s resources during the
266 investigative leave by removing any property of the Nation from the employee’s control.
- 267 M. ***Worksite Access.*** An employee placed on investigative leave is prohibited from entering their place
268 of work or worksite. [2 O.C. 208.9-1(a)]. However, the proposed amendments to the Law allow
269 for an exception to be created when appropriate so that the employee may access areas of
270 importance under specific conditions and that information will be included in the notice provided
271 to the employee, if applicable. [2 O.C. 208.9-1(a)(1)].
- 272 ▪ *Effect.* The employee placed on investigative leave is provided with clear documentation of the
273 conditions to be met if they are to be allowed to enter their worksite for the sole purpose of
274 accessing necessary resources. For example, an employee placed on investigative leave who
275 works at the Oneida Health Center might be allowed to enter their worksite for a doctor’s
276 appointment if they meet the conditions provided for in the notice.
- 277 N. ***Employee Responsibility to Respond to Inquiries.*** The proposed amendments to the Law add a
278 requirement that the employee respond to any inquires within twenty-four (24) business hours. [2

279 *O.C. 208.10-2*]. This ensures that an investigation can be concluded as efficiently as possible and
 280 differentiates an investigative leave from other types of leaves that an employee may take or be
 281 placed on. This Law provides that an employee placed on paid investigative leave who fails to
 282 respond to an inquiry within twenty-four (24) business hours will lose their paid status. [2 *O.C.*
 283 *208.10-1*].

284 ▪ *Effect.* An employee placed on paid investigative leave who fails to respond to an inquiry within
 285 twenty-four (24) business hours will immediately be shifted to unpaid status.

286 O. **Confidentiality.** The proposed amendments to the Law update confidentiality requirements to
 287 prohibit any employee from posting information related to the investigation on social media. [2
 288 *O.C. 208.12-1*].

289 ▪ *Effect.* Any employee who posts information about the investigation on social media is in
 290 violation this Law and is subject to discipline pursuant to the Nation's policies and laws
 291 governing employment.
 292

293 SECTION 6. EFFECT ON EXISTING LEGISLATION

294 A. **Related legislation.** The following laws of the Nation are related to the proposed amendments to this
 295 Law:

296 ▪ *Workplace Violence Law.* The purpose of the Workplace Violence law is to provide all Oneida
 297 Nation employees and visitors an environment that is free of violence and the threat of violence
 298 by establishing the procedures by which incidents of workplace violence shall be addressed. [2
 299 *O.C. 223.1-1, 223.1-2*].

300 ▪ Workplace violence means any intentional act committed by an employee in a workplace
 301 that: inflicts, attempts to inflict, or threatens to inflict emotional or bodily harm on
 302 another person's; or inflicts, attempts to inflict, or threatens to inflict, damage to property.
 303 [2 *O.C. 223.3-1(k)*].

304 ▪ The Workplace Violence law provides that a supervisor may place an employee alleged
 305 to be involved in a workplace violence incident on investigative leave, if the supervisor
 306 deems the investigative leave necessary and appropriate, in accordance with the Nation's
 307 laws, policies and rules governing investigative leave except for the EEO Officer or
 308 designee, not the employee's supervisor, shall conduct the investigation of the alleged
 309 workplace violence incident. [2 *O.C. 223.8-4*].

310 ▪ The Workplace Violence law provides that allegations of workplace violence may be
 311 investigated in accordance with the Investigative Leave Policy. [2 *O.C. 223.8-4*].

312 ▪ The amendments to the Law provide that complaints of alleged workplace violence shall
 313 be investigated in accordance with the Nation's Investigative Leave Policy. [2 *O.C.*
 314 *208.4-1(a)*].

315 ▪ The amendments to the Law explicitly list workplace violence as one of the types of
 316 allegations of wrongdoing that warrant an employee being placed on an investigative
 317 leave. [2 *O.C. 208.4-1(a)(1)*].

318 ▪ *Oneida Personnel Policies and Procedures.* The purpose of the Oneida Personnel Policies and
 319 Procedures is to provide the Nation's employee related policies and procedures including
 320 recruitment, selection, compensation and benefits, employee relations, safety and health, program
 321 and enterprise rules and regulations, and record keeping.

- 322 ▪ This Law provides that an employee may appeal any disciplinary action arising out of an
323 investigation in accordance with the Nation’s laws and policies governing employment
324 which is the Oneida Personnel, Policies, and Procedures. [2 O.C. 208.11-1].
- 325 ▪ *Judiciary Law.* The purpose of the Judiciary law is to establish a Judiciary, and to provide for the
326 administration of law, justice, judicial procedures and practices by the Oneida Nation as a sovereign
327 nation by exercising the inherent power to make, execute, apply and enforce its own law, and to
328 apply its own customs and traditions in matters affecting the Oneida people. [8 O.C. 801.1-1].
- 329 ▪ The Judiciary law provides that employment grievances shall be heard in accordance with
330 the Nation’s Personnel Policies and Procedures. [8 O.C. 801.4-6(c)].
- 331 ▪ This Law provides that an employee placed on an investigative leave may appeal any
332 disciplinary action arising out of that investigation in accordance with the Nation’s laws
333 and policies governing employment, which includes the right to file an appeal with the
334 Judiciary when supported by the Nation’s Personnel, Policies, and Procedures. [2 O.C.
335 208.11-1].
- 336 ▪ *Back Pay law.* The purpose of the Back Pay law is to set forth standards used in the calculation of
337 back pay for all employees in accordance with the Nation’s laws. [2 O.C. 206.1-1].
- 338 ▪ This Law provides that an employee will receive back pay and benefits for anytime the
339 employee was on unpaid investigative leave pursuant to the laws governing back pay if
340 they return to their position at the conclusion of the investigation. [2 O.C. 208.4-2(d)].
- 341 ▪ *Pardon and Forgiveness law.* The purpose of the Pardon and Forgiveness law includes providing
342 a fair, efficient and formal process by which an employee may receive forgiveness for acts that
343 render them ineligible for employment with the Nation; an occupational license, certification or
344 permit issued by the Nation. [1 O.C. 126-1(a)(3)].
- 345 ▪ This Law provides that an employee may appeal any disciplinary action arising out of an
346 investigation in accordance with the Nation’s laws and policies governing employment.
347 [2 O.C. 208.11-1].
- 348 ▪ *Computer Resources Ordinance.* The purpose of the Computer Resources Ordinance is to
349 regulate the usage of Nation owned and operated computer resources. [2 O.C. 215.1-1]. The
350 Computer Resources Ordinance includes guidelines for the limited circumstances that an
351 employee may use those resources for personal matters. [2 O.C. 215.7-1].
- 352 ▪ This Law prohibits any employee from posting any information related to the
353 investigation on social media. [2 O.C. 208.12-1].
- 354 ▪ *Social Media Policy.* The purpose of the Social Media Policy is to regulate social media accounts
355 administered on behalf of the Nation or an entity of the Nation. [2 O.C. 218.1-1]. The Social Media
356 Policy does not provide a right for employees to use the internet or social media while at work for
357 personal use. [2 O.C. 218.1-3]. Supervisors retain discretion to permit or prohibit the personal use
358 of the Nation’s computers in accordance with the Computer Resources Ordinance. [2 O.C. 218.1-
359 3].
- 360 ▪ This Law prohibits any employee from posting any information related to the
361 investigation on social media. [2 O.C. 208.12-1].
- 362

363 SECTION 7. ENFORCEMENT AND ACCOUNTABILITY

- 364 A. This Law provides that an employee placed on paid investigative leave who fails to respond to an
365 inquiry within twenty-four (24) business hours will lose their paid status, and any employee who

366 violates this Law shall be subject to discipline pursuant to the Nation's law and policies governing
367 employment. [2 O.C. 208.10-1. 208.10-2].

368 **B.** The Oneida Judiciary will provide enforcement and accountability in the grievance process. Employees
369 placed on an investigative leave who receive a disciplinary action they believe to be unfair may
370 challenge the action first to the Area Manager and HRD Manager, and then to the Judiciary Trial Court.
371 [Section V.D(6)].

372

373 **SECTION 8. OTHER CONSIDERATIONS**

374 A. **Fiscal Impact.** Under the Legislative Procedures Act, a fiscal impact statement is required for all
375 legislation except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution
376 BC-10-28-20-A titled, "Further Interpretation of 'Fiscal Impact Statement' in the Legislative
377 Procedures Act," provides further clarification on who the Legislative Operating Committee may
378 direct complete a fiscal impact statement at various stages of the legislative process, as well as
379 timeframes for completing the fiscal impact statement.

380 a. **Conclusion.** The Legislative Operating Committee received a fiscal impact statement from
381 the Finance Administration on October 9, 2024.

382



Statement of Effect
Amendments to the Investigative Leave Policy

Summary

This resolution adopts amendments to the Investigative Leave Policy.

Submitted by: Grace L. Elliott, Staff Attorney, Legislative Reference Office

Date: November 6, 2024

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Investigative Leave Policy. The purpose of the Investigative Leave Policy is to set forth a process to address investigative leave for employees undergoing work-related investigations. [2 O.C. 208.1-1]. Amendments to the Investigative Leave Policy are being sought to:

- Clarify the severity of an alleged violation that may warrant an investigative leave and provide examples. [2 O.C. 208.4-1(a)].
- Clarify the type of risks that an investigative leave is intended to protect against. [2 O.C. 208.4-1(b)].
- Prevent undue financial harm to an employee placed on investigative leave. [2 O.C. 208.4-2(a)].
- Eliminate unpaid status for the employee placed on investigative leave for up to forty-five (45) days. [2 O.C. 208.4-2(a)].
- Balance the intention to prevent undue financial harm to an employee placed on investigative leave with the Nation's fiscal responsibilities by shifting the employee to unpaid status when an investigation cannot be safely concluded within forty-five (45) days. [2 O.C. 208.4-2(c)].
- Clarify that an employee may use their personal and vacation time if the investigative leave extends past forty-five (45) days. [2 O.C. 208.4-2(b)].
- Provide that when an employee has used their personal and vacation time up all pay and benefits stop. [2 O.C. 208.4-2(c)].
- Extend the authority to initiate an investigative leave to include the Executive Director of the Human Resource Department. [2 O.C. 208.5-1(a)].
- Clarify that when there is no division director a supervisor must secure authorization from the person at the highest level in the chain of command under the Oneida Business Committee prior to placing an employee on investigative leave. [2 O.C. 208.5-1(b)(2)].
- Delegate the authority for designating the individual or agency responsible for completing the investigation to the Executive Director of the Human Resource Department and the supervisor, instead of the employee's supervisor and/or area manager. [2 O.C. 208.7-1].
- Delete the requirement that the Equal Employment Officer always conducts the investigation if the employee being investigated reports directly to the Oneida Business

Committee and instead provide that they may also serve as a liaison to an investigating agency when that is more appropriate. [2 O.C. 208.7-1].

- Eliminate the option for a supervisor to place an employee in an alternate work assignment while on investigative leave. [2 O.C. 208.9-1(a)].
- Expand the requirements that notice to the employee placed on investigative leave must contain. The additional requirements are as follows: [2 O.C. 208.6-1].
 - The employee must surrender all property of the Nation. [2 O.C. 208.6-1(i)].
 - Clear documentation regarding the status of pay and benefits. [2 O.C. 208.6-1(c)].
 - The definition of business hours. The employee is required to respond to inquiries within twenty-four (24) business hours to remain on paid investigative leave within the first forty-five (45) days. [2 O.C. 208.6-1(d)].
 - Whether the investigation has been referred to an outside agency. [2 O.C. 208.6-1(g)].
 - List of the employee's responsibilities. [2 O.C. 208.6-1(k)].
 - Email address of the person the employee may contact if they have questions related to the investigative leave. [2 O.C. 208.6-1(h)].
- Extend the issuance of the second notice to the employee placed on investigative leave from fifteen (15) days to thirty-five (35) days. [2 O.C. 208.6-2].
- Clarify that the second notice must provide the employee placed on investigative leave with the following information: [2 O.C. 208.6-2].
 - That the employee remains an employee of the Nation. [2 O.C. 208.6-2(a)].
 - Clear documentation regarding the cessation of pay and benefits. [2 O.C. 208.6-2(b)].
 - The definition of business hours as it pertains to the employee's particular area of employment. [2 O.C. 208.6-2(c)].
 - The expected length of the investigation. [2 O.C. 208.6-2(d)].
 - The telephone number, email address, and name of the person to contact with questions. [2 O.C. 208.6-2(e)].
 - The employee's responsibilities. [2 O.C. 208.6-2(f)].
- Eliminate the requirement that a supervisor must conclude an investigation without waiting for the conclusion of a criminal or licensing matter. [2 O.C. 208.9-1(a)].
- Eliminate the requirement that an investigative leave must close upon the passing of fifteen (15) days, plus a possible extension of fifteen (15) days, unless an outside agency is conducting the investigation and instead allow the decision makers to close an investigative leave when a reasonable determination based on verifiable facts can be made. [2 O.C. 208.8-1].
- Expedite investigations by adding a requirement that the supervisor, or the EEO Officer (whichever is overseeing the investigation), provide the Executive Director of the Human Resource Department with weekly updates on the investigation. [2 O.C. 208.8-2].
- Eliminate the provision that requires the supervisor to conclude an investigation within forty-eight (48) hours of receiving the investigative report when someone else is conducting the investigation. [2 O.C. 208.8-1].
- Provide the employee who was placed on investigative leave with a redacted copy of the investigative report when requested, instead of only providing the redacted report to an employee who files an appeal. [2 O.C. 208.7-4(c)].

- Require the supervisor to provide written notice and justification to the Executive Director of the Human Resource Department if they choose not to follow the corrective action recommended by the investigator(s). [2 O.C. 208.7-4(a)(1)].
- Expand an employee's responsibilities when on an investigative leave to include the surrender of all property of the Nation, respond to any inquires within twenty-four (24) business hours, and not share anything related to the investigation on social media. [2 O.C. 208.10-2. 2 O.C. 208.12-1].
- Create the option for an exception to be made to the complete prohibition of the employee who is placed on investigative leave entering any public worksite; if, and only if, it is determined that access is necessary, safe, appropriate, and the specific conditions under which access may be allowed are provided for in the notice to the employee. [2 O.C. 208.9-1(a)(1)].
- Require that the employee placed on investigative leave respond to all inquiries within twenty-four (24) business hours. [2 O.C. 208.9-1(e)].

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 Investigative Leave Policy amendments 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].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Investigative Leave Policy on September 13, 2024. No individuals provided public comments during this public meeting. The public comment period was then held open until September 20, 2024. No written comments were received during this public comment period.

The amendments to the Investigative Leave Policy will become effective on December 11, 2024.

Conclusion

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

Title 2. Employment – Chapter 208
INVESTIGATIVE LEAVE LAWPOLICY

208.1 Purpose and Policy
208.2 Adoption, Amendment, Repeal
208.3 Definitions
208.4 Scope
208.5 Authorization
208.6 Employee Notice
208.7 Investigator(s) and Reports

208.8 Duration
208.9 Employee Responsibilities
208.10 ~~Enforcement~~Pay and Benefits
208.11 ~~Appeal~~Enforcement
208.12 ~~Confidentiality~~Appeal
~~208.13 Confidentiality~~

1
2 **208.1 Purpose and Policy**

3 208.1-1 _____The purpose of this lawPolicy is to set forth a process to address investigative
4 leave for employees undergoing work-related investigations.

5 ~~208.1-2.~~ It is the policy of the ~~Oneida Tribe~~ of ~~the Nation~~~~Indians of Wisconsin~~ to conduct
6 objective, confidential investigations into alleged employee misconduct~~maintain confidentiality~~
7 ~~and avoid undue influence when conducting an investigation into an employee’s alleged wrong~~
8 ~~doings.~~

9
10 **208.2 Adoption, Amendment, Repeal**

11 208.2-1. This lawpolicy was adopted by the Oneida Business Committee by resolution BC-04-
12 07-99-A, and amended by resolution BC-08-13-14-D, ~~and~~ BC-06-24-15-A, and BC- - - -.

13 208.2-2. This lawpolicy may be amended or repealed by the Oneida Business Committee or
14 the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

15 208.2-3. Should a provision of this lawpolicy or the application thereof to any person or
16 circumstances be held as invalid, such invalidity shall not affect other provisions of this
17 lawpolicy which are considered to have legal force without the invalid portions.

18 208.2-4. In the event of a conflict between a provision of this lawpolicy and a provision of
19 another lawpolicy, the provisions of this lawpolicy shall control.

20 208.2-5. This lawpolicy is adopted under authority of the Constitution of the Oneida Nation.
21 ~~Tribe of Indians of Wisconsin.~~

22
23 **208.3 Definitions**

24 208.3-1. This section ~~shall~~ governs the definitions of words and phrases used within this
25 lawPolicy. All words not defined herein shall be used in their ordinary and everyday sense.

26 (a) “Day” means calendar day.

27 ~~(a)(b)~~ “Employee” shall means any individual who is employed by the Nation~~Tribe~~ ~~and~~
28 ~~is subject to the direction and control of the Tribe with respect to the material details of~~
29 ~~the work performed, or who has the status of an employee under the usual common law~~
30 ~~rules applicable to determining the employer-employee relationship. “Employee”~~
31 ~~includes, but is not limited to; an individual employed by any program or enterprise of~~
32 ~~the Tribe,~~ but does not include elected or appointed officials or individuals employed by
33 a corporation chartered by the Nation~~political appointees.~~

34 ~~(b)(c)~~ “Investigative leave” shall means a temporary absence from an employee’s~~regular~~
35 job duties for the purpose of conducting an investigation into alleged employee
36 misconduct~~to determine whether conduct or alleged conduct by an employee should~~
37 ~~result in disciplinary action and/or termination of employment.~~

38 (d) “Nation”~~“Tribal” or “Tribe”~~ shall means the Oneida Nation~~Tribe of Indians of~~

~~Wisconsin.~~

~~(e)~~(e) “Workplace” means any location owned and operated by the Nation, any location where employees are staffing an event sponsored by the Nation, and any location where an employee represents the Nation, including over-the-road travel in Nation owned or rented vehicles and any circumstances where an employee is being reimbursed for expenses.

208.4 Scope

208.4-1. An employee shall be placed on investigative leave when a situation requires an investigation be conducted and one (1) of the following occurs:

~~(a)~~ The nature and severity of the alleged violation, or alleged illegal activity, is significant; including but not limited to:~~A situation requires an investigation be conducted and the employee’s presence may influence the outcome.~~

(1) Workplace violence;

(2) Sexual harassment;

(3) Theft;

(4) Arson, bribery, or perjury; or

(5) Obstruction or interference with an investigation authorized by the Nation.

~~(a)~~(b) The employee’s presence in the workplace may result in the destruction of evidence relevant to the investigation, result in loss or damage to property of the Nation, or otherwise damage legitimate interests of the Nation; including, but not limited to classified, privileged, proprietary, financial or medical records; and the privacy of individuals whose data the Nation holds in its systems.

(c) The employee’s presence in the workplace may pose an unacceptable risk to the life, safety, health, or personal property of employees, contractors, vendors or visitors to a facility of the Nation.

~~(b)~~(d) An employee allegedly commits an act which would preclude the employee from meeting employment eligibility including required licenses, ~~the Tribal~~ fidelity bond, commercial crime policy, or background investigation requirements.

~~208.4-2.—This policy shall not be used as a form of discipline.~~

208.4-2. Investigative leave shall include:

(a) Up to forty-five (45) days without loss of or reduction in:

(1) Pay;

(2) Credit for time or service;

(3) Benefits to which the employee is otherwise entitled to under the Nation’s laws governing employment, except that:

(A) Personal and vacation time shall not accrue.

(b) After forty-five (45) days on paid investigative leave an employee may use their personal and vacation time.

(c) After forty-five (45) days on paid investigative leave and the expiration of any personal and vacation time all pay and benefits shall cease.

(d) After forty-five (45) days of paid investigative leave, an employee shall receive back-pay and benefits for any time the employee was on unpaid investigative leave pursuant to the laws governing back-pay if they return to their position at the conclusion of the investigation.

208.5 Authorization

208.5-1. ~~Investigative~~This leave, or an extension of this leave, shall only be used: ~~when an employee's supervisor receives prior approval from the Human Resources Department Manager or his or her designee and:~~

- ~~(a) their Division Director; or~~ When initiated by the Executive Director of the Human Resource Department with concurrent written notice to the employee's supervisor; or
- ~~(b) if there is no Division Director, the person at the highest level of the chain of command.~~ When initiated by an employee's supervisor after receiving written approval from the Executive Director of the Human Resource Department or their designee, and:
 - (1) Their division director; or
 - (2) If there is no division director, the person at the highest level of the chain of command under the Oneida Business Committee.

~~208.5-2. If the Human Resources Department Manager or his or her designee and the Division Director or his or her equivalent do not agree with placing the employee on investigative leave, then the final decision shall rest with the Human Resources Department Manager or his or her designee.~~

~~208.5-23.~~ The prior approvalApproval requested in 208.5-1(b) shall be granted or denied by the Executive Director of the Human Resource Department within forty-eight (48) hours of receiving the request.

~~208.5-3.~~ An investigative leave shall initially be authorized for a period of forty-five (45) days.

- (a) If the investigative leave is not projected to conclude within forty-five (45) days, the initial authorizer(s) may review and authorize the extension of the investigative leave until such time that a safe and equitable determination may reasonably be reached.

~~208.5-4. During the investigative leave, the employee's supervisor shall authorize an alternative work assignment if all the following occur:~~

- ~~(a) The alleged action does not preclude the employee from working elsewhere in the organization;~~
- ~~(b) An alternative work assignment is available; and~~
- ~~(c) The employee meets the minimum job requirements of the alternative work assignment.~~

~~208.5-5. If an employee is placed in an alternative work assignment under section 208.5-4, the alternative work assignment shall be considered a part of the investigative leave and the employee shall continue to receive their same rate of pay.~~

208.6 Employee Notice

208.6-1. When the employee is placed on investigative leave, the employee shall immediately receive a written notice from the employee's supervisor, or if the employee's supervisor is unavailable, their designee of equal or greater authority; the notice shall contain the following:

- ~~(a) The specific allegation(s) being investigated;~~ This action does not denote any wrongdoing on the part of the employee.
- ~~(b) The employee shall be on unpaid status, unless he or she is placed in an alternative work assignment;~~ The employee remains an employee of the Nation.
- ~~(c) The alternative work assignment, if appropriate;~~ Clear documentation regarding the status of pay and benefits while on investigative leave.
- ~~(d) The expected length of the investigation;~~ The definition of business hours as it pertains to the employee's particular area of employment.
- ~~(e) Whether or not the investigation is being forwarded to an outside agency;~~ The specific

131 allegation(s) being investigated.

132 ~~(f) The telephone number and name of person to contact in case of questions;~~The
133 expected length of the investigation.

134 ~~(g) The procedures to return to work upon completion of the investigation; and~~Whether
135 or not the investigation is being forwarded to an outside agency.

136 ~~(h) That the employee still remains as an employee with the Tribe.~~The telephone number,
137 email address, and name of person to contact in case of questions.

138 (i) The employee shall surrender all property of the Nation pursuant to section 208.9-1(c).

139 (j) The procedures to return to work upon completion of the investigation.

140 (k) Employee responsibilities pursuant to section 208.9.

141 208.6-2. If the employee's investigative leave is projected to ~~extended~~ past the initial forty-five
142 ~~(45) original fifteen (15) calendar~~ days pursuant to section 208.5-38-1, the supervisor or their
143 designee of equal or greater authority shall immediately notice the employee in writing of this
144 extension and the reason for the extension at least ten (10) days prior to the expiration of the
145 initial forty-five (45) days. The notice shall contain the following:

146 (a) That the employee remains an employee of the Nation.

147 (b) Clear documentation regarding the cessation of pay and benefits.

148 (c) The definition of business hours as it pertains to the employee's particular area of
149 employment.

150 (d) The expected length of the investigation.

151 (e) The telephone number, email address, and name of the person to contact in case of
152 questions.

153 (f) Employee responsibilities pursuant to section 208.9.

154 208.7 Investigator(s) and Reports

156 208.7-1. The Executive Director of the Human Resource Department, in collaboration with the
157 ~~supervisor, employee's supervisor and/or area manager~~ shall be responsible for designating the
158 individual or agency responsible for completing the investigation. If the employee being
159 investigated reports directly to the Oneida Business Committee, the ~~Tribal~~ Equal Employment
160 Opportunity Officer shall either conduct the investigation or serve as the point of contact and
161 coordinator for the investigative agency.

162 208.7-2. If the allegations against the employee include criminal actions, or actions that may
163 affect licensing, the supervisor ~~may~~shall conclude the employment related investigation without
164 waiting for the results of a criminal or licensing investigation.

165 (a) Documentation of criminal proceedings or licensing outcomes shall be maintained in
166 the employee's personnel file within the Human Resource Department.

167 208.7-3. The person(s) conducting an investigation shall prepare a written report that shall
168 include the findings of the investigation, and if someone other than the employee's supervisor
169 conducts the investigation, a copy of the written report shall be provided to the employee's
170 supervisor. ~~If someone other than the employee's supervisor conducts the investigation, within~~
171 ~~forty eight (48) hours of receiving the written report, the supervisor shall complete the~~
172 ~~investigation by determining and documenting any corrective actions needed.~~

173 208.7-4. The employee's supervisor shall prepare a memorandum based on the information
174 produced during the investigation~~written report~~ which shall be provided to the employee and
175 shall inform the employee of the following:

176 (a) C~~e~~orrective actions needed based on the written report, if any; and

177 (1) Should the supervisor choose not to follow the corrective action recommended
 178 by the investigator(s), they shall provide written notice and justification to the
 179 Executive Director of the Human Resource Department.

180 (b) ~~When to return to work, if applicable, and/or what disciplinary action will be taken~~
 181 ~~against the employee based on the report; and~~

182 (c) ~~A~~ redacted copy of the written report will be made available to the employee upon
 183 request. ~~only in the event the employee appeals any disciplinary action.~~

184 208.8 Duration

185 208.8-1. An investigative leave shall conclude when the investigation has produced sufficient
 186 information and verifiable facts for the employee's supervisor and the Executive Director of the
 187 Human Resource Department to make a reasonable determination on workplace safety and
 188 employee status; documentation of that determination has been recorded in permanent files, and
 189 the employee has either returned to work or separated from their employment. ~~be no longer than~~
 190 ~~fifteen (15) calendar days, with the ability to extend one (1) time for an additional fifteen (15)~~
 191 ~~calendar days with a valid explanation of the reason for the extension. The extension shall be~~
 192 ~~determined by the same individuals who placed the employee on investigative leave in section~~
 193 ~~208.5-1. However, if the investigation is forwarded to an outside agency, these timelines shall~~
 194 ~~not apply.~~

195 208.8-2. All investigations shall be completed as expeditiously as circumstances permit. The
 196 supervisor shall provide weekly updates to the Executive Director of the Human Resource
 197 Department, or if an outside entity is conducting the investigation, the Equal Employment
 198 Opportunity Officer shall provide the weekly updates. ~~Investigative leave shall end upon~~
 199 ~~any of the following occurrences:~~

200 (a) ~~the expiration of the fifteen (15) calendar day time limit, if applicable;~~

201 (b) ~~the expiration of the fifteen (15) calendar day extension if granted;~~

202 (c) ~~termination of the employee's employment based on the investigation;~~

203 (d) ~~the employee's return to work based on the written report submitted to the employee after~~
 204 ~~an investigation is completed; or~~

205 (e) ~~the employee chooses to resign or retire.~~

206 208.9 Employee Responsibilities

207 208.9-1. An employee placed on investigative leave shall:

208 (a) Not report to work or the ~~worksite~~ workplace without prior supervisory approval;

209 (1) Written permission to enter a public workplace and the conditions thereof may
 210 be included in the employee notice.

211 (b) ~~Abide by all Tribal laws and policies; and~~ Not discuss the investigation with
 212 employees or post information related to the investigation on social media pursuant to
 213 section 208.12-1.

214 (c) Surrender all property of the Nation in their possession including but not limited to:

215 (1) Time keeping badge(s),

216 (2) Identification card(s),

217 (3) Laptop(s),

218 (4) Vehicles and key(s),

219 (5) Cell phone.

223 (d) Fully cooperate with the investigation as requested by those conducting the
224 investigation.

225 (e) Respond to all inquiries within twenty-four (24) business hours.

226

227 **208.10 Pay and Benefits**

228 ~~208.10 1. Paid leave shall not be authorized.~~

229 ~~208.10 2. An employee placed on investigative leave shall not receive any wages or benefits~~
230 ~~unless placed in an alternative work assignment. If the employee refuses the alternative work~~
231 ~~assignment and is returned to work, the employee shall not receive any back pay or benefits.~~

232 ~~208.10 3. If an alternative work assignment is not available, the employee may use his or her~~
233 ~~accrued vacation and/or personal time while on investigative leave.~~

234 ~~208.10 4. An employee shall receive back pay and benefits for the time the employee was on~~
235 ~~investigative leave pursuant to the Back Pay Policy if all of the following occur:~~

236 (a) ~~The employee was not offered an alternative work assignment when placed on~~
237 ~~investigative leave; and~~

238 (b) ~~The employee is returned to his or her position; and~~

239 (c) ~~The employee is not disciplined based on the investigation.~~

240

241 **208.10~~1~~ Enforcement**

242 208.10~~1~~-1. Any employee found violating this ~~law~~Policy shall be subject to discipline in
243 accordance with the Nation's/Tribe's laws and policies governing employment.~~personnel policies~~
244 ~~and procedures.~~

245 208.10-2. Failure by the employee to respond to inquiries within twenty-four (24) business hours
246 will result in the termination of paid investigative leave and immediately shift the employee to
247 unpaid status.

248

249 **208.1~~2~~ Appeal**

250 208.1~~2~~-1. An employee may appeal any disciplinary action arising out of an investigation in
251 accordance with the Nation's laws and policies governing employment.~~Tribe's personnel~~
252 ~~policies and procedures.~~

253

254 **208.1~~2~~3 Confidentiality**

255 208.1~~2~~3-1. Information related to an investigation is confidential and may not be released in any
256 manner, including social media, except~~only be released~~ in accordance with relevant laws. ~~and~~
257 ~~personnel policies and procedures.~~

258 208.1~~2~~3-2. All investigation materials shall be maintained in the employee's personnel file with
259 the Human Resources Department.

260

261 *End.*

262

263 OBC Approved 4-07-99-A

264 Amended- 08-13-14-D

265 Amended – BC-06-24-15-A

266 Amended BC- - - -

Title 2. Employment – Chapter 208
INVESTIGATIVE LEAVE LAW

208.1 Purpose and Policy
 208.2 Adoption, Amendment, Repeal
 208.3 Definitions
 208.4 Scope
 208.5 Authorization
 208.6 Employee Notice
 208.7 Investigator(s) and Reports

208.8 Duration
 208.9 Employee Responsibilities
 208.10 Enforcement
 208.11 Appeal
 208.12 Confidentiality

1
 2 **208.1 Purpose and Policy**

3 208.1-1 The purpose of this law is to set forth a process to address investigative leave for
 4 employees undergoing work-related investigations.

5 It is the policy of the of the Nation to conduct objective, confidential investigations into alleged
 6 employee misconduct.

7
 8 **208.2 Adoption, Amendment, Repeal**

9 208.2-1. This law was adopted by the Oneida Business Committee by resolution BC-04-07-99-
 10 A, and amended by resolution BC-08-13-14-D, BC-06-24-15-A, and BC-_-_-_-.

11 208.2-2. This law may be amended or repealed by the Oneida Business Committee or the
 12 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

13 208.2-3. Should a provision of this law or the application thereof to any person or circumstances
 14 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
 15 to have legal force without the invalid portions.

16 208.2-4. In the event of a conflict between a provision of this law and a provision of another
 17 law, the provisions of this law shall control.

18 208.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

19
 20 **208.3 Definitions**

21 208.3-1. This section governs the definitions of words and phrases used within this law. All
 22 words not defined herein shall be used in their ordinary and everyday sense.

- 23 (a) “Day” means calendar day.
- 24 (b) “Employee” means any individual who is employed by the Nation but does not include
 25 elected or appointed officials or individuals employed by a corporation chartered by the
 26 Nation.
- 27 (c) “Investigative leave” means a temporary absence from an employee’s job duties for the
 28 purpose of conducting an investigation into alleged employee misconduct.
- 29 (d) “Nation” means the Oneida Nation.
- 30 (e) “Workplace” means any location owned and operated by the Nation, any location
 31 where employees are staffing an event sponsored by the Nation, and any location where an
 32 employee represents the Nation, including over-the-road travel in Nation owned or rented
 33 vehicles and any circumstances where an employee is being reimbursed for expenses.

34
 35 **208.4 Scope**

36 208.4-1. An employee shall be placed on investigative leave when a situation requires an
 37 investigation be conducted and one (1) of the following occurs:

- 38 (a) The nature and severity of the alleged violation, or alleged illegal activity, is significant;
39 including but not limited to:
- 40 (1) Workplace violence;
 - 41 (2) Sexual harassment;
 - 42 (3) Theft;
 - 43 (4) Arson, bribery, or perjury; or
 - 44 (5) Obstruction or interference with an investigation authorized by the Nation.
- 45 (b) The employee's presence in the workplace may result in the destruction of evidence
46 relevant to the investigation, result in loss or damage to property of the Nation, or otherwise
47 damage legitimate interests of the Nation; including, but not limited to classified,
48 privileged, proprietary, financial or medical records; and the privacy of individuals whose
49 data the Nation holds in its systems.
- 50 (c) The employee's presence in the workplace may pose an unacceptable risk to the life,
51 safety, health, or personal property of employees, contractors, vendors or visitors to a
52 facility of the Nation.
- 53 (d) An employee allegedly commits an act which would preclude the employee from
54 meeting employment eligibility including required licenses, fidelity bond, commercial
55 crime policy, or background investigation requirements.

56 208.4-2. Investigative leave shall include:

- 57 (a) Up to forty-five (45) days without loss of or reduction in:
- 58 (1) Pay;
 - 59 (2) Credit for time or service;
 - 60 (3) Benefits to which the employee is otherwise entitled to under the Nation's laws
61 governing employment, except that:
 - 62 (A) Personal and vacation time shall not accrue.
- 63 (b) After forty-five (45) days on paid investigative leave an employee may use their
64 personal and vacation time.
- 65 (c) After forty-five (45) days on paid investigative leave and the expiration of any personal
66 and vacation time all pay and benefits shall cease.
- 67 (d) After forty-five (45) days of paid investigative leave, an employee shall receive back-
68 pay and benefits for any time the employee was on unpaid investigative leave pursuant to
69 the laws governing back-pay if they return to their position at the conclusion of the
70 investigation.

71
72 **208.5 Authorization**

- 73 208.5-1. Investigative leave, or an extension of this leave, shall only be used:
- 74 (a) When initiated by the Executive Director of the Human Resource Department with
75 concurrent written notice to the employee's supervisor; or
 - 76 (b) When initiated by an employee's supervisor after receiving written approval from the
77 Executive Director of the Human Resource Department or their designee, and:
 - 78 (1) Their division director; or
 - 79 (2) If there is no division director, the person at the highest level of the chain of
80 command under the Oneida Business Committee.

- 81
82 208.5-2. Approval requested in 208.5-1(b) shall be granted or denied by the Executive Director
83 of the Human Resource Department within forty-eight (48) hours of receiving the request.

84 208.5-3. An investigative leave shall initially be authorized for a period of forty-five (45) days.
85 (a) If the investigative leave is not projected to conclude within forty-five (45) days, the
86 initial authorizer(s) may review and authorize the extension of the investigative leave until
87 such time that a safe and equitable determination may reasonably be reached.
88

89 **208.6 Employee Notice**

90 208.6-1. When the employee is placed on investigative leave, the employee shall immediately
91 receive a written notice from the employee's supervisor, or if the employee's supervisor is
92 unavailable, their designee of equal or greater authority; the notice shall contain the following:
93 (a) This action does not denote any wrongdoing on the part of the employee.
94 (b) The employee remains an employee of the Nation.
95 (c) Clear documentation regarding the status of pay and benefits while on investigative
96 leave.
97 (d) The definition of business hours as it pertains to the employee's particular area of
98 employment.
99 (e) The specific allegation(s) being investigated.
100 (f) The expected length of the investigation.
101 (g) Whether or not the investigation is being forwarded to an outside agency.
102 (h) The telephone number, email address, and name of person to contact in case of
103 questions.
104 (i) The employee shall surrender all property of the Nation pursuant to section 208.9-1(c).
105 (j) The procedures to return to work upon completion of the investigation.
106 (k) Employee responsibilities pursuant to section 208.9.

107 208.6-2. If the employee's investigative leave is projected to extend past the initial forty-five
108 (45) days pursuant to section 208.5-3, the supervisor or their designee of equal or greater authority
109 shall immediately notice the employee in writing of this extension and the reason for the extension
110 at least ten (10) days prior to the expiration of the initial forty-five (45) days. The notice shall
111 contain the following:

112 (a) That the employee remains an employee of the Nation.
113 (b) Clear documentation regarding the cessation of pay and benefits.
114 (c) The definition of business hours as it pertains to the employee's particular area of
115 employment.
116 (d) The expected length of the investigation.
117 (e) The telephone number, email address, and name of the person to contact in case of
118 questions.
119 (f) Employee responsibilities pursuant to section 208.9.
120

121 **208.7 Investigator(s) and Reports**

122 208.7-1. The Executive Director of the Human Resource Department, in collaboration with the
123 supervisor, shall be responsible for designating the individual or agency responsible for completing
124 the investigation. If the employee being investigated reports directly to the Oneida Business
125 Committee, the Equal Employment Opportunity Officer shall either conduct the investigation or
126 serve as the point of contact and coordinator for the investigative agency.

127 208.7-2. If the allegations against the employee include criminal actions, or actions that may
128 affect licensing, the supervisor may conclude the employment related investigation without
129 waiting for the results of a criminal or licensing investigation.

Draft 1 (Clean)

2024 11 06

130 (a) Documentation of criminal proceedings or licensing outcomes shall be maintained in the
131 employee's personnel file within the Human Resource Department.

132 208.7-3. The person(s) conducting an investigation shall prepare a written report that shall
133 include the findings of the investigation, and if someone other than the employee's supervisor
134 conducts the investigation, a copy of the written report shall be provided to the employee's
135 supervisor.

136 208.7-4. The employee's supervisor shall prepare a memorandum based on the information
137 produced during the investigation which shall be provided to the employee and shall inform the
138 employee of the following:

139 (a) Corrective actions needed based on the written report, if any; and

140 (1) Should the supervisor choose not to follow the corrective action recommended
141 by the investigator(s), they shall provide written notice and justification to the
142 Executive Director of the Human Resource Department.

143 (b) When to return to work, if applicable.

144 (c) A redacted copy of the written report will be made available to the employee upon
145 request.

146

147 **208.8 Duration**

148 208.8-1. An investigative leave shall conclude when the investigation has produced sufficient
149 information and verifiable facts for the employee's supervisor and the Executive Director of the
150 Human Resource Department to make a reasonable determination on workplace safety and
151 employee status; documentation of that determination has been recorded in permanent files, and
152 the employee has either returned to work or separated from their employment.

153 208.8-2. All investigations shall be completed as expeditiously as circumstances permit. The
154 supervisor shall provide weekly updates to the Executive Director of the Human Resource
155 Department, or if an outside entity is conducting the investigation, the Equal Employment
156 Opportunity Officer shall provide the weekly updates.

157

158 **208.9 Employee Responsibilities**

159 208.9-1. An employee placed on investigative leave shall:

160 (a) Not report to work or the workplace without prior supervisory approval;

161 (1) Written permission to enter a public workplace and the conditions thereof may
162 be included in the employee notice.

163 (b) Not discuss the investigation with employees or post information related to the
164 investigation on social media pursuant to section 208.12-1.

165 (c) Surrender all property of the Nation in their possession including but not limited to:

166 (1) Time keeping badge(s),

167 (2) Identification card(s),

168 (3) Laptop(s),

169 (4) Vehicles and key(s),

170 (5) Cell phone.

171

172 (d) Fully cooperate with the investigation as requested by those conducting the
173 investigation.

174 (e) Respond to all inquiries within twenty-four (24) business hours.

175

176

177 **208.10 Enforcement**

178 208.10-1. Any employee found violating this law shall be subject to discipline in accordance
179 with the Nation’s laws and policies governing employment.

180 208.10-2. Failure by the employee to respond to inquiries within twenty-four (24) business
181 hours will result in the termination of paid investigative leave and immediately shift the
182 employee to unpaid status.

183

184 **208.11 Appeal**

185 208.11-1. An employee may appeal any disciplinary action arising out of an investigation in
186 accordance with the Nation’s laws and policies governing employment.

187

188 **208.12 Confidentiality**

189 208.12-1. Information related to an investigation is confidential and may not be released in any
190 manner, including social media, except in accordance with relevant laws.

191 208.12-2. All investigation materials shall be maintained in the employee’s personnel file with
192 the Human Resources Department.

193

194 *End.*

195

196 OBC Approved 4-07-99-A

197 Amended- 08-13-14-D

198 Amended – BC-06-24-15-A

199 Amended _ BC- _ - _ - _ - _

FINANCE ADMINISTRATION
Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
 FROM: Rae Skenandore, Senior Analyst/Budget Coordinator
 DATE: October 8, 2024
 RE: **Fiscal Impact of the Proposed Amendments to the Investigative Leave Policy**

I. Estimated Fiscal Impact Summary

Law: Amendments to the Investigative Leave Policy		Draft 1
Implementing Agency	Human Resource Department (HRD)	
Estimated time to comply	10 days, in compliance with the Legislative Procedures Act	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	No Fiscal Impact	No Fiscal Impact

II. Background

This Policy was originally adopted by the Oneida Business Committee on April 7, 1999, and then through resolutions BC-08-13-14-D, and BC-06-24-3 15-A. The purpose of this Policy is to provide a consistent process to complete an investigation for allegations against an employee of the Nation.

According to the Legislative Reference Office (LRO), the amendments to the Policy include the following.

- Clarify the severity of an alleged violation that may warrant an investigative leave and provide examples.
- Clarify the type of risks that an investigative leave is intended to protect against.
- Prevent undue financial harm to an employee placed on investigative leave.
- Eliminate unpaid status for the employee placed on investigative leave for up to forty-five (45) days.

- Balance the intention to prevent undue financial harm to an employee placed on investigative leave with the Nation's fiscal responsibilities by shifting the employee to unpaid status when an investigation cannot be safely concluded within forty-five (45) days.
- Clarify that an employee may use their personal and vacation time if the investigative leave extends past forty-five (45) days.
- Provide that when an employee has used their personal and vacation time up all pay and benefits stop.
- Extend the authority to initiate an investigative leave to include the Executive Director of the Human Resource Department.
- Clarify that when there is no division director a supervisor must secure authorization from the person at the highest level in the chain of command under the Oneida Business Committee prior to placing an employee on investigative leave.
- Delegate the authority for designating the individual or agency responsible for completing the investigation to the Executive Director of the Human Resource Department and the supervisor, instead of the employee's supervisor and/or area manager.
- Delete the requirement that the Equal Employment Officer always conducts the investigation if the employee being investigated reports directly to the Oneida Business Committee and instead provide that they may also serve as a liaison to an investigating agency when that is more appropriate.
- Eliminate the option for a supervisor to place an employee in an alternate work assignment while on investigative leave.
- Expand the requirements that notice to the employee placed on investigative leave must contain. The additional requirements are as follows:
 - The employee must surrender all property of the Nation.
 - Clear documentation regarding the status of pay and benefits.
 - The definition of business hours. The employee is required to respond to inquiries within twenty-four (24) business hours to remain on paid investigative leave within the first forty-five (45) days.
 - Whether the investigation has been referred to an outside agency.
 - List of the employee's responsibilities.
 - Email address of the person the employee may contact if they have questions related to the investigative leave.

- Extend the issuance of the second notice to the employee placed on investigative leave from fifteen (15) days to thirty-five (35) days.
- Clarify that the second notice must provide the employee placed on investigative leave with the following information:
 - That the employee remains an employee of the Nation.
 - Clear documentation regarding the cessation of pay and benefits.
 - The definition of business hours as it pertains to the employee's particular area of employment.
 - The expected length of the investigation.
 - The telephone number, email address, and name of the person to contact with questions.
 - The employee's responsibilities.
- Eliminate the requirement that a supervisor must conclude an investigation without waiting for the conclusion of a criminal or licensing matter.
- Eliminate the requirement that an investigative leave must close upon the passing of fifteen (15) days, plus a possible extension of fifteen (15) days, unless an outside agency is conducting the investigation and instead allow the decision makers to close an investigative leave when a reasonable determination based on verifiable facts can be made.
- Expedite investigations by adding a requirement that the supervisor, or the EEO Officer (whichever is overseeing the investigation), provide the Executive Director of the Human Resource Department with weekly updates on the investigation.
- Eliminate the provision that requires the supervisor to conclude an investigation within forty-eight (48) hours of receiving the investigative report when someone else is conducting the investigation.
- Provide the employee who was placed on investigative leave with a redacted copy of the investigative report when requested, instead of only providing the redacted report to an employee who files an appeal.
- Require the supervisor to provide written notice and justification to the Executive Director of the Human Resource Department if they choose not to follow the corrective action recommended by the investigator(s).
- Expand an employee's responsibilities when on an investigative leave to include the surrender of all property of the Nation, respond to any inquires within twenty-four (24) business hours, and not share anything related to the investigation on social media.

- Create the option for an exception to be made to the complete prohibition of the employee who is placed on investigative leave entering any public worksite; if, and only if, it is determined that access is necessary, safe, appropriate, and the specific conditions under which access may be allowed are provided for in the notice to the employee.
- Require that the employee placed on investigative leave respond to all inquiries within twenty-four (24) business hours.

III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with legislation and includes startup costs, personnel, office, documentation costs, as well as an estimate of the amount of time necessary for an agency to comply with the Law after implementation.

Finance does NOT identify the source of funding for the estimated cost or allocate any funds to the legislation.

The analysis was completed based on the information provided as of the date of this memo.

IV. Findings

As stated, this Policy has been in place since 1999. There are no start-up costs, no increases in personnel are needed, and no increases in office or documentation costs. HRD has identified twenty business days or four (4) weeks as the amount of time necessary to comply with the Law after approval.

V. Financial Impact

There is no fiscal impact of implementing this legislation.

VI. Recommendation

Finance does not make a recommendation about a course of action in this matter. Rather, it is the purpose of this analysis to disclose the potential fiscal impact of this legislation, so that the Oneida Business Committee and General Tribal Council has the information with which to render a decision.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X Amendments to the Investigative Leave Policy

- 1
- 2
- 3
- 4 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 5 recognized by the laws of the United States of America; and
- 6
- 7 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 8
- 9 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 11
- 12 **WHEREAS,** the Investigative Leave Policy (“the Law”) was adopted by the Oneida Business Committee
- 13 through resolution BC-04-07-99-A, and amended by resolutions BC-08-13-14-D and BC-
- 14 06-24-15-A; and
- 15
- 16 **WHEREAS,** the purpose of this Law is to set forth a process to address investigative leave for
- 17 employees undergoing work-related investigations; and
- 18
- 19 **WHEREAS,** the amendments to the Law revise the title and references throughout the Law from
- 20 “Investigative Leave Policy” to “Investigative Leave Law”; and
- 21
- 22 **WHEREAS,** the amendments to the Law clarify the level of severity that an alleged violation must reach
- 23 in order to warrant an investigative leave and provides examples; and
- 24
- 25 **WHEREAS,** the amendments to the Law prevent undue financial harm to an employee placed on
- 26 investigative leave; and
- 27
- 28 **WHEREAS,** the amendments to the Law eliminate unpaid status for the employee placed on
- 29 investigative leave for up to forty-five (45) days; and
- 30
- 31 **WHEREAS,** the amendments to the Law balance the intention to prevent undue financial harm to an
- 32 employee placed on investigative leave with the Nation’s fiscal responsibilities by shifting
- 33 the employee to unpaid status when an investigation cannot be safely concluded within
- 34 forty-five (45) days; and
- 35
- 36 **WHEREAS,** the amendments to the Law clarify that an employee may use their personal and vacation
- 37 time if the investigative leave extends past forty-five (45) days; and
- 38
- 39 **WHEREAS,** the amendments to the Law provide that when an employee has used all of their personal
- 40 and vacation time up all pay and benefits stop; and
- 41
- 42 **WHEREAS,** the amendments to the Law extend the authority to initiate an investigative leave to
- 43 include the Executive Director of the Human Resource Department; and

- 44
45 **WHEREAS,** the amendments to the Law clarify that when there is no division director a supervisor
46 must secure authorization from the person at the highest level in the chain of command
47 under the Oneida Business Committee prior to placing an employee on investigative
48 leave; and
49
- 50 **WHEREAS,** the amendments to the Law delegate the authority for designating the individual or agency
51 responsible for completing the investigation to the Executive Director of the Human
52 Resource Department and the supervisor, instead of the employee's supervisor and/or
53 area manager; and
54
- 55 **WHEREAS,** the amendments to the Law delete the requirement that the Equal Employment Officer
56 always conducts the investigation if the employee being investigated reports directly to
57 the Oneida Business Committee and instead provide that they may also serve as a
58 liaison to an investigating agency when that is more appropriate; and
59
- 60 **WHEREAS,** the amendments to the Law eliminate the option for a supervisor to place an employee in
61 an alternate work assignment while on investigative leave; and
62
- 63 **WHEREAS,** the amendments to the Law expand the requirements that notice to the employee placed
64 on investigative leave must contain.
65
- 66 **WHEREAS,** the amendments to the Law extend the issuance of the second notice to the employee
67 placed on investigative leave from fifteen (15) days to thirty-five (35) days; and
68
- 69 **WHEREAS,** the amendments to the Law clarify the requirements that the second notice to the
70 employee placed on investigative leave must contain.
71
- 72 **WHEREAS,** the amendments to the Law eliminate the requirement that a supervisor must conclude
73 an investigation without waiting for the conclusion of a criminal or licensing matter; and
74
- 75 **WHEREAS,** the amendments to the Law eliminate the requirement that an investigative leave must
76 close upon the passing of fifteen (15) days, plus a possible extension of fifteen (15) days,
77 unless an outside agency is conducting the investigation and instead allow the decision
78 makers to close an investigative leave when a reasonable determination based on
79 verifiable facts can be made; and
80
- 81 **WHEREAS,** the amendments to the Law expedite investigations by adding a requirement that the
82 supervisor, or the Equal Employment Officer (whichever is overseeing the investigation),
83 provide the Executive Director of the Human Resource Department with weekly updates
84 on the investigation; and
85
- 86 **WHEREAS,** the amendments to the Law provide the employee who was placed on investigative leave
87 with a redacted copy of the investigative report when requested, instead of only providing
88 the redacted report to an employee who files an appeal; and
89
- 90 **WHEREAS,** the amendments to the Law require the supervisor to provide written notice and
91 justification to the Executive Director of the Human Resource Department if they choose
92 not to follow the corrective action recommended by the investigator(s); and
93

94 **WHEREAS,** the amendments to the Law expand an employee’s responsibilities when they are placed
95 on an investigative leave to include the surrender of all property of the Nation, respond to
96 any inquires within twenty-four (24) business hours, and not share anything related to the
97 investigation on social media; and
98

99 **WHEREAS,** the amendments to the Law create the option for an exception to be made to the complete
100 prohibition of the employee who is placed on investigative leave entering any public
101 worksite; if, and only if, it is determined that access is necessary, safe, appropriate, and
102 the specific conditions under which access may be allowed are provided for in the notice
103 to the employee; and
104

105 **WHEREAS,** the amendments to the Law eliminate the provision that requires the supervisor to conclude
106 an investigation within forty-eight (48) hours of receiving the investigative report when
107 someone else is conducting the investigation; and
108

109 **WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law
110 through collaboration with representatives from the Human Resources Department,
111 Oneida Law Office, Gaming, General Manager; and
112

113 **WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact
114 statement were completed for the proposed amendments to the Law; and
115

116 **WHEREAS,** the Legislative Operating Committee held a public meeting on the proposed amendments
117 to the Law on September 13, 2024, with no individuals providing oral comments, and the
118 public comment period for the amendments to this Law was held open until September 20,
119 2024, with no submission of written comments received; and
120

121 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the amendments
122 to the Investigative Leave Policy, now known as the Investigative Leave Law, which shall become effective
123 on December 11, 2024.
124
125
126

Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community...

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/13/24

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.

Accept Resolution for Safe Shelter donation for \$15,000 from the EDDCD Fund.

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 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: | | |

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: | |

8. Submission:

Authorized Sponsor: Justin Nishimoto, Business Analyst

Primary Requestor: _____

Economic Development, Diversification, and Community Development Fund (EDDCD) Request

Name: Pearl Webster

Date Requested: 9/17/24

Department:

Please Select use for the funds:

- Social Wellness Housing Community Design Parks and Recreation
- Transportation, Facilities & Utilities Economic Development Agriculture
- Natural Resources Land Use Public Safety

Detailed Description (Please attach any supporting documents to form and dollar amounts needed):

Please see attached.

*For more information please refer to the 2014 Comprehensive Plan, Land Use Plan, Neighborhood Development Plan, Live, Sustain, Grow Plan, and the Economic Development Plan.

Does this project already exist or have been approved for CIP? No

If "YES" please indicate the CIP or project number:

Responsible employee for authorizing expenditures:



MEMO

To: Oneida Business Committee
From: Economic Development, Diversification, and Community Development Team
Date: November 4, 2024
Re: Safe Shelter Request of \$15,000 for a feasibility study

Background

The Oneida Business Committee requested that the Economic Development, Diversification, and Community Development team to review the request from the Safe Shelter for a \$15,000 donation to be used for a feasibility study to change the homeless shelter to a 3.1 Residential Treatment Center and Sober Living.

Current Request

Safe Shelter Inc. Requested a \$15,000 donation to conduct a feasibility study to change the current facility from a homeless shelter to a Residential Treatment Center and Sober Living. The Oneida Business Committee made a motion below:

“B. Determine next steps regarding Safe Shelter budget request (02:14:38)

Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to forward the tribal member request regarding the Safe Shelter donation to the Economic Strategy Coordinator for review in accordance with BC Resolution 05-26-21-B Economic Development, Diversification and Community Development Fund”

“Motion by Brandon Yellowbird-Stevens to direct the Economic Strategy Coordinator and General Manager to include in the consideration for the use of the Economic Development, Diversification and Community Development Funds an analysis and/or recommendation of the Comprehensive Health Division’s working relationship and future partnership with the Safe Shelter,”

D. Adopt resolution entitled Safe Shelter donation for \$15,000 from the Economic, Development, Diversification and Community Development Fund (00:47:52)

Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Motion by Lisa Liggins to direct the General Manager and Economic Strategic Planner to work with the Chief Financial Officer or designee, to identify the funding source and amounts of all donations and contributions made to Safe Shelter, Inc. from the Oneida Nation and that this information be included in a perfected request for the use of Economic Development, Diversification and Community Development funds by Safe Shelter Inc., seconded by Jameson Wilson."

"Motion by Lisa Liggins to defer item V.D. Adopt resolution entitled Safe Shelter donation for \$15,000 from the Economic, Development, Diversification and Community Development Fund back to the Economic Strategy Coordinator noting item is incomplete and can be resubmitted when it is perfected and to direct the Economic Strategy Coordinator to request responses from Safe Shelter Inc. to the three (3) question on page 2 of the September 19, 2024, memorandum to be included with the perfected request, seconded by Jameson Wilson."

Findings after review

For the first motion:

The information supplied by Safe Shelter Inc., currently is working with CORE Treatment Services Inc. to do the feasibility study and identified the scope of work of the study as followed below:

- Community Assessment: Conduct off-site research and analysis of community needs assessments, current service gaps, accessible medical data, and potential threats.
- Kickoff: Strategy Conversations: Hold private listening sessions with select individuals from Safe Shelter and other key strategic community stakeholders to gather critical information.
- Clarification of Objectives: Create a White Paper outlining the main goals derived from research, analysis, and listening sessions, which will guide the development of a Resiliency Eco-System (RES).
- Leadership Identification and Assessment: Analyze and identify local leaders and community members who could become staff and key volunteers for the proposed projects.
- Presentation: Outline and present a proposed framework for the legal and operational structure of the 3.1 residential treatment center.
- Completion of Phase 1: Deliver the White Paper to Safe Shelter and provide an option to contract Vendor for Phase 2.

The Guiding Documents utilized to determine the use of the EDDCD funds include the Broad Goals and the Comprehensive Plan Elements which have the following housing related items:

- **Health and Safety-** We want healthy Tribal members and will provide an independent health care system to nurture the health of all native people by reducing drug addictions, providing disability support, and improving mental, physical, social, spiritual and emotional health to help them feel safe in their environment.
- **Social Wellness-**Ensure overall wellness for latiksa shu ha tsi Niyole lotikst^ hoku ha (children as far as the old people)

For the second motion:

The findings from the analysis (full analysis in attachment #1) from Oneida Comprehensive Health Department (OCHD) and Oneida Behavior Health (OBH) recommends below:

- “The building that Safe Shelter, Inc is currently occupying be turned back over to the Oneida Nation. All residents/clients of Safe Shelter have been transitioned to other facilities as of August 31, 2024. There are no current residents/clients that would be impacted. It is unclear what the full fiscal impact would be to Safe Shelter Inc. as to the ability to continue to fund the renovations and/or the fiscal impact of remodeling of the facility that would need to be completed and or the funding source that Safe Shelter Inc would have to complete this phase of their project.”
- “OCHD/OBH is currently in the final stages of the Transitional Residential Detox Treatment Facility - Feasibility Study. It may be in the best interest financially, professionally and for the Oneida Nation to transfer the building to OCHD/OBH to utilize this building as an option for implementation of a Transitional Residential Treatment Facility. This is based on referencing the results and outcomes of the feasibility study. This would streamline the potential project by elimination of a project build and allow utilization of existing Oneida Nation resources at a great cost savings. OCHD/OBH’s recommendation is to employ a fiscally responsible strategy with anticipated funding renovations to the Oneida Nation owned facility in order to meet this level of care as a state licensed facility.”

The third motion:

When working with the CFO and General Manager we concluded that in total, with the EDDCD Fund, building renovation/improvements, and in-kind work services from the Nation, \$1,730,537. The detailed report is in attachment #2.

The fourth motion:

Below are the questions from the last analysis. Below are directly from Safe Shelter Inc. (for full quotes please see attachment #3):

Question 1: Has a 3 bid process been conducted?

Answer: “ Yes. 1a. Jackie Nitschke Center

2b. Unity recovery services

3.c CORE Core Treatment services

4.d Apricity in Appleton WI

5.e Mandolin Transitional Living Foundation

In addition to the above, several other distant organizations in Madison and Oshkosh have been contacted regarding consultant services for residential 3.1 drug/alcohol consultant services. The only organization found to provide consultation services is CORE, which was identified through Greater Green Bay Community Foundations.”

Question 2: Will there be more monies requested?

Answer: “Yes. Not from the Oneida Nation, but from the Tribal Opioid settlement funding provided to all tribes. This money would be for start-up services to get the building licensed, which cost is pending from OESC to review license requirements the building may need. We will be servicing women w/children due to the great demand to serve this population in Indian country. This will decrease our building costs due to not having to create separation of men and women.

Funding will be needed for services, but not for operations due to a viable sustainable funding source via the reimbursable operations provided.”

Question 3: Are there any duplicate services that the Oneida Nation might provide?

Answer: “No. Oneida does not have any residential inpatient treatment for substance use with 24/7 access for coordination of care, specifically for women with children. OBH contracts with this type of service which lags in access. In addition, there is a need for discreet referrals coming from the Oneida Family Wellness Court program.”

In Closing

The requested \$15,000 from the EDDCD fund for Safe Shelter feasibility study is an appropriated use of the fund.

To: Mark Powless, General Manager

From: Debbie Danforth, Comprehensive Health Division Director
Sidney White, Comprehensive Health Assistant Division Director
Mari Kriescher, Behavioral Health Director

Date: September 20, 2024

RE: Oneida Comprehensive Health Division Safe Shelter Recommendation

Per the Oneida Business Committee (OBC) motion, on September 3, 2024, the Oneida Comprehensive Health Division (OCHD) Director and Oneida Behavioral Health (OBH) Director met with the Director of Safe Shelter Inc., the Co-Executive Director of Core Treatment Services, two Safe Shelter Inc. Board members, and the Oneida Nation Economic Strategy Coordinator. The purpose of this meeting was discussion on potential partnership between OCHD/OBH and Safe Shelter Inc. This discussion was based on the presumption that Safe Shelter Inc.'s goal of "transition their services to a Level 3.1 treatment center for mental health and substance use disorder (SUD)."

The main topic of discussion requested clarification in OCHD/OBH determination to the viability of referring OCHD/OBH patient population to Safe Shelter Inc. as a Level 3.1 treatment center for mental health and SUD and the potential duplication of services. Based upon Federal funding via the IHS Multi-year funding agreement, OCHD/OBH has specific requirements that must be followed for the provision of OCHD/OBH services. For OCHD/OBH to refer patients/clients to a Level 3.1 treatment center for mental health and SUD, the following criteria must be met:

1. Individual **must** be eligible for our services as defined by the Indian Health Service (IHS).
2. Request for services is deemed medically necessary based upon the American Society of Addiction Medicine (ASAM) symptomology the patient/client presents with.
3. Level 3.1 treatment center for mental health and SUD must be licensed in the state of the facility's physical location.

In the absence of the previous criteria, OCHD/OBH is unable to cover the associated financial expenses utilizing allocated Federal funds. OCHD/OBH is also unable to utilize Federal funds for expenses of Sober Living due to this being an unlicensed program in the state of Wisconsin. OCHD/OBH can use Federal funds for state licensed inpatient treatment and residential treatment.

OCHD/OBH's primary goal and objective is to enhance patient access to care while preventing the potential duplication of services. This would necessitate a clear definition of the Core Treatment Services and Safe Shelter Inc partnership. This would be determined after the facility

transition to a Level 3.1 treatment center for mental health and SUD. The primary focus was on the discussion of Core Treatment Services initial assessment process in accordance with their agreement with Safe Shelter Inc.

OCHD/OBH has held previous discussions with Core Treatment Services prior to our initial meeting with Safe Shelter Inc. The goal of these discussions was to determine if Core Treatment Services could be a potential vendor for OCHD/OBH. This determination would allow for addition to the list of inpatient treatment facilities that OCHD/OBH utilizes as a referral source. According to review of submitted documentation to OCHD/OBH, Core Treatment Services is a state of Wisconsin licensed facility with a reputable list of services. OCHD/OBH leadership met with Core Treatment Services before the initial meeting with Safe Shelter Inc. This previous meeting was to increase access to care through the coordination of potential residential treatment services for the Oneida Nation community. OCHD/OBH leadership received positive feedback from colleagues who have utilized the Core Treatment Services. Chris Gilbert, the CEO of Core Treatment Services, referenced collaboration with the Menominee Nation and the Ho-Chunk Nation. Further research into Core Treatment Services company website did not advertise the provision of consultation services to either Nation.

OCHD/OBH would require clear definition of services offered and licensure status to determine ability to utilize any potential project as a referral source. The Safe Shelter Inc. project is in the initial phase of partnership with Core Treatment Services. This initial phase entails an assessment that Core Treatment Services would conduct over a 3-month period. Core Treatment Services would then present their findings to Safe Shelter Inc. to determine cost of renovation of the existing Safe Shelter building to meet the requirements for the conversion of their building to meet the state of Wisconsin licensure requirements.

Currently, OCHD/OBH has two existing projects to evaluate the feasibility of increasing access to care and providing additional services to our community. These projects include:

#21-112 Transitional Residential Detox Treatment Facility - Feasibility Study
Currently in the final stages of completion.

#24-110 Transitional Housing Facility Evaluation Request for Proposal (RFP)
Currently in the process of choosing a vendor to complete the evaluation.

OCHD/OBH Recommendations (based upon our initial meeting)

The building that Safe Shelter, Inc is currently occupying be turned back over to the Oneida Nation. All residents/clients of Safe Shelter have been transitioned to other facilities as of August 31, 2024. There are no current residents/clients that would be impacted. It is unclear what the full fiscal impact would be to Safe Shelter Inc. as to the ability to continue to fund the renovations and/or the fiscal impact of remodeling of the facility that would need to be completed and or the funding source that Safe Shelter Inc would have to complete this phase of their project.

OCHD/OBH is currently in the final stages of the Transitional Residential Detox Treatment Facility - Feasibility Study. It may be in the best interest financially, professionally and for the

Oneida Nation to transfer the building to OCHD/OBH to utilize this building as an option for implementation of a Transitional Residential Treatment Facility. This is based on referencing the results and outcomes of the feasibility study. This would streamline the potential project by elimination of a project build and allow utilization of existing Oneida Nation resources at a great cost savings. OCHD/OBH's recommendation is to employ a fiscally responsible strategy with anticipated funding renovations to the Oneida Nation owned facility in order to meet this level of care as a state licensed facility.

Under the OCHD/OBH Leadership:

- State of Wisconsin licensing could be pursued under the existing Kani kuhliyo Family Center - Behavioral Health Services.
- Addition of services via an addendum to OCHD existing multi-year Funding Agreement with the IHS.
- Ability to bill for provided services as a Federally Qualifying Health Center (FQHC) to potentially increase revenues.
- Utilize Federal Tort Claims Act for all professional providers liability coverage.
- Utilize Section 105(l) Lease funds for expanded building square footage with the next renewal process.
- Provision of potential pilot project data and routine OCHD quarterly reports to the Oneida Nation General Manager and Oneida Business Committee to reference in alignment with the established 'Five Principles of Nation Building' and 'Nation Building Themes.'

At this point, the potential additional cost of the Oneida Nation building is not included in OCHD/OBH FY-2025 budgeted programming. OCHD/OBH would need to identify start-up funds for associated expenses. These amounts should be outlined in the final feasibility studies.

Attachment #2

2155 Hutson Road, Green Bay
 Oneida Nation Contributions/In-Kind

		Wise Women	Safe Shelter	Safe Shelter	Safe Shelter	Totals
	Jan '21 - Nov '21	Nov '21 - April '22	April '22 - Sept '22	Oct '22 - Sept '23	Oct '23 - Sept '24	
Building Renovation/Improvements	\$850,084.95					
CIP - HUD Funded						
DPW Plumbing Dept. Labor (remodel)						
Replace Parking Lot					\$38,809.69	
Replace A/C Condesner, Evap & Lines					\$45,377.00	
Replace Roof					\$109,800.00	
Tree Removal from Storm			\$5,105.00			
Tree Stump Gringing			\$2,445.00			
Replace boilers	\$53,858.00					
Totals	\$903,942.95		\$7,550.00		\$193,986.69	\$1,105,479.64

In - Kind Services	Jan '21 - Nov '21	Nov '21 - April '22	April '22 - Sept '22	Oct '22 - Sept '23	Oct '23 - Sept '24	
Rent		\$12,000.00	\$12,000.00	\$24,000.00	\$24,000.00	
Lawn Maintenance		\$2,759.04	\$5,977.92	\$5,977.92	\$5,977.92	
Snow Removal		\$2,814.76	\$2,814.76	\$5,629.52	\$5,629.52	
Heat & Lights (WPS)	\$9,243.21	\$9,375.78	\$10,983.56	\$21,967.13	\$9,268.59	
Water & Sewer	\$58.80	\$117.60	\$117.60	\$235.20	\$310.06	
Annual Inspections		\$2,742.00	\$2,742.00	\$2,742.00	\$2,742.00	
Engineering Hours (815)	\$77,265.00					
Totals	\$86,567.01	\$29,809.18	\$34,635.84	\$60,551.77	\$47,928.09	\$259,491.89

In-Kind Work Orders	Calendar 2022	Calendar 2023	Calendar 2024	
DPW Work Orders	\$3,108.91	\$4,063.08	\$1,393.15	\$8,565.14

Donations to Safe Shelter	Jan '21 - Nov '21	Nov '21 - April '22	April '22 - Sept '22	Oct '22 - Sept '23	Oct '23 - Sept '24
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Finance Committee 10/26/21	\$3,000.00				
Finance Committee 6/1/22			\$5,000.00		
Finance Committee 9/19/22			\$5,000.00		
Retail 9/19/22			\$1,000.00		
Finance Committee 10/30/23				\$3,000.00	
Finance Committee 11/27/23				\$5,000.00	
Totals	\$3,000.00		\$11,000.00	\$8,000.00	\$22,000.00
BC Resolutions					
BC-04-27-22-B	\$150,000.00				
BC-09-14-22-G			\$150,000.00		
BC-01-10-24-A				\$35,000.00	
	\$150,000.00		\$150,000.00	\$35,000.00	\$335,000.00
			Estimated Contributions		\$1,730,536.67



2155 Hutson Rd. Green Bay, WI 54303
Ph: 920-932-3380 Email: www.safesheltergb.org

To: Justin Nishimoto
RE: Questions/Answers
DA: November 4, 2024
FR: Safe Shelter Inc Executive Director

1. Has a 3-bid process been conducted?

Yes. 1a. Jackie Nitschke Center
2b. Unity recovery services
3.c CORE Core Treatment services
4.d Apricity in Appleton WI
5.e Mandolin Transitional Living Foundation

In addition to the above, several other distant organizations in Madison and Oshkosh have been contacted regarding consultant services for residential 3.1 drug/alcohol consultant services. The only organization found to provide consultation services is CORE, which was identified through Greater Green Bay Community Foundations.

2. Will there be more money requested?

Yes. Not from the Oneida Nation, but from the Tribal Opioid settlement funding provided to all tribes. This money would be for start-up services to get the building licensed, which cost is pending from OESC to review license requirements the building may need. We will be servicing women w/children due to the great demand to serve this population in Indian country. This will decrease our building costs due to not having to create separation of men and women.

Funding will be needed for services, but not for operations due to a viable sustainable funding source via the reimbursable operations provided.

3. Is there any duplicate services that the Oneida Nation might provide?

No. Oneida does not have any residential inpatient treatment for substance use with 24/7 access for coordination of care, specifically for women with children. OBH contracts with this type of service which lags in access. In addition, there is a need for discreet referrals coming from the Oneida Family Wellness Court program.



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



Statement of Effect

Approval of Use of Economic Development, Diversification and Community Development Funds for a Donation of \$15,000 to the Safe Shelter, Inc for a feasibility study with CORE Treatment Center

Summary

The resolution approves an allocation of fifteen thousand dollars (\$15,000) from the Economic Development, Diversification and Community Development Fund for the purpose of a donation to Safe Shelter, Inc. to conduct the feasibility study with CORE Treatment Center.

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

Date: September 20, 2024

Analysis by the Legislative Reference Office

The Oneida Business Committee has adopted resolutions which set aside funds disbursed from corporations to the Nation in an Economic Development, Diversification and Community Development fund (“the Fund”) and describes the process for accessing those funds. [Resolutions BC-09-28-16-B, BC-07-12-17-A, BC-12-12-18-B, BC-01-23-19-C, BC-01-23-19-D, and BC-05-26-21-B]. When a request to utilize monies from the Fund is received, the Review Team, comprised of the Strategic Planner, Business Analyst, and the Budget Analyst, review the request for use of the Fund and determines if the proposed use is consistent with the Fund. The Review Team is then required to provide a written recommendation to the Oneida Business Committee regarding whether to authorize the allocation from the Fund to a specific project identified by a contract number, CIP number, economic development opportunity number or other easily trackable number or designation. The Oneida Business Committee is then responsible for authorizing use of the Fund by a resolution clearly identifying the amount of funds authorized and purpose of the funds, which may be identified by a contract number, CIP number, economic development opportunity number or other easily trackable number or designation, and the employee responsible for authorizing expenditures of the authorized amount.

Through the adoption of this resolution the Oneida Business Committee would be approving an allocation of fifteen thousand dollars (\$15,000) from the Fund for the purpose of a donation to Safe Shelter, Inc. to conduct the feasibility study with CORE Treatment Center. This resolution provides that the fifteen thousand dollars (\$15,000) is not intended to be used for salaries or related expenses.

This resolution provides that utilizing the Fund to support a homeless shelter is aligned with the Oneida Business Committee Broad Goals and approved Comprehensive Plan Elements related to social wellbeing. The Executive Director of the Safe Shelter Inc., Pearl Webster is identified as the responsible employees for this allocation of funding. This resolution does not directly provide a contract number, CIP number, economic development opportunity number or other easily trackable number or designation – but this funding could be tracked through the resolution number.

Conclusion

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

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X

Approval of Use of Economic Development, Diversification and Community Development Funds for a Donation of \$15,000 to the Safe Shelter, Inc for a feasibility study with CORE Treatment Center

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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, the Economic Development, Diversification and Community Development Fund was created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C, and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development, Diversification and Community Development Fund As Amended*; and

WHEREAS, the Safe Shelter, Board of Directors was created in October of 2019 and worked with the Oneida Nation to identify 2155 Hutson Road as a location to serve as a homeless shelter; and

WHEREAS, Safe Shelter, Inc. received their 501 (c) (3) status on March 29, 2022, and has begun writing grants under their own status; and

WHEREAS, securing additional funding is a long-term endeavor and Safe Shelter, Inc. wishes to remain open to serve the homeless population; and

WHEREAS, the Oneida Business Committee has directed the EDDCD team to review and recommend the use of \$15,000 for a donation to the Safe Shelter, Inc for a feasibility study; and

WHEREAS, utilizing the Economic Development, Diversification and Community Development Fund to support a homeless shelter is aligned with the Oneida Business Committee Broad Goals and approved Comprehensive Plan Elements related to social wellbeing; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does approve the allocation of \$15,000 from the Economic Development, Diversification and Community Development Funds for the purpose of a donation to Safe Shelter, Inc. to conduct the feasibility study.

Approval of Use of Economic Development, Diversification and Community Development Funds for a Donation of \$15,000 to the Safe Shelter, Inc
BC Resolution # 11-13-24-X
Page 2 of 2

40 **BE IT FUTHER RESOLVED**, the \$15,000 donation is not intended to be used for salaries or related
41 expenses.
42

43 **BE IT FINALLY RESOLVED**, the responsible employees identified as Executive Director of the Safe
44 Shelter Inc., Pearl Webster.

Adopt resolution entitled Resolution to Approve the Third Amendment to the Governmental 401(k) Plan

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Proprietary - trade secrets/commercial/financial

3. Requested Motion:

Accept as information; OR

Adopt Amendment 3 to the Oneida Nation Governmental 401K plan

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Governmental employees

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 checked="" 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 type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: RaLinda Ninham-Lamberies, CFO

Primary Requestor: RaLinda Ninham-Lamberies, CFO

P.O. Box 365 • Oneida, WI 54155



Phone: 920- 869-4325

FINANCE ADMINISTRATION OFFICE

To: OBC
CC: Larry Barton, Treasurer
From: RaLinda Ninham-Lamberies, CFO
Date: October 31, 2024

The purpose for the agenda request is to adopt amendment 3 to the Oneida Nation Governmental 401K plan. The amendment is required to clarify Service Credit within the Transfers to and From An Eligible Class of Employees section in the current agreement. Currently in the plan document when an employee transfers to a qualified classification for the plan, the language reads '(c) SERVICE CREDIT. An employee's service in an ineligible employment classification shall be considered in calculating the Employee's Years of Service for purposes of this Plan, provided that the Employee satisfies all other applicable requirements set forth in Section 3.1.'

The amendment of the Service Credit section of the Oneida Nation Government 401K plan clarifies the ineligible employment classification to be considered in calculation the Employee's Years of Service are years of service in the Nation's Enterprise 401(k) plan.

**THIRD AMENDMENT
TO THE
ONEIDA NATION
GOVERNMENTAL 401(K) PLAN**

Effective January 1, 1992, the Oneida Nation, a federally recognized Tribal government (the "Nation") established the Oneida Tribe of Indians of Wisconsin Profit Sharing Plan, now known as the Oneida Nation Governmental 401(k) Plan (the "Plan"). The Plan was amended effective January 1, 1997 to include a Code Section 401(k) elective deferral arrangement. The Plan was amended on multiple occasions thereafter and received its most recent favorable determination letter from the Internal Revenue Service on October 23, 2012. Effective April 1, 2011, the Plan was amended and restated in its entirety using a Transamerica Retirement Solutions Corporation Volume Submitter 401(k) Profit Sharing Plan. Effective January 1, 2019, the Plan was again amended and restated in the form of an individually designed Plan document. The Plan was next amended on two subsequent occasions. This third amendment was drafted in August of 2022, but inadvertently was not formally considered for adoption. Since then, an amendment was adopted, on December 13, 2023, labeled the "Fourth Amendment," to amend the Plan for certain changes, including those under the SECURE Act and SECURE 2.0 (the "Fourth Amendment"). By this instrument, the Nation intends to amend the Plan effective as of the date below to clarify the Nation's intent for the Plan to provide Employees credit for Years of Service for the Plan for all periods of employment with the Nation; or any entity or enterprise of the Nation that is eligible to participate in the Enterprise Plan. Also, because this amendment was intended to merely clarify the Plan's terms, and was intended to be adopted prior to the Fourth Amendment, this amendment is titled "Third Amendment."

1. The provisions of this Third Amendment shall be effective as of the date listed below.

2. This Amendment shall amend only those sections of the Plan set forth herein, and those sections not amended shall remain in full force and effect.

3. Article III of the Plan hereby is amended by removing Section 3.9(c) in its entirety and replacing with a new Section 3.9(c) to read as follows:

(c) SERVICE CREDIT. An Employee’s service in an ineligible employment classification shall be considered in calculating the Employee’s Years of Service for Purpose of this Plan, provided that: (i) the employee was eligible to participate in the Nation’s Enterprise 401(k) Plan during the service and (ii) the Employee satisfies all other applicable requirements set forth in Section 3.1.

IN WITNESS WHEREOF, the Employer has caused this Third Amendment to the Plan to be executed by its duly authorized representative this ____ day of _____, 2024.

ONEIDA NATION

By: _____

Its: _____

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

TO: Ralinda Ninham-Lamberies
Finance Department

Use this number on future correspondence:

2011-0160

FROM: James R. Bittorf, Deputy Chief Counsel

James R. Bittorf Digitally signed by James R. Bittorf
Date: 2024.10.01 15:50:12 -05'00'

DATE: October 1, 2024

RE: Third Amendment to Oneida Nation Governmental
401K Plan

Purchasing Department Use

~~Contract Approved~~

~~Contract Not Approved~~

(see attached explanation)

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 review for compliance with the current budget resolution prior to entering said contract. Please note the following:

- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
- ✓ Requires Business Committee approval prior to execution.
- ✓ The Nation has retained the law firm Drummond Woodsum to provide legal services with respect to employee benefit plans, including the drafting of retirement plan documents, consultation regarding retirement plan documents, and review of retirement plan documents to ensure compliance with federal laws and regulations. Drummond Woodsum has determined this document complies with applicable federal laws and regulations. This legal review is limited to questions arising under Oneida law.
- ✓ The Third Amendment clarifies existing practices regarding the administration of the Oneida Nation Governmental 401(k) Plan. Because it is consistent with those existing practices, delayed approval of the Third Amendment does not affect administration of the Plan or result in any operational failure of the Plan.

**THIRD AMENDMENT
TO THE
ONEIDA NATION
GOVERNMENTAL 401(K) PLAN**

Effective January 1, 1992, the Oneida Nation, a federally recognized Tribal government (the "Nation") established the Oneida Tribe of Indians of Wisconsin Profit Sharing Plan, now known as the Oneida Nation Governmental 401(k) Plan (the "Plan"). The Plan was amended effective January 1, 1997 to include a Code Section 401(k) elective deferral arrangement. The Plan was amended on multiple occasions thereafter and received its most recent favorable determination letter from the Internal Revenue Service on October 23, 2012. Effective April 1, 2011, the Plan was amended and restated in its entirety using a Transamerica Retirement Solutions Corporation Volume Submitter 401(k) Profit Sharing Plan. Effective January 1, 2019, the Plan was again amended and restated in the form of an individually designed Plan document. The Plan was next amended on two subsequent occasions. This third amendment was drafted in August of 2022, but inadvertently was not formally considered for adoption. Since then, an amendment was adopted, on December 13, 2023, labeled the "Fourth Amendment," to amend the Plan for certain changes, including those under the SECURE Act and SECURE 2.0 (the "Fourth Amendment"). By this instrument, the Nation intends to amend the Plan effective as of the date below to clarify the Nation's intent for the Plan to provide Employees credit for Years of Service for the Plan for all periods of employment with the Nation; or any entity or enterprise of the Nation that is eligible to participate in the Enterprise Plan. Also, because this amendment was intended to merely clarify the Plan's terms, and was intended to be adopted prior to the Fourth Amendment, this amendment is titled "Third Amendment."

1. The provisions of this Third Amendment shall be effective as of the date listed below.

2. This Amendment shall amend only those sections of the Plan set forth herein, and those sections not amended shall remain in full force and effect.

3. Article III of the Plan hereby is amended by removing Section 3.9(c) in its entirety and replacing with a new Section 3.9(c) to read as follows:

(c) SERVICE CREDIT. An Employee’s service in an ineligible employment classification shall be considered in calculating the Employee’s Years of Service for Purpose of this Plan, provided that: (i) the employee was eligible to participate in the Nation’s Enterprise 401(k) Plan during the service and (ii) the Employee satisfies all other applicable requirements set forth in Section 3.1.

IN WITNESS WHEREOF, the Employer has caused this Third Amendment to the Plan to be executed by its duly authorized representative this ____ day of _____, 2024.

ONEIDA NATION

By: _____

Its: _____

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-X

Resolution to Approve the Third Amendment to the Governmental 401(k) Plan

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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, the Nation sponsors two tax-qualified retirement plans for the benefit of its employees, known as the Oneida Nation Governmental 401(k) Plan (the "Governmental Plan") and the Oneida Nation Enterprise 401(k) Plan (the "Enterprise Plan"); and

WHEREAS, the Nation wishes to make certain changes to the Governmental Plan to clarify the Nation's intent for the plan to provide Employees credit for Years of Service for the Plan for all periods of employment with the Nation or any entity or enterprise of the Nation that is eligible to participate in the Enterprise Plan; and

WHEREAS, outside legal counsel to the Nation has prepared the Third Amendment to the Governmental Plan to make the Nation's desired design changes; and

WHEREAS, the Third Amendment was drafted in August of 2022, but inadvertently was not formally adopted, and since then, on December 13, 2023, an amendment was adopted labeled the "Fourth Amendment", and because the Third Amendment was intended to be adopted prior to the Fourth Amendment, it is titled the "Third Amendment".

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee hereby authorizes, approves, and adopts the Third Amendment to the Oneida Nation Governmental 401(k) Plan, effective immediately.

BE IT FURTHER RESOLVED, that the Chief Financial Officer shall be, and hereby is, authorized and directed to execute on behalf of the Nation the Third Amendment to the Governmental Plan following review and approval by the Nation's Chief Financial Officer and the Nation's Deputy Chief Counsel.

Adopt resolution entitled Setting the Oneida Business Committee Regular Meeting and Executive Session

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

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

Justification: DRAFT materials/discussion

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



Business Committee Agenda Request – Cover Memo

From: Aliskwet Ellis, Senior Information Management Specialist

Date: 11/8/2024

RE: Adopt resolution entitled Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule

PURPOSE

BC Resolution 1-12-22-A is outdated and needs to be updated to correspond with the 2025 OBC meeting schedule

BACKGROUND

At the November 7, 2024, OBC meeting, the OBC decided to schedule an executive session for every regular OBC meeting in 2025. The corresponding attachments are the track changes of the updated resolution and a clean version.

REQUESTED ACTION

Adopt resolution entitled Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule

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, [Internal Security Director](#), 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 ~~118~~, 202~~52~~.

Executive Session Discussion

BE IT FURTHER RESOLVED, for ~~the second regular meeting of each month~~ [all regular meetings of the Oneida Business Committee](#), 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 ~~725~~, 202~~52~~.

BC Resolution # 1-12-22-A
Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion
Schedule
Page 2 of 2

BE IT FURTHER RESOLVED, that the Chair by memorandum, with consultation with the Secretary, may cancel a meeting and provide notice of that action to all Oneida Business Committee members through an e-mail notification and direct the Secretary to develop a Standard Operating Procedures to identify how notice of the cancelation of the meeting shall be processed.

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."~~

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24- 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, Internal Security Director, 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 11, 2025.

Executive Session Discussion

BE IT FURTHER RESOLVED, for all regular meetings of the Oneida Business Committee, 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 7, 2025.

BC Resolution #
Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion
Schedule
Page 2 of 2

BE IT FURTHER RESOLVED, that the Chair by memorandum, with consultation with the Secretary, may cancel a meeting and provide notice of that action to all Oneida Business Committee members through an e-mail notification and direct the Secretary to develop a Standard Operating Procedures to identify how notice of the cancelation of the meeting shall be processed.

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.



Statement of Effect

Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule

Summary

Through the adoption of this resolution, the Oneida Business Committee declares as follows with respect to its regular meeting and executive session discussion schedules:

- That, regular meetings of the Oneida Business Committee shall continue to be held on the second and fourth Wednesday of each month, at 8:30 a.m.;
- In regard to the Oneida Business Committee Direct Report Quarterly Reports – Executive Session Discussion: that, 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 11, 2025; and
- In regard to Executive Session discussion: that, for all regular meetings of the Oneida Business Committee, 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 7, 2025.

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

Date: November 8, 2024

Analysis by the Legislative Reference Office

Article III, Section 3 of the Constitution of the Oneida Nation (“Constitution”) provides that regular meetings of the Oneida Business Committee may be established by resolution of the Oneida Business Committee. The Oneida Business Committee Meetings law, which was established to identify how the Oneida Business Committee is to carry out the responsibilities delegated to it by the Constitution, states, with respect to its meeting schedule, “the Oneida Nation Secretary shall present, on or around October of each year, a proposed schedule for regular meetings of the Oneida Business Committee for approval by the Oneida Business Committee.” [1 O.C. 117.6-1]. And, for reports to the OBC, the Oneida Business Committee Meetings law further states “the Oneida Nation Secretary shall present, on or around October of each year, a proposed schedule for presentation of reports by entities at regular meetings of the Oneida Business Committee for approval by the Oneida Business Committee.” [1 O.C. 117.6-2].

Along with its schedule, the Oneida Business Committee Meetings law governs, in part, organization of the Oneida Business Committee’s meeting agenda. [1 O.C. 117.7-1]. Relevant here, section 117.7-1 of the Oneida Business Committee Meetings law requires that the Oneida Business Committee agenda contain a section entitled, Reports, and a section entitled, Executive Session. The Reports section is to be used to present quarterly reports as directed by the Oneida Business Committee, [1 O.C. 117.7-1(p)], while the Executive Session section is to be used to discuss matters that require confidentiality under the Open Records and Open Meetings law [1 O.C. 117.7-1(q)]. The Law allows for the Executive Session section of the agenda to be organized to meet the needs of the Oneida Business Committee. *Id.*

Over the years, the Oneida Business Committee has been presented with and adopted the following regular meeting schedules:

- *BC-07-07-87-A* – regular meetings every Tuesday at 1:30 p.m. and every Friday at 9:00 a.m.;
- *BC-03-25-88-B* – regular meetings every Friday at 9:00 a.m., and informational meetings the first Monday of each month at 7:00 p.m.;
- *BC-04-26-91-A* – regular meetings every Wednesday at 9:00 a.m.;
- *BC-02-11-04-A* – regular meetings every other Wednesday at 9:00 a.m.;
- *BC-12-10-08-A* – regular meetings every second and fourth Wednesday at 9:00 a.m.;
- *BC-06-23-10-E* – executive discussion meetings added every second and fourth Tuesday at 9:00 a.m.;
- *BC-11-23-16-C* – regular meetings every second and fourth Wednesday at 8:30 a.m., and executive discussion meetings every second and fourth Tuesday at 8:30 a.m.;
- *BC-12-27-16-A* – regular meetings every second and fourth Wednesday at 8:30 a.m., and quarterly report meetings the fourth Thursday in January, April, July and October at 8:00 a.m.;
- *BC-09-27-17-D* – quarterly report meetings the fourth Thursday of February, May, August and November at 8:00 a.m.;
- *BC-01-22-20-D* – quarterly report meetings eliminated, executive discussion meetings every second and fourth Tuesday at 8:30 a.m., and regular meetings every second and fourth Wednesday at 8:30 a.m.;
- *BC-09-23-20-C* – executive discussion meetings eliminated, and regular meetings every second and fourth Wednesday at 8:30 a.m.; and
- *BC-01-12-22-A* – regular meetings continue to be held the second and fourth Wednesday each month, at 8:30 a.m., direct report quarterly reports at 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., and at 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.

The OBC has established a quarterly reporting expectation in the Executive Session section of its regular meeting agenda for the Gaming and Retail General Managers, the Executive Human Resources Director, and the Internal Security Director and has now determined that holding periodic, separate discussions on items submitted to that section is the best way to use available resources.

Through this resolution, the Oneida Business Committee declares as follows with respect to its regular meeting and executive session discussion schedules:

- That, regular meetings of the Oneida Business Committee shall continue to be held on the second and fourth Wednesday of each month, at 8:30 a.m.;
- In regard to the Oneida Business Committee Direct Report Quarterly Reports – Executive Session Discussion: that, 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 11, 2025; and

- In regard to Executive Session discussion: that, for all regular meetings of the Oneida Business Committee, 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 7, 2025.

This resolution then provides that the Oneida Business Committee Chairperson by memo, with consultation with the Oneida Business Committee Secretary, may cancel a Tuesday Executive Session meeting and provide notice of that action to all Oneida Business Committee members through an e-mail notification and direct the Secretary to develop a Standard Operating Procedures to identify how notice of the cancelation of the Executive Session portion of the meeting shall be processed.

This resolution further declares that it supersedes all prior motions, practices or resolutions regarding the subject of regular meetings of the Oneida Business Committee.

Conclusion

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

Adopt resolution entitled Setting Supervision and Management of Direct Reports to the Oneida Business.

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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: SOE will be provided as a handout

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: *(Name, Title/Entity)* _____

Additional Requestor: *(Name, Title/Entity)* _____

Submitted By: LLIGGINS



Memorandum

To: Oneida Business Committee

From: Lisa Liggins, Secretary

Date: November 5, 2024

Re: Adopt resolution entitled Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

Background

The BC discussed the proposed resolution at the October 2024 work session and no changes were identified. This resolution is intended to further delineate the responsibilities of the BC Officers from that of the legislative body with regarding to supervision and management of Direct Reports.

A statement of effect will be provided as handout; a request has been submitted to the LRO for review.

The updated draft as well as redline to the original is attached for your reference.

Requested Action

1. Adopt resolution entitled Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # ~~08-23-23-F~~

Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

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 (OBC) has, from time to time, identified how ~~direct reports~~ Direct Reports are supervised ~~for administrative responsibilities and direction regarding organizational responsibilities,~~ by the adoption of various resolutions, most recently resolution # BC-~~02-08-22-23-CF~~ Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Professional Support Staff Political Appointments; and

WHEREAS, the OBC has determined that full supervisory authority of Direct Reports should be delegated to the OBC Officers (Chair, Vice-Chair, Treasurer, Secretary) to separate these duties from legislative body, the Legislative Operating Committee; and

WHEREAS, the OBC has determined that delegating full supervisory authority of Direct Reports to the OBC Officers will provide Direct Reports with an improved reporting structure; 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:

- ~~Business Analyst, job description, # 03029~~
- Chief Counsel, job description # 09030
- ~~Economic Strategy Coordinator, job description, # 03423~~
- Emergency Management Director, job description # 09072
- Executive Human Resources Director, job description # 09097
- General Manager, job description # 09012
- Gaming General Manager, job description # 82008
- Intergovernmental Affairs Director, job description # 02735
- Retail General Manager, job description # 09096

BC Resolution # ~~08-23-23-F~~ _____
 Setting Supervision and Management of Direct Report to the Oneida Business Committee and
 Political Appointments
 Page 2 of 3

44
 45 **BE IT FURTHER RESOLVED**, that for the purposes of this resolution, “Political Appointments” are defined
 46 as the following positions within the Nation:

47
 48 Administrative Assistant, job description # 03340
 49 Executive Assistant, job description # 03113
 50 Government Relations Specialist, job description # 03341
 51 Legislative Assistant, job description # 03342
 52 Project Coordinator, job description # 03104

53
 54 **BE IT FURTHER RESOLVED**, that for the purpose of having authorization to present items on the agenda
 55 of the Oneida Business Committee, the following positions within the Nation are defined as a “Direct
 56 Report” in accordance with section 117.7-2(c) of the Oneida Business Committee Meetings law:

57
 58 Chief Financial Officer, job description # 09018
 59 BC Area Manager, job description # 02974
 60 Security Director, job description # 00426

61
 62 **BE IT FURTHER RESOLVED**, that the following position within the Nation is defined as a “Interim Report”
 63 of the Oneida Business Committee until such a time that the Oneida Nation Law Enforcement Ordinance
 64 is amended and shall be eligible to serve on an appointed or elected entity:

65
 66 Security Director, job description # 00426

67
 68 **BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegates ~~the full supervisory~~
 69 authority and responsibility of ~~administrative supervision of direct reports~~ Direct Reports to the ~~officers~~
 70 ~~(Chair, Vice Chair, Treasurer, Secretary)~~ OBC Officers including, but not limited to:

- 71 ~~1. Administrative supervision shall be defined as matters involving the individual personnel~~
 72 ~~requests such as use of personal or vacation time, performance tracking.~~
 73 ~~2. Administrative supervision requests shall be routed through the Government Administrative~~
 74 ~~Office which shall be responsible for logging in requests and documenting the results.~~
 75
 76 ~~1. **BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegates the~~
 77 ~~authority~~ Performance tracking, annual expectations, and annual evaluation;
 78 ~~2. Complaint investigation and responsibility of providing~~ disciplinary procedures, if necessary;
 79 ~~3. Hiring, contract negotiation, and termination;~~
 80 ~~3.4. Providing direction to direct reports~~ regarding organizational activities to the officers (Chair,
 81 ~~Vice Chair, Treasurer, Secretary). Direction regarding organizational activities shall be~~
 82 ~~defined as~~ by providing advice and opinion regarding the policy decisions made by the
 83 ~~Oneida Business Committee and shall exclude the authority to direct specific action.; and~~
 84 ~~5. Administrative requests such as use of personal/vacation time, other leave requests, travel~~
 85 ~~authorizations, expense vouchers/reimbursements.~~

86
 87 **BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegation includes the expectation
 88 that actions will be taken by majority ~~voted decision~~ of the officers OBC Officers and, in all cases, to attempt
 89 consensus decision making as agreed to from the strategic planning activities.

90
 91 **BE IT FURTHER RESOLVED**, that the authority and responsibility of administrative supervision to Political
 92 Appointments and the authority and responsibility of providing direction to Political Appointments be
 93 assigned to the Oneida Business Committee member to which they are appointed.
 94

95 **BE IT FURTHER RESOLVED**, that the Oneida Business Committee directs the Secretary to forward this
96 resolution to the Human Resources Department and the Government Administrative Office to identify the
97 necessary amendments to the administrative processes and procedures to fully implement this resolution
98 in a timely manner.
99
100 **BE IT FINALLY RESOLVED**, that this resolution shall be effective on Sunday, Month DD, 2024.
101 ~~August 27, 2023~~.
102
103



Statement of Effect

Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

Summary

This resolution identifies the direct reports and political appointments of the Nation, and defines the delegation of authority for the supervision and management of the direct reports and political appointments.

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

Date: November 6, 2024

Analysis by the Legislative Reference Office

The Oneida Business Committee has, from time to time, identified how direct reports are supervised for administrative responsibilities and direction regarding organizational responsibilities, by the adoption of various resolutions, most recently through resolution BC-08-23-23-F, *Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments*.

The Oneida Business Committee has since determined that full supervisory authority of Direct Reports should be delegated to the Oneida Business Committee Officers (Chair, Vice-Chair, Treasurer, Secretary) to separate these duties from legislative body, the Legislative Operating Committee. The Oneida Business Committee has determined that delegating full supervisory authority of Direct Reports to the OBC Officers will provide Direct Reports with an improved reporting structure.

Overall, this resolution identifies the specific positions of the Nation that are considered direct reports to the Oneida Business Committee, which includes the following:

- Chief Counsel;
- Economic Strategy Coordinator;
- General Manager;
- Gaming General Manager;
- Retail General Manager;
- Intergovernmental Affairs Director;
- Emergency Management Director; and
- Executive Human Resources Director.

This resolution then identifies the specific positions of the Nation that are considered political appointments, which includes the following:

- Administrative Assistant;
- Government Relations Specialist;

- Executive Assistant;
- Legislative Assistant; and
- Project Coordinator.

This resolution identifies that for the purpose of having authorization to present items on the agenda of the Oneida Business Committee, the following positions within the Nation are defined as a “*Direct Report*” in accordance with section 117.7-2(c) of the Oneida Business Committee Meetings law:

- Chief Financial Officer;
- BC Area Manager; and
- Security Director.

This resolution also identifies that the Security Director position is defined as an “*Interim Report*” of the Oneida Business Committee until such a time that the Oneida Nation Law Enforcement Ordinance is amended and shall be eligible to serve on an appointed or elected entity.

This resolution then provides that the Oneida Business Committee delegates full supervisory authority and responsibility of Direct Reports to the Oneida Business Committee Officers including, but not limited to: Performance tracking, annual expectations, and annual evaluation; Complaint investigation and disciplinary procedures, if necessary; Hiring, contract negotiation, and termination; Providing direction regarding organizational activities by providing advice and opinion regarding the policy decisions made by the Oneida Business Committee; and Administrative requests such as use of personal/vacation time, other leave requests, travel authorizations, expense vouchers/reimbursements.

The Oneida Business Committee delegation includes the expectation that actions will be taken by majority decision of the Oneida Business Committee Officers and, in all cases, to attempt consensus decision making as agreed to from the strategic planning activities.

The authority and responsibility of administrative supervision as well as the responsibility of providing direction to the political appointees is delegated to the Oneida Business Committee members to which they are appointed.

The Nation’s Secretary is directed through this resolution to forward this resolution to the Human Resources Department and the Government Administrative Office to identify the necessary amendments to the administrative processes and procedures to fully implement this resolution in a timely manner.

This resolution shall be effective on Sunday, November 17, 2024, and shall supersede all prior motions and resolutions in conflict with the directives set forth in this resolution.

Conclusion

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

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 11-13-24-X

Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

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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, the Oneida Business Committee (OBC) has, from time to time, identified how Direct Reports are supervised by the adoption of various resolutions, most recently resolution # BC-08-22-23-F *Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments*; and

WHEREAS, the OBC has determined that full supervisory authority of Direct Reports should be delegated to the OBC Officers (Chair, Vice-Chair, Treasurer, Secretary) to separate these duties from legislative body, the Legislative Operating Committee; and

WHEREAS, the OBC has determined that delegating full supervisory authority of Direct Reports to the OBC Officers will provide Direct Reports with an improved reporting structure; 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
- Economic Strategy Coordinator, job description, # 03423
- Emergency Management Director, job description # 09072
- Executive Human Resources Director, job description # 09097
- General Manager, job description # 09012
- Gaming General Manager, job description # 82008
- Intergovernmental Affairs Director, job description # 02735
- Retail General Manager, job description # 09096

BC Resolution # 11-13-24-X
Setting Supervision and Management of Direct Report to the Oneida Business Committee and
Political Appointments
Page 2 of 2

42 **BE IT FURTHER RESOLVED**, that for the purposes of this resolution, “Political Appointments” are defined
43 as the following positions within the Nation:
44

- 45 Administrative Assistant, job description # 03340
- 46 Government Relations Specialist, job description # 03341
- 47 Executive Assistant, job description # 03113
- 48 Legislative Assistant, job description # 03342
- 49 Project Coordinator, job description # 03104

50
51 **BE IT FURTHER RESOLVED**, that for the purpose of having authorization to present items on the agenda
52 of the Oneida Business Committee, the following positions within the Nation are defined as a “Direct
53 Report” in accordance with section 117.7-2(c) of the Oneida Business Committee Meetings law:
54

- 55 Chief Financial Officer, job description # 09018
- 56 BC Area Manager, job description # 02974
- 57 Security Director, job description # 00426

58
59 **BE IT FURTHER RESOLVED**, that the following position within the Nation is defined as a “Interim Report”
60 of the Oneida Business Committee until such a time that the Oneida Nation Law Enforcement Ordinance
61 is amended and shall be eligible to serve on an appointed or elected entity:
62

- 63 Security Director, job description # 00426

64
65 **BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegates full supervisory authority
66 and responsibility of Direct Reports to the OBC Officers including, but not limited to:

- 67 1. Performance tracking, annual expectations, and annual evaluation;
- 68 2. Complaint investigation and disciplinary procedures, if necessary;
- 69 3. Hiring, contract negotiation, and termination;
- 70 4. Providing direction regarding organizational activities by providing advice and opinion
71 regarding the policy decisions made by the Oneida Business Committee; and
- 72 5. Administrative requests such as use of personal/vacation time, other leave requests, travel
73 authorizations, expense vouchers/reimbursements.

74
75 **BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegation includes the expectation
76 that actions will be taken by majority decision of the OBC Officers and, in all cases, to attempt consensus
77 decision making as agreed to from the strategic planning activities.
78

79 **BE IT FURTHER RESOLVED**, that the authority and responsibility of administrative supervision to Political
80 Appointments and the authority and responsibility of providing direction to Political Appointments be
81 assigned to the Oneida Business Committee member to which they are appointed.
82

83 **BE IT FURTHER RESOLVED**, that the Oneida Business Committee directs the Secretary to forward this
84 resolution to the Human Resources Department and the Government Administrative Office to identify the
85 necessary amendments to the administrative processes and procedures to fully implement this resolution
86 in a timely manner.
87

88 **BE IT FINALLY RESOLVED**, that this resolution shall be effective on Sunday, November 17, 2024.

Determine next steps regarding two (2) vacancies - Oneida Election Board - Ad Hoc Committee

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

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 14, 2024

RE: Appointment(s) – Oneida Election Board - Ad Hoc Committee

Background

Two (2) vacancies were posted for the Oneida Election Board - Ad Hoc Committee. The vacancies are to complete terms ending December 31, 2025.

The vacancies have been posted since September 2024. The latest application deadline was October 4, 2024, and one (1) application(s) was received for the following applicant(s):

- Patricia Moore

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending December 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 10, 2024, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 10/24/24 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

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 checked="" 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: Lawrence Barton, Treasurer

Primary Requestor: Melissa Alvarado, Budget Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF OCTOBER 10, 2024
DATE: 10/10/24

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of October 10, 2024. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 5 FC members voting to approve the October 10, 2024 Finance Committee Meeting Minutes. FC Members voting included: *RaLinda Ninham-Lamberies, Lisa Liggins, Jennifer Webster, Louise Cornelius, and Sarah White.*

These Finance Committee Minutes of October 10, 2024 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.

**ONEIDA****FINANCE COMMITTEE****REGULAR MEETING****OCTOBER 10, 2024 • Time: 8:30 A.M.****Business Committee Conference Room / Microsoft Teams**

REGULAR MEETING MINUTES**FC MEMBERS PRESENT:**

Larry Barton, Treasurer/FC Chair RaLinda Ninham-Lamberies, CFO/FC Vice-Chair
Lisa Liggins, BC Secretary Jennifer Webster, BC Council Member
Louise Cornelius, Gaming General Manager Sarah White, Purchasing Director

FC MEMBERS EXCUSED: Jonas Hill, BC Council Member**OTHERS PRESENT:** Deborah Gerondale, Michelle Danforth-Anderson, Greg Matson, Amber Cornelius, Bridget John, Marilyn King, Samantha Boucher, Todd VanDen Heuvel, Eric Bristol, Cherie Elm, Duwayne Matson, David Jordan, Maureen Perkins, and Melissa Alvarado taking notes**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Chair at 8:28 A.M.**II. APPROVAL OF AGENDA:** OCTOBER 10, 2024

Motion by Lisa Liggins to approve the October 10, 2024 Finance Committee Meeting Agenda. Seconded by Jennifer Webster. Motion carried unanimously.

III. FC MINUTES: September 26, 2024 (Approved via E-Poll on 9/26/24)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on September 26, 2024 approving the September 26, 2024 Finance Committee Meeting Minutes. Seconded by Sarah White. Motion carried unanimously.

IV. SPECIAL FC E-POLL:

1. FY25 FC Meeting Schedule and FY25 OFF/Donation Forms
Melissa Alvarado, Budget Manager (Approved via E-Poll on 9/20/24)

Motion by Lisa Liggins to acknowledge the FC E-Poll action taken on September 20, 2024 approving the FY25 FC Meeting Schedule and FY25 OFF/Donation Forms. Seconded by

Jennifer Webster. Motion carried unanimously.

V. UNFINISHED BUSINESS:

1. FY25 Blkt PO – Mail Haus Inc. – Postage Amount: \$50,000.00
Michelle Danforth-Anderson, Tourism

Motion by RaLinda Ninham-Lamberies to defer the FY25 Blanket PO – Mail Haus Inc.- Postage in the amount of \$50,000.00. Seconded by Sarah White. Motion carried unanimously.

VI. CAPITAL EXPENDITURES: None

VII. NEW BUSINESS:

1. Baycom – Portable Radios & Bank Chargers Amount: \$57,340.00
Greg Matson, CHD

Motion by Jennifer Webster to approve the Baycom – Portable Radios & Bank Chargers in the amount of \$57,340.00. Seconded by Sarah White. Motion carried unanimously.

2. FY25 Blkt PO – WE Energies Amount: \$56,570.00
Bridget John, Utilities

Motion by Jennifer Webster to approve the FY25 Blanket PO – WE Energies in the amount of \$56,570.00. Seconded by Sarah White. Motion carried unanimously.

3. FY25 Blkt PO – Performance Amount: \$60,000.00
Samantha Boucher, Food Pantry

Motion by Jennifer Webster to approve the FY25 Blanket PO – Performance in the amount of \$60,000.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

Louise Cornelius arrived at 8:39 AM.

4. FY25 Blkt PO – CIS Amount: \$60,000.00
Samantha Boucher, Food Pantry

Motion by Jennifer Webster to approve the FY25 Blanket PO – CIS in the amount of

\$60,000.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

- | | |
|--|----------------------|
| 5. PMSquare LLC – Annual License Fees
Eric Bristol, DTS | Amount: \$124,860.00 |
|--|----------------------|

Motion by Lisa Liggins to approve PMSquare LLC – Annual License Fees in the amount of \$124,860.00. Seconded by Jennifer Webster. Motion carried unanimously.

- | | |
|---|----------------------|
| 6. Infinium – Annual GHR Subscription Fees
Eric Bristol, DTS | Amount: \$355,102.82 |
|---|----------------------|

Motion by Lisa Liggins to approve Infinium – Annual GHR Subscription Fees in the amount of \$355,102.82. Seconded by Jennifer Webster. Motion carried unanimously.

- | | |
|--|---|
| 7. Keona Health – PO Increase
Deborah Gerondale, Comp. Health | Amount: \$5,375.00
Total PO: \$52,835.00 |
|--|---|

Motion by RaLinda Ninham-Lamberies to approve Keona Health – PO Increase in the amount of \$5,375.00 making the total PO \$52,835.00. Seconded by Jennifer Webster. Motion carried unanimously.

VIII. ONEIDA FINANCE FUND:

Report:

1. Oneida Finance Fund Report – October 2024
Melissa Alvarado, Budget Manager

Motion by Jennifer Webster to accept the Oneida Finance Fund Report for October 2024. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

Requests:

- | | |
|---|------------------|
| 1. AAU-13 Team WI Blizzard Basketball fees
Requester: Michelle John for Jose | Amount: \$643.37 |
|---|------------------|

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for AAU-13 Team WI Blizzard Basketball fees for the son of the requester in the amount of \$643.37. Seconded by Jennifer Webster. Motion carried unanimously.

- | | |
|--|------------------|
| 2. WI Legends National Basketball fees
Requester: Cindy John for Jaydah | Amount: \$750.00 |
|--|------------------|

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for WI Legends National Basketball fees for the daughter of the requester in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

3. Boy Scout fees and Summer Camp, Religious Ed fees Amount: \$750.00
Requester: Jason Widi for Ronald

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Boy Scout fees and Summer Camp, Religious Education fees for the son of the requester in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

4. Dance Team fees Amount: ~~\$675.00~~
Requester: Mackenzie Reed \$750.00

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Dance Teams fees in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

5. NEW Fusion Dance fees Amount: \$750.00
Requester: Andrew Doxtater for Scarlett

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for NEW Fusion Dance fees for the daughter of the requester in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

6. Soccer fees Amount: \$750.00
Requester: Lorraine Frias for Alyah

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Soccer fees for the daughter of the requester in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

7. Piano Lessons Amount: \$450.00
Requester: Quanah Vasquez

Motion by Lisa Liggins to approve from the Oneida Finance Fund the requests from the same family #7 & #8 in the amounts requested. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

8. JujiTsu Lessons/Classes Amount: \$432.00
Requester: Cherie Elm for Quincy

- See Action in Oneida Finance Fund Request #7.

9. YMCA Membership Amount: \$572.40
Requester: Kristine Hill

Motion by Lisa Liggins to approve from the Oneida Finance Fund the request for YMCA Membership in the amount of \$572.40. Seconded by Jennifer Webster. Motion carried unanimously.

10. YMCA Membership Amount: \$270.00
Requester: Kristine Hill for Kristofer

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for YMCA Membership for the son of the requester in the amount of \$270. Seconded by Lisa Liggins. Motion carried unanimously.

11. Piano Lessons & Swim Team fees Amount: \$750.00
Requester: Kerry Smith for Jaelyn

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Piano Lessons & Swim Team fees for the daughter of the requester in the amount of \$750. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

12. Gymnastics fees Amount: \$750.00
Requester: Kerry Smith for Kenzie

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Gymnastics fees for the daughter of the requester in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

13. YMCA Family Membership Amount: \$750.00
Requester: Kerry Smith

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for YMCA Family Membership in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

14. Peloton Fitness fees Amount: \$501.34

Requester: Christopher Ness

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Peloton Fitness fees in the amount of \$501.34. Seconded by Lisa Liggins. Motion carried unanimously.

15. WI Flight Elite Basketball fees Amount: \$750.00
Requester: Jason Danforth for Farrah

Motion by Jennifer Webster to approve from the Oneida Finance Fund the requests from the same family #15 & #16 in the amounts requested. Seconded by Lisa Liggins. Motion carried unanimously.

16. Piano Lessons & Basketball fees Amount: \$750.00
Requester: Jason Danforth for Grayson

- See Action in Oneida Finance Fund Requests #15.

17. YMCA Family Membership Amount: \$750.00
Requester: Margaret King

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for YMCA Family Membership in the amount of \$750. Seconded by Sarah White. Motion carried unanimously.

18. YMCA Family Membership Amount: \$750.00
Requester: Vanessa Miller

Motion by Lisa Liggins to approve from the Oneida Finance Fund the request for YMCA Family Membership in the amount of \$750. Seconded by Jennifer Webster. Motion carried unanimously.

19. Work Some More Basketball Training fees Amount: \$750.00
Requester: Vanessa Miller for Journee

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Work Some More Basketball Training fees for the daughter of the requester in the amount of \$750. Seconded by Lisa Liggins. Motion carried unanimously.

20. Various Sport Registrations Amount: \$450.00
Requester: Angela Danforth for Curtis Jr.

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the requests from the same family #20 & #21 in the amounts requested. Seconded by Lisa Liggins. Motion carried unanimously.

21. Purple Aces Basketball fees Amount: \$405.00
Requester: Angela Danforth for Sofia

- See Action in Oneida Finance Fund Requests #20.

22. GrowthDay Personal Development fees Amount: \$750.00
Requester: Kelli Lake

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for GrowthDay Personal Development fees in the amount of \$750. Seconded by Lisa Liggins. Motion carried unanimously.

23. YMCA Family Membership Amount: \$750.00
Requester: Amber Van Kirk

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for YMCA Family Membership up to the amount of \$750 contingent upon the receipt of the invoice/quote is in the requesters name be resubmitted. Seconded by Sarah White. Motion carried unanimously.

VIII. EXECUTIVE SESSION:

Motion by RaLinda Ninham-Lamberies to go into Executive Session. Seconded by Lisa Liggins. Motion carried unanimously. Time: 8:46 AM

Motion by RaLinda Ninham-Lamberies to come out of Executive Session. Seconded by Lisa Liggins. Motion carried unanimously. Time: 8:56 AM

1. Oneida Nation Academy Box Lacrosse fees Amount: \$729.00
Requester: Danielle White for Eliia

Motion by Lisa Liggins to approve from the Oneida Finance Fund the requests #1 - #6 in the amounts requested contingent upon receipt of confirmation from Oneida Youth Leadership

Institute that Oneida Nation Academy Box Lacrosse is one of their sponsored organizations.

Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

2. Oneida Nation Academy Box Lacrosse fees Amount: \$729.00
Requester: Shandra Smith for Caillou

- See Action in Executive Session #1.

3. Oneida Nation Academy Box Lacrosse fees Amount: \$729.00
Requester: Shandra Smith for Damon Jr.

- See Action in Executive Session #1.

4. Oneida Nation Academy Box Lacrosse fees Amount: \$729.00
Requester: Chantelle LeBeau for David Jr.

- See Action in Executive Session #1.

5. Oneida Nation Academy Box Lacrosse fees Amount: \$729.00
Requester: Regina Summers for Lorenzo Jr.

- See Action in Executive Session #1.

6. Oneida Nation Academy Box Lacrosse fees Amount: \$729.00
Requester: Roland Christjohn for Raiden

- See Action in Executive Session #1.

IX. ADMINISTRATIVE /INTERNAL: None

X. FOLLOW UP: None

XI. FOR INFORMATION ONLY: None

XII. ADJOURN: Motion by RaLinda Ninham-Lamberies to adjourn. Seconded by Sarah

White. Motion carried unanimously. Time: 9:27 A.M.

Minutes submitted by:
Melissa Alvarado, Budget Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: October 10, 2024

Accept the October 24, 2024, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 10/24/24 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

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 checked="" 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: Lawrence Barton, Treasurer

Primary Requestor: Melissa Alvarado, Budget Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, BUDGET MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF OCTOBER 24, 2024
DATE: 10/24/24

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of October 24, 2024. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 5 FC members voting to approve the October 24, 2024 Finance Committee Meeting Minutes. FC Members voting included: *RaLinda Ninham-Lamberies, Lisa Liggins, Jennifer Webster, Louise Cornelius, and Sarah White.*

These Finance Committee Minutes of October 24, 2024 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



FINANCE COMMITTEE

REGULAR MEETING

OCTOBER 24, 2024 • Time: 8:30 A.M

Business Committee Conference Room/ Microsoft Teams

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair RaLinda Ninham-Lamberies CFO/FC Vice-Chair
 Lisa Liggins, BC Secretary Jennifer Webster, BC Council Member
 Louise Cornelius, Gaming General Manager Sarah White, Purchasing Director

FC MEMBERS EXCUSED: Jonas Hill, BC Council Member

OTHERS PRESENT: Lisa Moore, Linda Dallas, Dennis Reckelburg, Jamie Willis, Amy Spears, Jason Doxtator, Shane Hill, Connor Kestell, Cari Josephson, Joe Schinkten, Randy Griswold, Dawn Paradison-Hanson, David Jordan, Maureen Perkins, and Melissa Alvarado taking notes

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Chair at 8:29 A.M.

II. APPROVAL OF AGENDA: OCTOBER 24, 2024

Motion by RaLinda Ninham-Lamberies to approve the October 24, 2024 Finance Committee Meeting Agenda. Seconded by Jennifer Webster. Motion carried unanimously.

III. MINUTES: OCTOBER 10, 2024 (Approved via E-Poll on 10/10/24):

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on October 10, 2024 approving the October 10, 2024 Finance Committee Meeting Minutes. Seconded by Sarah White. Motion carried unanimously.

IV. TABLED BUSINESS: None

V. CAPITAL EXPENDITURES: None

VII. NEW BUSINESS:

1. FY25 Blkt PO – Bellin Memorial Hospital Amount: \$430,000.00
 Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Bellin Memorial Hospital in the amount of \$430,000.00. Seconded by Sarah White. Motion carried unanimously.

2. FY25 Blkt PO – Broadspire Services Inc. – Fees Amount: \$55,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Broadspire Services Inc.- Fees in the amount of \$55,000.00. Seconded by Sarah White. Motion carried unanimously.

Lisa Liggins arrived at 8:32 AM.

3. FY25 Blkt PO – Broadspire Services Inc. – Loss Funds Amount: \$300,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Broadspire Services Inc.- Loss Funds in the amount of \$300,000.00. Seconded by Sarah White. Motion carried unanimously.

4. FY25 Blkt PO – Hudson Insurance Amount: \$100,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Hudson Insurance in the amount of \$100,000.00. Seconded by Sarah White. Motion carried unanimously.

5. FY25 Blkt PO – Neurology & Rehabilitation Center Amount: \$65,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Neurology & Rehabilitation Center in the amount of \$65,000.00. Seconded by Sarah White. Motion carried unanimously.

6. FY25 Blkt PO – Prevea Health Amount: \$75,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Prevea Health in the amount of \$75,000.00. Seconded by Sarah White. Motion carried unanimously.

7. FY25 Blkt PO – Sipple Chiropractic LLC Amount: \$60,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – Sipple Chiropractic LLC in the amount of \$60,000.00. Seconded by Sarah White. Motion carried unanimously.

8. FY25 Blkt PO – VHD Nursing LLC Amount: \$60,000.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the FY25 Blanket PO – VHD Nursing LLC in the amount of \$60,000.00. Seconded by Sarah White. Motion carried unanimously.

9. FY25 Blkt PO – Gemco Medical Amount: \$50,000.00
Kathleen Danforth, Comp. Health

Motion by Jennifer Webster to approve the FY25 Blanket PO – Gemco Medical in the amount of \$50,000.00. Seconded by Sarah White. Motion carried unanimously.

10. Arrow Maintenance – PO Increase Amount: \$180.00
Jamie Willis, Comp. Health Total PO: \$64,518.00

Motion by Jennifer Webster to approve the Arrow Maintenance – PO Increase in the amount of \$180.00 making the total PO \$64,518.00. Seconded by Sarah White. Motion carried unanimously.

11. Infinium – Infor Consulting Services Amount: \$450,000.00
Todd VanDen Heuvel, HRD

Motion by Jennifer Webster to approve the Infinium – Infor Consulting Services in the amount of \$450,000.00. Seconded by Sarah White. Motion carried unanimously.

12. Palo Alto Networks Inc. – Master Agreement Amount: \$1,775,000.00
Jason Doxtator, DTS

Motion by Jennifer Webster to approve the Palo Alto Networks Inc. – Master Agreement

in the amount of \$1,775,000.00. Seconded by Louise Cornelius. Motion carried unanimously.

VIII. DONATION:

Report:

1. FC Donation Report – October 2024
Melissa Alvarado, Budget Manager

Motion by Jennifer Webster to accept the FC Donation Report for October 2024. Seconded by Sarah White. Motion carried unanimously.

Requests:

1. We EmpowHER Spread Your Wings Gala – Sponsorship Amount: \$3,000.00
Requester: Tijana Williams, Program Coordinator

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from We EmpowHER Spread Your Wings Gala – Sponsorship in the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

2. Muwekma Ohlone Tribe - Donation Amount: \$3,000.00
Requester: Charlene Nijmeh, Chairwoman

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Muwekma Ohlone Tribe – Donation in the amount of \$3,000. Seconded by Louise Cornelius. Motion carried unanimously.

3. Compassionate Home Health Care - Donation Amount: \$3,000.00
Requester: Dawn Paradiso-Hansen

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Compassionate Home Health Care – Donation in the amount of \$3,000. Seconded by Lisa Liggins. Motion carried unanimously.

4. Fusion Athletics Booster Club – Sponsorship Amount: \$3,000.00
Requester: Aaron Zepnick

Motion by Jennifer Webster to approve from the Finance Committee Donations the request

from Fusion Athletics Booster Club – Sponsorship in the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

5. Oneida Nation Veteran Services Department – Donation Amount: \$3,000.00
Requester: Connor Kestell, Oneida Nation Vets Manager

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from Oneida Nation Veterans Services Department – Donation in the amount of \$3,000. Seconded by Jennifer Webster. Motion carried unanimously.

6. Alzheimer’s 39th Annual WI State Conference – Sponsorship Amount: \$3,000.00
Requester: Kennedy Turner, Conference Planner

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from Alzheimer’s 39th Annual WI State Conference – Sponsorship in the amount of \$3,000. Seconded by Lisa Liggins. Motion carried unanimously.

7. SAGE Modern Warriors Indigenous Art Event – Special Event Amount: \$3,000.00
Requester: Xavier Horkman, Organizer

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from SAGE Modern Warriors Indigenous Art Event – Special Event in the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

8. Green Bay Neighborhood Leadership Council – Donation Amount: \$3,000.00
Requester: Vicki Bokelman, Coordinator

Motion by Lisa Liggins to approve from the Finance Committee Donations the request from Green Bay Neighborhood Leadership Council – Donation in the amount of \$3,000. Seconded by Jennifer Webster. Motion carried unanimously.

IX. EXECUTIVE SESSION: None

X. ADMINISTRATIVE /INTERNAL:

1. Finance Committee – FY24 Fourth Quarter Report to the BC
Melissa Alvarado, Budget Manager

Motion by Jennifer Webster to approval the Finance Committee – FY24 Fourth Quarter Report to the BC. Seconded by Sarah White. Motion carried unanimously.

- XI. **FOLLOW UP:** None
- XII. **FOR INFORMATION ONLY:** None
- XIII. **ADJOURN:** Motion by Jennifer Webster to adjourn. Seconded by Sarah White.
Motion carried unanimously. Time: 9:23 A.M.

Minutes submitted by:
Melissa Alvarado, Budget Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: October 24, 2024

Adopt the Real Property Law Rule #2 - Comprehensive Housing Division Residential Sales Amendments

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Consider the adoption of the amendments to the Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales

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 type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input checked="" 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: Jameson Wilson, Councilmember

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: Jameson Wilson, Legislative Operating Committee Chairman 
 DATE: October 16, 2024
 RE: Certification of Amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales

The Legislative Operating Committee reviewed the certification packet provided for the amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales (“Rule”). The Legislative Operating Committee is responsible for certifying a proposed rule after determining the authorized agency has complied with the requirements for certification stated in section 106.7-2 of the Administrative Rulemaking law, and forwarding the rule to the Oneida Business Committee for consideration of adoption. [1 O.C. 106.7-3].

Certification by the Legislative Operating Committee means:

- The certification packet provided by the Comprehensive Housing Division and Oneida Land Commission for the Rule contained all documentation required by the Administrative Rulemaking law for a complete administrative record;
- The promulgation of the amendments to the Rule complied with the procedural requirements contained in the Administrative Rulemaking law; and
- The amendments to the Rule did not exceed the rulemaking authority granted under the law for which the Rule is being promulgated. [1 O.C. 106.7-2].

The Legislative Operating Committee certified the Rule on October 16, 2024.

The purpose of the Rule is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale. [Rule 2.1-1]. The proposed amendments to the Rule:

- Relabel this Rule from “Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales” to “Real Property Law Rule No. 4 – Comprehensive Housing Division Residential Sales;”
- Change the selection process from a highest qualified offer process to lottery draw process, through the following revisions:
 - Require the Comprehensive Housing Division to provide the lottery date in the advertisement. [Rule 4.4-1(b)].
 - Clarify that the prequalification letter, regardless of lender, must be included with the offer to purchase in the sealed envelope, to be considered a valid offer to purchase for the lottery drawing. [Rule 4.6-2, 4.7-2].
 - Require that offers to purchase must be for the listing price. Offers to purchase for less than the listing price will not be considered, while offers to purchase for over the listing price do not provide the offeror with a competitive advantage as the Comprehensive Housing Division will not accept payment over the listing price. [Rule 4.7-2(a)].

- Provide that prior to accepting an offer to purchase for the drop box, Bay Bank staff shall ensure the offer is sealed and initial and date the offer, while also eliminating the provision which addressed how Bay Bank Staff handled receipts of offers to purchase made at the same time and date. *[Rule 4.7-2(c)]*.
- Eliminate the provision which provides there is no limit as to how many offers to purchase a Tribal member may submit within an offer period, and clarify that there is allowed a maximum of one offer to purchase, and that multiple offers to purchase will not be considered. If multiple offers to purchase are submitted from the same offeror for a listing, that offeror will be disqualified and all offer to purchases from said offeror will be ineligible for that lottery drawing. *[Rule 4.7-2(d)]*.
- Revise when the Comprehensive Housing Division can collect the offers to purchase from the business day immediately following the close of the offer period to the date of the lottery. *[Rule 4.7-3]*.
- Eliminate the provisions that provide that upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall post the dollar amount of the highest prequalified offer to purchase received on the Nation's website; and that offers to purchase received for which the Comprehensive Housing Division did not receive proof of prequalification will not be considered. *[Rule 4.7-3]*.
- Provide that upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall host a public (in-person or virtual) lottery date in which all sealed offers to purchase will have one half of a two-ticket raffle ticket stapled to the sealed envelope with the other half of the ticket placed in a lottery bucket. *[Rule 4.8-1]*.
- Provide for who does the selection of the lottery drawing and how an offer to purchase is selected through the lottery drawing. *[Rule 4.8-2]*.
- Require the Comprehensive Housing Division to immediately confirm the selected offer to purchase was prequalified, and if so, inform the selected buyer and proceed to closing and residential lease signing. *[Rule 4.8-3]*.
- Require that in the event the first selected buyer cannot proceed with closing and a residential lease signing, Comprehensive Housing will move in chronological order to the next ticket drawn at the time of the lottery drawing. *[Rule 4.8-3]*.
- Include a new provision which addresses minimum advertisement requirements for houses that do not sell and requires that the Comprehensive Housing Division list each property prepared for sale a minimum of three (3) times before Comprehensive Housing Division asks the Oneida Land Commission to consider a use of the property that is potentially not residential. *[Rule 4.9-1]*.

The Rule was developed in accordance with the Real Property law which provides the regulations and procedures for the transfer, control and management of the territory within the Reservation and all Tribal land; to integrate these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold jurisdiction within the Reservation; and to establish licensing and certification requirements for the Nation's employees dealing with real property transactions. *[6 O.C. 601.1-1]*. The Real Property law delegates joint administrative rulemaking authority to the Oneida Land Commission and the Comprehensive Housing Division to provide process requirements, including but not limited to advertising, notice, prequalification,

and selection, that apply in all circumstances when the Nation is selling a residential property. [6 O.C. 601.12-1].

The amendments to the Rule are now ready to be considered by the Oneida Business Committee for adoption. The amendments to the Rule would become effective immediately upon adoption by the Oneida Business Committee in accordance with section 106.9-1 of the Administrative Rulemaking law.

Requested Action

Consider the adoption of amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales.



TO: Legislative Operating Committee

FROM: Michelle Hill, CHD Area Manager

DATE: 9-9-2024

SUBJECT: Request for Certification of Procedural Compliance of Real Property Rule No. 4 – Residential Sales

The Comprehensive Housing Division, as defined in the Real Property law, is exercising its rulemaking authority to further define sections of Title 6 Property and Land – Chapter 601; Real Property.

This rule is an amendment to the earlier rule (which was previously Real Property Rule #1) which changes the process from a highest bidder above the asking price selection method to a new lottery method whereby no homeowner ever pays above the appraised value of the home.

In accordance with the Administrative Rulemaking law, a public meeting was held for this rule on Thursday, July 11, 2024 at the Comprehensive Housing Division Front Conference Room which was not attended by any members of the community. There was 1 written comment received during the written comment period, which expired on July 19, 2024.

The following attachments are included for your review:

1. Real Property Rule No. 4 – Residential Sales (redline to public meeting draft and clean versions)¹
2. Comprehensive Housing Division Rule Approval
3. Land Commission Rule Approval
4. Updated Summary Report
5. Public Meeting Packet
6. Copy of Public Meeting Published in the Kalihwisaks – Page 22 of the July 2024 Issue and page 31 of the June Issue
7. No Public Meeting Sign-in Sheet is attached because no one attended the meeting.
8. Public meeting transcription from the July 11, 2024 Public Meeting
9. Written Comment Received
10. Public Meeting Comment Memorandum

Following certification, this rule shall become effective immediately.

¹ The rule was original Real Property Rule #1; we knew that we would have a LANDBAC rule as the new Real Property #1 when this rule when to public meeting so we made this Real Property Rule #2 in the public meeting draft and since completing review of the land use processes, it has been determined this should be Real Property #4. CHD has determined that because there are no content revisions to the rule, an additional public meeting is not required to implement the change to renumber this Real Property Rule #4.

Redline Draft



Title 6. Property and Land – Chapter 601

REAL PROPERTY

Rule # ~~24~~ – Comprehensive Housing Division Residential Sales

- ~~2.1. Purpose and Effective Date~~
- ~~2.2. Adoption, Amendment and Repeal~~
- ~~2.3. Definitions~~
- ~~2.4. Advertising and Showings~~
- ~~2.5. Right of First Refusal to Current Tenant~~
- ~~2.6. Prequalification~~
- ~~2.7. Offers to Purchase~~
- ~~2.8. Offer to Purchase Lottery~~
- ~~2.9. Houses That Do Not Sell~~

- 24.1. Purpose and Effective Date
- 4.2. Adoption, Amendment and Repeal
- 4.3. Definitions
- 4.4. Advertising and Showings
- 4.5. Right of First Refusal to Current Tenant
- 4.6. Prequalification
- 4.7. Offers to Purchase
- 4.8. Offer to Purchase Lottery
- 4.9. Houses That Do Not Sell

4.1. Purpose and Effective Date

~~24.1-1.~~ *Purpose.* The purpose of this rule is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale.

~~24.1-2.~~ *Delegation.* The Real Property law delegated the Comprehensive Housing Division and Land Commission joint rulemaking authority pursuant to the Administrative Rulemaking law.

24.2. Adoption, Amendment and Repeal

~~24.2-1.~~ This rule was jointly adopted by the Comprehensive Housing Division and Land Commission in accordance with the procedures of the Administrative Rulemaking law.

~~24.2-2.~~ This rule may be amended or repealed by the joint approval of the Comprehensive Housing Division and Land Commission pursuant to the procedures set out in the Administrative Rulemaking law.

~~24.2-3.~~ Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

~~24.2-4.~~ In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule control.

~~24.2-5.~~ This rule supersedes all prior rules, regulations, internal policies or other requirements relating to the Real Property law.

24.3. Definitions

~~24.3-1.~~ This section governs the definitions of words and phrases used within this rule. All words not defined herein are to be used in their ordinary and everyday sense.

- (a) “Appraisal Value” means the estimated worth of the property based on a review of the

property and market values.

(b) "Nation" means the Oneida Nation.

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

(d) "Offer to purchase packet" means that the offer to purchase must be submitted with a prequalification letter in a sealed plain envelope on the day Comprehensive Housing Division has determined to be the day they accept the offers to purchase.

24.4. Advertising and Showings

24.4-1. Advertising. The Comprehensive Housing Division shall advertise all homes for sale by the Nation both on the Nation's website and at the Comprehensive Housing Division.

(a4a) The Comprehensive Housing Division shall use the home's appraisal value as the listing price on the advertisement.

(b) The Comprehensive Housing Division shall provide the showing dates, the prequalification and offer periods and the lottery date in the advertisement.

(c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, the advertisement shall also include the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit. In addition, the cost estimate shall also include estimated costs to address any health and safety issues which may not amount to a code violation affecting an occupancy permit. The estimate shall include a disclaimer that the actual costs of the improvements may exceed the costs estimated by the Comprehensive Housing Division.

24.4-2. Showings. For each home sold by the Nation, the Comprehensive Housing Division shall conduct showings over the course of one (1) week with a minimum of two (2) public showings wherein one (1) showing is required to be conducted during the Nation's business hours and one (1) showing is required to be conducted after the Nation's business hours. In addition to the two (2) required public showings, the Comprehensive Housing Division may schedule private showings upon a potential buyer's request at Comprehensive Housing Division's discretion.

24.5. Right of First Refusal to Current Tenant

24.5-1. Right of First Refusal to Current Tenant. If the Nation chooses to cease renting a property with a current tenant and chooses to sell said property as residential property as is, provided that the tenant is in good standing with the rental agreement, the Comprehensive Housing Division shall offer the tenant the right of first refusal to purchase the home subject to the mortgage requirements.

24.6. Prequalification

24.6-1. Setting the Prequalification Period. The Comprehensive Housing Division shall set the prequalification period as the week immediately following the showing week.

24.6-2. Prequalification Required. All interested buyers shall provide proof of prequalification for the homes listed price in order to be eligible to submit an offer to purchase. The prequalification letter, regardless of lender, must be included with the offer to purchase in the sealed envelope, to be considered a valid offer to purchase for the lottery drawing.

(a) Prequalification may be from the Comprehensive Housing Division or an outside lender.

(b) If an interested buyer plans to finance the purchase through a mortgage from the Comprehensive Housing Division, the interested buyer shall schedule a meeting with the

Comprehensive Housing Division during the prequalification week in order to determine eligibility.

(c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, an interested buyer is required to be pre-approved for the listed price of the home as-is as well as the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit and to address any health and safety issues that may not amount to code violations affecting an occupancy permit.

24.7. Offers to Purchase

24.7-1. *Setting the Offer Period.* When the Comprehensive Housing Division offers a home for sale, it shall set an offer period of one (1) business day during which offers to purchase may be submitted at the Bay Bank drop box. The Comprehensive Housing Division may extend the offer period by providing notice of the extension both on the Nation's website, and at Bay Bank and the Comprehensive Housing Division. The Comprehensive Housing Division shall disqualify offers to purchase received outside of the offer period.

24.7-2. *Making an Offer to Purchase.* Tribal members wishing to make an offer to purchase on a home for sale by the Nation may do so by submitting an offer to purchase at the Bay Bank drop box, in person, using the offer to purchase form available on the Nation's website and at the Comprehensive Housing Division. ~~An approved lender~~ A prequalification letter from Comprehensive Housing Division or another a lender approved by Comprehensive Housing Division must be included with the offer to purchase, ~~regardless of lender. Comprehensive Housing Division letters of prequalification must be submitted with offer to purchase.~~ Offers to purchase that are not submitted using the Nation's form will not be accepted by the Comprehensive Housing Division.

(a) Offers to purchase must be for the listing price. Offers received for less than the listed price will not be considered, and ~~CHD~~Comprehensive Housing Division will not accept offers above the listing price.

(b) Offers to purchase that do not include at least one (1) Tribal member will not be considered.

(c) Prior to accepting an offer to purchase for the drop box, Bay Bank staff shall ~~date and time stamp or sign the offer to purchase and~~ ensure it is sealed and initial and date the sealed offer.

~~(d.) Multiple offers~~ Offers may submit a maximum of one (1) offer to purchase ~~will not be considered per residential sale site.~~ If multiple offers to purchase are submitted from the same offeror for a listing, that offeror will be disqualified and resulting in all offer the offeror's offers to purchase purchase being disqualified and removed from said consideration in the offeror ~~will be ineligible for that selection~~ lottery drawing.

24.7-3. *Comprehensive Housing Division Receipt of Offers to Purchase.* Comprehensive Housing Division staff may not collect the offers to purchase until the day of the lottery.

24.8. Offer to Purchase Lottery

24.8-1. *Lottery Date.* Upon receipt of the offers to purchase from Bay Bank, ~~the~~ Comprehensive Housing Division shall host a public (in-person or virtual) lottery date. All sealed offers to purchase will have one half of a two-ticket raffle ticket stapled to the sealed envelope with the other half of

the ticket placed in the lottery bucket.

24.8-2. Lottery Drawing. If members of the public are present for the lottery date, then a citizen shall be asked to select a raffle ticket to select a raffle ticket from the lottery bucket. If no members of the public are present at the lottery date, then a Comprehensive Housing Division administrator shall be asked to select the raffle ticket from the lottery bucket. The offer in the sealed envelope with the matching ticket that was drawn from the lottery bucket will be the first offer to purchase eligible for the home contingent on the application packet being complete. Once the first offer to purchase is drawn Comprehensive Housing Division will proceed to pick all remaining tickets and record the ticket number and offeror in chronological order. If the first draw is not eligible Comprehensive Housing Division will move on to the second draw and so forth until there is an accepted offer to purchase.

24.8-3. Comprehensive Housing Division Confirmation of Prequalified Offer. Comprehensive Housing Division staff shall open the selected offer immediately to ensure the offeror prequalified. If the selected offer prequalified as required, Comprehensive Housing Division staff shall inform the selected buyer and proceed to closing and residential lease signing.

~~(a)~~ In the event the first selected buyer cannot proceed with closing and a residential lease signing, Comprehensive Housing will move in chronological order to the next ticket drawn at the time of the lottery drawing.

24.8-4. Financing. If financing is required, the selected buyer may choose to finance either through the Nation's mortgage program or through an ~~approved~~ outside lender approved by Comprehensive Housing Division.

24.8-5. No Appeal. -The decisions made in regard to Comprehensive Housing Division residential sales are final. - Neither the Oneida Judiciary nor any administrative body, including a board, committee or commission is authorized to hear a complaint in regard to Comprehensive Housing Division decisions related to residential sales.

24.9. Houses That Do Not Sell

24.9-1. Minimum Advertisements. Comprehensive Housing Division shall list each property prepared for sale a minimum of three (3) times before Comprehensive Housing Division asks the Land Commission to consider a use of the property that is potentially not residential. For this section, listing a property for sale entails the entire residential sales process including advertisement, prequalification, offer to purchase submittals and lottery draws.

End.

Original effective date: 03-09-2017
Amendment effective date:

Clean Draft



Title 6. Property and Land – Chapter 601

REAL PROPERTY

Rule # 2 – Comprehensive Housing Division Residential Sales

- 2.1. Purpose and Effective Date
- 2.2. Adoption, Amendment and Repeal
- 2.3. Definitions
- 2.4. Advertising and Showings
- 2.5. Right of First Refusal to Current Tenant
- 2.6. Prequalification
- 2.7. Offers to Purchase
- 2.8. Final Decision

2.1. Purpose and Effective Date

2.1-1. *Purpose.* The purpose of this rule is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale.

2.1-2. *Delegation.* The Real Property law delegated the Comprehensive Housing Division and Land Commission joint rulemaking authority pursuant to the Administrative Rulemaking law.

2.2. Adoption, Amendment and Repeal

2.2-1. This rule was jointly adopted by the Comprehensive Housing Division and Land Commission in accordance with the procedures of the Administrative Rulemaking law.

2.2-2. This rule may be amended or repealed by the joint approval of the Comprehensive Housing Division and Land Commission pursuant to the procedures set out in the Administrative Rulemaking law.

2.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

2.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule control.

2.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to the Real Property law.

2.3. Definitions

2.3-1. This section governs the definitions of words and phrases used within this rule. All words not defined herein are to be used in their ordinary and everyday sense.

(a) “Appraisal Value” means the estimated worth of the property based on a review of the property and market values.

(b) “Nation” means the Oneida Nation.

(c) “Tribal Member” means an individual who is an enrolled member of the Nation.

2.4. Advertising and Showings

2.4-1. *Advertising.* The Comprehensive Housing Division shall advertise all homes for sale by the Nation both on the Nation’s website and at the Comprehensive Housing Division.

(a) The Comprehensive Housing Division shall use the home’s appraisal value as the listing price on the advertisement.

(b) The Comprehensive Housing Division shall provide the showing dates and prequalification and offer periods in the advertisement.

(c) Where the Nation is offering a home for sale as-is that requires improvements before

an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, the advertisement shall also include the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit. In addition, the cost estimate shall also include estimated costs to address any health and safety issues which may not amount to a code violation affecting an occupancy permit. The estimate shall include a disclaimer that the estimate is just that and actual costs of the improvements may exceed the costs estimated by the Comprehensive Housing Division.

2.4-2. *Showings.* For each home sold by the Nation, the Comprehensive Housing Division shall conduct showings over the course of one (1) week with a minimum of two (2) public showings wherein one (1) showing is required to be conducted during the Nation's business hours and one (1) showing is required to be conducted after the Nation's business hours. In addition to the two (2) required public showings, the Comprehensive Housing Division may schedule private showings upon a potential buyer's request at its discretion.

2.5. Right of First Refusal to Current Tenant

2.5-1. *Right of First Refusal to Current Tenant.* If the Nation chooses to cease renting a property with a current tenant and chooses to sell said property as residential property as is, provided that the tenant is in good standing with the rental agreement, the Comprehensive Housing Division shall offer the tenant the right of first refusal to purchase the home subject to the mortgage requirements.

2.6. Prequalification

2.6-1. *Setting the Prequalification Period.* The Comprehensive Housing Division shall set the prequalification period as the week immediately following the showing week.

2.6-2. *Prequalification Required.* All interested buyers shall provide proof of prequalification for the homes listed price in order to be eligible to submit an offer to purchase.

(a) Prequalification may be from the Comprehensive Housing Division or an outside lender.

(b) If an interested buyer plans to finance the purchase through a mortgage from the Comprehensive Housing Division, the interested buyer shall schedule a meeting with the Comprehensive Housing Division during the prequalification week in order to determine eligibility.

(c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, an interested buyer is required to be pre-approved for the listed price of the home as-is as well as the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit and to address any health and safety issues that may not amount to code violations affecting an occupancy permit.

2.7. Offers to Purchase

2.7-1. *Setting the Offer Period.* When the Comprehensive Housing Division offers a home for sale, it shall set an offer period of one (1) business day during which offers to purchase may be submitted at the Bay Bank drop box. The Comprehensive Housing Division may extend the offer period by providing notice of the extension both on the Nation's website, Bay Bank and the Comprehensive Housing Division. The Comprehensive Housing Division shall disqualify offers

to purchase received outside of the offer period.

2.7-2. *Making an Offer to Purchase.* Tribal members wishing to make an offer to purchase on a home for sale by the Nation may do so by submitting an offer to purchase at the Bay Bank drop box, in person, using the offer to purchase form available on the Nation's website and at the Comprehensive Housing Division. Offers to purchase that are not submitted using the Nation's form will not be accepted by the Comprehensive Housing Division.

(a) Offers to purchase for less than the listing price will not be considered.

(b) Offers to purchase that do not include at least one (1) Tribal member will not be considered.

(c) Prior to accepting an offer to purchase for the drop box, Bay Bank staff shall date and time stamp all offers to purchase upon receipt. In the event that multiple parties arrive at the same time to submit an offer to purchase (i.e. if parties are waiting to submit prior to business hours), Bay Bank staff shall determine the order of receipt through a lottery system in which each party receives a number by chance. Bay Bank staff shall number the offers having the same date and time stamps by from lowest drawn number to highest drawn number.

(d) There is no limit as to how many offers to purchase a Tribal member may submit within an offer period.

2.7-3. *Comprehensive Housing Division Receipt of Offers to Purchase.* Comprehensive Housing Division staff may not collect the offers to purchase until the business day immediately following the close of the offer period. Upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall post the dollar amount of the highest prequalified offer to purchase received on the Nation's website; no personal information of the offeror may be included in this posting. Offers to purchase received for which the Comprehensive Housing Division did not receive proof of prequalification will not be considered.

2.7-4. *Buyer Selection.* When the Comprehensive Housing Division receives multiple offers to purchase on a home for sale by the Nation, it shall select the buyer based on the highest prequalified offer received within the offer period. In the event there is a tie for the highest prequalified offer to purchase received within the offer period, the Comprehensive Housing Division shall select the offer that was received earliest based on the date and time stamp.

2.7-5. *Financing.* If financing is required, the selected buyer may choose to finance either through the Nation's mortgage program or through an outside lender.

2.8. Final Decision

2.8-1. *No Appeal.* The decisions made in regard to Comprehensive Housing Division residential sales are final. Neither the Oneida Judiciary nor any administrative body, including a board, committee or commission is authorized to hear a complaint in regard to Comprehensive Housing Division decisions related to residential sales.

End.

Original effective date: 03-09-2017
Amendment effective date:

CHD Approval



2913 Commissioner Street
PO Box 68
Oneida, WI 54155
(920) 869-2227
Fax (920) 869-2836

TO: Legislative Operating Committee
FROM: Mark W. Powless, General Manager
DATE: September 9, 2024
SUBJECT: Residential Sales Rule – CHD Approval

A handwritten signature in blue ink, appearing to read "Mark W. Powless".

Due to the Comprehensive Housing Director being out of office, as the General Manager, on behalf of the Comprehensive Housing Division, I approve the current draft of the Residential Sales Rule with no changes being made since the July 11, 2024 Public Meeting.

Land Commission Approval



Oneida Land Commission

Regular Meeting
5:00 p.m. Monday, September 23, 2024
Little Bear Conference Room & Microsoft Teams

Minutes

Present: Vice Chair Sidney White, Commissioners: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

Arrived at: N/A

Excused:

Others Present: Sherrole Benton, Brooke Doxtator, Victoria Flowers, Lauren Hartman, Michelle Hill, Tehassi Hill, Eric McLester, Mark W. Powless, Nicole Rommel, Jennifer Webster, Diane Wilson;

I. CALL TO ORDER AND ROLL CALL

Meeting called to order by Vice Chair Sidney White at 5:00 p.m.

II. ADOPT THE AGENDA

Motion by Frederick Muscavitch to adopt the agenda with two (2) additions [1] V.B. Document the September 9, 2024, regular Land Commission meeting and IV.G. Housekeeping Rules, seconded by Patricia Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

III. ELECTION OF OFFICERS

Nominations open for Chair: Gina Powless-Buenrostro nominates Sidney White for Chair, Sidney accepts without being sole representative at the General Tribal Council meetings, no other nominations made, all those in favor:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

Nominations open for Vice Chair: Frederick Muscavitch nominates Russell Metoxen Jr., Russel accepts, no other nominations made, all those in favor:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

Nominations open for Secretary: Patricia Cornelius nominates Frederick Muscavitch, all those in favor:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

IV. TASK LIST

- A. Right of First Refusal – Legal Opinion
- B. New York Land
 - 1. Hunting
 - 2. Imminent Domain
- C. Realtor Backup
- D. Building Naming
- E. Developer Agreement
- F. Joint Meeting – OBC & OLC Tuesday, September 10, 2024 – CANCELLED
- G. Housekeeping – assign time limits to agenda items, add to agenda request, move agenda request deadline to Tuesday, and packet out by Thursday. Brooke will update schedule and bring to the October 14, 2024, meeting for approval.

V. READING OF MINUTES**A. Approve the August 26, 2024, regular Oneida Land Commission meeting minutes**

Sponsor:

Motion by Frederick Muscavitch to approve the August 26, 2024, regular Oneida Land Commission meeting minutes, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch

Abstained: Gina Powless-Buenrostro

B. Document the September 9, 2024, regular Oneida Land Commission meeting

Sponsor:

Motion by Frederick Muscavitch to document the September 9, 2024, was cancelled due to no quorum, attendees were Sidney White, Sherrole Benton, and Frederick Muscavitch, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch

Abstained: Gina Powless-Buenrostro

VI. TABLED BUSINESS**VII. OLD BUSINESS****A. Determine next steps regarding Veteran Memorial Wall Naming**

Sponsor: Diane Wilson

Motion by Gina Powless-Buenrostro to get input from Oneida Nation Veterans Affairs Committee, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

B. Approve the Tribal Housing Reacquisition of Individual Fee and Trust Title (THRIFTT) Standard Operating Procedure (Handout)

Sponsor: Nicole Rommel

Motion by Frederick Muscavitch to defer to the next meeting, seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

C. Approve the Naming Standard Operating Procedure (Handout)

Sponsor: Nicole Rommel

Motion by Gina Powless-Buenrostro to defer to the next meeting, seconded by Frederick Muscavitch. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

VIII. NEW BUSINESS

A. Approve Rule # 4 – Comprehensive Housing Division Residential Sales

Sponsor: Michelle Hill

Motion by Gina Powless-Buenrostro to approve Rule # 4 – Comprehensive Housing Division Residential Sales, seconded by Frederick Muscavitch. Motion carried:

Ayes: Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

Abstained: Marie Cornelius

For the record: Marie abstained because she wanted more time to read the documents.

B. Determine next steps regarding Rights of Nature laws

Sponsor: Sherrole Benton

Motion by Gina Powless-Buenrostro to direct the Environmental Department to review the ordinance and provide recommendations related to enhanced water protections and rights of nature, seconded by Frederick Muscavitch. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

IX. REPORTS (FY-24 DEADLINES Q1-FEB 6, SEMI-ANNUAL-APR, Q2-APR 30, Q3-AUG 6, ANNUAL-OCT, Q4-NOV 5)

Motion by Gina Powless-Buenrostro to go into executive session at 5:47 p.m., seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

Motion by Gina Powless-Buenrostro to 6:59 p.m., seconded by Patricia Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

X. EXECUTIVE SESSION

A. PROBATES

1. Approve Probate Hearing Date for Louis T. Delgado and Assign Case # 2024-LCP-0003

Sponsor: Cindy Lecker

Motion by Marie Cornelius to assign Case # 2024-LCP-0003 and to bring back recommended hearing dates and updates to officers, seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

2. Approve Probate Hearing Date for Dawn L. Beechtree, and Assign Case # 2024-LCP-0004

Sponsor: Cindy Lecker

Motion by Marie Cornelius to assign Case # 2024-LCP-0004 and to bring back recommended hearing dates and updates to officers, seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

3. Approve Probate Hearing Date for Leo W. Sundquist, and Assign Case # 2024-LCP-0006

Sponsor: Cindy Lecker

Motion by Marie Cornelius to assign Case # 2024-LCP-0006 and to bring back recommended hearing dates and updates to officers, seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

B. LEASES

1. Re-Approve Master Ground Lease for File # 0502401COM pg.

Sponsor: Nicole Rommel

Motion by Marie Cornelius to approve the Master Ground Lease for File # 0502401COM with the Land Acquisition Managers recommendation of [REDACTED]

[REDACTED] seconded by Frederick Muscavitch. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch

Opposed: Gina Powless-Buenrostro

For the record: Gina is opposed because she not comfortable.

2. Preliminary Approval to accept the right of first refusal

Sponsor: Nicole Rommel

Motion by Frederick Muscavitch to approve preliminary approval to accept the right of first refusal by either assuming the mortgage or satisfying the mortgage, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

C. ACQUISITIONS**1. Approve the Final Report for File # 01202201V**

Sponsor: Lauren Hartman

Motion by Marie Cornelius to approve the Final Report for File # 01202201V, seconded by Patricia Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch,
 Abstained: Gina Powless-Buenrostro

2. Approve the Final Report for File # 03202401V

Sponsor: Lauren Hartman

Motion by Marie Cornelius to approve the Final Report for File # 03202401V, seconded by Patricia Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch,
 Abstained: Gina Powless-Buenrostro

3. Determine next steps regarding File # 05202401RES

Sponsor: Lauren Hartman

Motion by Gina Powless-Buenrostro to deny the counteroffer for File # 05202401RES, seconded by Frederick Muscavitch. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

4. Determine next steps regarding File # 08202403R

Sponsor: Lauren Hartman

Motion by Gina Powless-Buenrostro to approve an offer [REDACTED] for File #08202403R, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

5. Determine next steps regarding home trade request

Sponsor: Sherrole Benton

Motion by Gina Powless-Buenrostro to accept as information, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

6. Determine next steps regarding File # 08202401R

Sponsor: Lauren Hartman

Motion by Gina Powless-Buenrostro to continue researching with the Comprehensive Housing Division, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

7. Accept the Land Acquisition budget update

Sponsor: Lauren Hartman

Motion by Gina Powless-Buenrostro to accept the Land Acquisition Budget update, seconded by Patricia Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

8. Approve final Acquisition Data Sheet

Sponsor: Nicole Rommel

Motion by Marie Cornelius to defer the final Acquisition Data Sheet to allow for Commission review, seconded by Patricia Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

XI. ADJOURNMENT

Motion by Gina Powless-Buenrostro to adjourn at 7:05 p.m., seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Patricia Cornelius, Russell Metoxen Jr., Frederick Muscavitch, Gina Powless-Buenrostro

Roll call for the record:

Present: Chair Sidney White, Vice Chair Russell Metoxen Jr., Secretary Frederick Muscavitch, Commissioners: Marie Cornelius, Patricia Cornelius, Gina Powless-Buenrostro

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor.
Minutes approved as presented _____.

Frederick Muscavitch, Secretary
Oneida Land Commission

Updated Summary Reported

Summary Report for Real Property Law Rule No. 4 – CHD Residential Sales

Original effective date: 03-09-2017

Amendment effective date: asap

Name of Rule: Real Property Law -Rule No. 2 CHD Residential Sales

Name of law being interpreted: Real Property Law

Rule Number: No. 4

Other Laws or Rules that may be affected: None

Brief Summary of the proposed rule:

We are changing the process of how CHD sells our Residential Sales homes. We are deleting the highest accepted offer from the current rule and changing it to a lottery draw contingent upon applicant's prequalification. We will no longer accept offers above asking/listed price.

Statement of Effect: See attached.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis

Financial Analysis for Real Property Law Rule No. 4 CHD Residential Sales

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs		0
Personnel		0
Office		0
Documentation Costs		0
Estimate of time necessary for an individual or agency to comply with the rule after implementation		0
Other, please explain	The amount of financial impact fluctuates house by house based on market demand. See attached table which summarizes Residential Sales in the last two years. The chart provides the list purchased priced which is based on the appraisal after improvements by CHD. The final sale price is the highest eligible offer accepted by the Nation.	TBD
Total	<i>please see attached</i>	0

Comprehensive Housing Residential Sales 2022 – 2024

2022	ADDRESS	ASKING PURCHASE PRICE	PURCHASE PRICE
May	W788 County Rd VV	\$200,000.00	\$241,234.00
November	W882 Bain Road	\$390,000.00	\$421,000.00
December	W223 Crook Road	\$200,000.00	\$240,000.00
TOTAL:			\$902,234.00

2023	ADDRESS	ASKING PURCHASE PRICE	PURCHASE PRICE
August	602 Florist Dr	\$225,000.00	\$276,000.50
August	1329 Onu-u-sla Way	\$210,000.00	\$230,005.05
TOTAL:			\$506,005.55

2024	ADDRESS	ASKING PURCHASE PRICE	PURCHASE PRICE
February	1071 Riverdale Dr	\$260,000.00	\$308,000.00
TOTAL:			\$308,000.00



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



Statement of Effect

Amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales

Summary

The amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales:

- Relabel this Rule from “Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales” to “Real Property Law Rule No. 4 – Comprehensive Housing Division Residential Sales;”
- Change the selection process from a highest qualified offer process to lottery draw process; and
- Addresses the minimum advertisement requirements for houses that do not sell.

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

Date: September 30, 2024

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation’s laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as “any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority.” [1 O.C. 106.3-1(a)].

The Real Property law provides regulations and procedures for the transfer, control and management of the territory within the Reservation and all Tribal land; to integrate these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold jurisdiction within the Reservation; and to establish licensing and certification requirements for the Nation’s employees dealing with real property transactions. [6 O.C. 601.1-1]. It is the policy of the Nation to set out the responsibilities and expectations for persons purchasing and/or managing real property on behalf of the Nation and/or within the Reservation and to provide real property holder’s rights and responsibilities. [6 O.C. 601.1-1].

The Real Property law delegates joint administrative rulemaking authority to the Oneida Land Commission and the Comprehensive Housing Division to provide process requirements, including but not limited to advertising, notice, prequalification, and selection, that apply in all circumstances when the Nation is selling a residential property. [6 O.C. 601.12-1].

The purpose of the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales (“the Rule”) is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale. [Rule 2.1-1]. The proposed amendments to the Rule:

- Relabel this Rule from “Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales” to “Real Property Law Rule No. 4 – Comprehensive Housing Division Residential Sales;”
- Change the selection process from a highest qualified offer process to lottery draw process, through the following revisions:
 - Require the Comprehensive Housing Division to provide the lottery date in the advertisement. [Rule 4.4-1(b)].
 - Clarify that the prequalification letter, regardless of lender, must be included with the offer to purchase in the sealed envelope, to be considered a valid offer to purchase for the lottery drawing. [Rule 4.6-2, 4.7-2].
 - Require that offers to purchase must be for the listing price. Offers to purchase for less than the listing price will not be considered, while offers to purchase for over the listing price do not provide the offeror with a competitive advantage as the Comprehensive Housing Division will not accept payment over the listing price. [Rule 4.7-2(a)].
 - Provide that prior to accepting an offer to purchase for the drop box, Bay Bank staff shall ensure the offer is sealed and initial and date the offer, while also eliminating the provision which addressed how Bay Bank Staff handled receipts of offers to purchase made at the same time and date. [Rule 4.7-2(c)].
 - Eliminate the provision which provides there is no limit as to how many offers to purchase a Tribal member may submit within an offer period, and clarify that there is allowed a maximum of one offer to purchase, and that multiple offers to purchase will not be considered. If multiple offers to purchase are submitted from the same offeror for a listing, that offeror will be disqualified and all offer to purchases from said offeror will be ineligible for that lottery drawing. [Rule 4.7-2(d)].
 - Revise when the Comprehensive Housing Division can collect the offers to purchase from the business day immediately following the close of the offer period to the date of the lottery. [Rule 4.7-3].
 - Eliminate the provisions that provide that upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall post the dollar amount

of the highest prequalified offer to purchase received on the Nation's website; and that offers to purchase received for which the Comprehensive Housing Division did not receive proof of prequalification will not be considered. [Rule 4.7-3].

- Provide that upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall host a public (in-person or virtual) lottery date in which all sealed offers to purchase will have one half of a two-ticket raffle ticket stapled to the sealed envelope with the other half of the ticket placed in a lottery bucket. [Rule 4.8-1].
- Provide for who does the selection of the lottery drawing and how an offer to purchase is selected through the lottery drawing. [Rule 4.8-2].
- Require the Comprehensive Housing Division to immediately confirm the selected offer to purchase was prequalified, and if so, inform the selected buyer and proceed to closing and residential lease signing. [Rule 4.8-3].
- Require that in the event the first selected buyer cannot proceed with closing and a residential lease signing, Comprehensive Housing will move in chronological order to the next ticket drawn at the time of the lottery drawing. [Rule 4.8-3].
- Include a new provision which addresses minimum advertisement requirements for houses that do not sell and requires that the Comprehensive Housing Division list each property prepared for sale a minimum of three (3) times before Comprehensive Housing Division asks the Oneida Land Commission to consider a use of the property that is potentially not residential. [Rule 4.9-1].

Conclusion

There are no legal bars to adopting the amendments to the Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales.

Public Meeting Packet

NOTICE OF RESCHEDULED
PUBLIC MEETING

To be held on
Thursday, July 11, 2024

5pm-6pm

In the
**Comprehensive Housing Division
Front Conference Room**

2913 Commissioner Street, Oneida, WI 54155

In accordance with the Administrative Rulemaking Law, the Comprehensive Housing Division and the Oneida Land Commission are hosting this Public Meeting to gather feedback from the community regarding proposed amendments to the following rule:

Real Property Law Rule No. 2 - CHD Residential Sales

- ◆ Change Real Property Law Rule No. 2 to Rule No. 1
- ◆ Replacing the selection process from a highest qualified offer process to a lottery draw process such that homes will continue to be listed for the appraised value, but buyers will no longer be able to bid over appraised value to gain a competitive advantage; and
- ◆ Determining what happens to residential sales inventory in the event there are no offers received for a given listing.

To obtain copies of the Public Meeting documents for this proposal, please visit www.oneida-nsn.gov/Register/PublicMeetings.

**PUBLIC COMMENT PERIOD
OPEN UNTIL JULY 19, 2024**

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to The Comprehensive Housing Division by U.S. mail, interoffice mail, e-mail or fax.

Comprehensive Housing Division
2913 Commissioner Street, Oneida, WI 54155
mhill@oneidanation.org
Phone: 920-869-2227
Fax: 920-869-2836



Title 6. Property and Land – Chapter 601

REAL PROPERTY

Rule # 2 – Comprehensive Housing Division Residential Sales

- ~~2.1. Purpose and Effective Date~~
- ~~2.2. Adoption, Amendment and Repeal~~
- ~~2.3. Definitions~~
- ~~2.4. Advertising and Showings~~
- ~~2.5. Right of First Refusal to Current Tenant~~
- ~~2.6. Prequalification~~
- ~~2.7. Offers to Purchase~~
- ~~2.8. Final Decision~~

- 2.1. Purpose and Effective Date
- 2.2. Adoption, Amendment and Repeal
- 2.3. Definitions
- 2.4. Advertising and Showings
- 2.5. Right of First Refusal to Current Tenant
- 2.6. Prequalification
- 2.7. Offers to Purchase
- 2.8. Offer to Purchase Lottery
- 2.9. Houses That Do Not Sell

2.1. Purpose and Effective Date

2.1-1. *Purpose.* The purpose of this rule is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale.

2.1-2. *Delegation.* -The Real Property law delegated the Comprehensive Housing Division and Land Commission joint rulemaking authority pursuant to the Administrative Rulemaking law.

2.2. Adoption, Amendment and Repeal

2.2-1. This rule was jointly adopted by the Comprehensive Housing Division and Land Commission in accordance with the procedures of the Administrative Rulemaking law.

2.2-2. This rule may be amended or repealed by the joint approval of the Comprehensive Housing Division and Land Commission pursuant to the procedures set out in the Administrative Rulemaking law.

2.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

2.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule control.

2.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to the Real Property law.

2.3. Definitions

2.3-1. This section governs the definitions of words and phrases used within this rule. All words not defined herein are to be used in their ordinary and everyday sense.

(a) “Appraisal Value” means the estimated worth of the property based on a review of the property and market values.

(b) “Nation” means the Oneida Nation.

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

(d) "Residential Sales Offer to Purchase" means offer to purchase that is used only for the Nation's Residential Sales program.

(e) "Prequalification by an approved lender" means the prequalification letter must be from a lender who has done and continues to provide mortgage lending on tribally owned fee and/or trust land.

(f) "Offer to purchase packet" means that the offer to purchase must be submitted with a prequalification letter in a sealed plain envelope on the day Comprehensive Housing Division has determined to be the day they accept the offers to purchase.

2.4. Advertising and Showings

2.4-1. *Advertising.* The Comprehensive Housing Division shall advertise all homes for sale by the Nation both on the Nation's website and at the Comprehensive Housing Division.

(a) The Comprehensive Housing Division shall use the home's appraisal value as the listing price on the advertisement.

(b) The Comprehensive Housing Division shall provide the showing dates ~~and~~, the prequalification and offer periods and the lottery date in the advertisement.

(c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, the advertisement shall also include the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit. In addition, the cost estimate shall also include estimated costs to address any health and safety issues which may not amount to a code violation affecting an occupancy permit. The estimate shall include a disclaimer that the ~~estimate is just that~~ and actual costs of the improvements may exceed the costs estimated by the Comprehensive Housing Division.

2.4-2. *Showings.* For each home sold by the Nation, the Comprehensive Housing Division shall conduct showings over the course of one (1) week with a minimum of two (2) public showings wherein one (1) showing is required to be conducted during the Nation's business hours and one (1) showing is required to be conducted after the Nation's business hours. In addition to the two (2) required public showings, the Comprehensive Housing Division may schedule private showings upon a potential buyer's request at its, after the public showings, and at Comprehensive Housing Division's discretion.

2.5. Right of First Refusal to Current Tenant

2.5-1. *Right of First Refusal to Current Tenant.* If the Nation ~~ehoseschooses~~ to cease renting a property with a current tenant and ~~ehoseschooses~~ to sell said property as residential property as is, provided that the tenant is in good standing with the rental agreement, the Comprehensive Housing Division shall offer the tenant the right of first refusal to purchase the home subject to the mortgage requirements.

2.6. Prequalification

2.6-1. *Setting the Prequalification Period.* The Comprehensive Housing Division shall set the prequalification period as the week immediately following the showing week.

2.6-2. *Prequalification Required.* All interested buyers shall provide proof of prequalification for the homes listed price in order to be eligible to submit an offer to purchase. The prequalification

letter, regardless of lender, must be included with the offer to purchase in the sealed envelope, to be considered a valid offer to purchase for the lottery drawing.

- (a) Prequalification may be from the Comprehensive Housing Division or an outside lender who has been confirmed to do lending on tribally owned fee or trust land.
- (b) If an interested buyer plans to finance the purchase through a mortgage from the Comprehensive Housing Division, the interested buyer shall schedule a meeting with the Comprehensive Housing Division during the prequalification week in order to determine eligibility.
- (c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, an interested buyer is required to be pre-approved for the listed price of the home as-is as well as the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit and to address any health and safety issues that may not amount to code violations affecting an occupancy permit.

2.7. Offers to Purchase

2.7-1. *Setting the Offer Period.* When the Comprehensive Housing Division offers a home for sale, it shall set an offer period of one (1) business day during which offers to purchase may be submitted at the Bay Bank drop box. The Comprehensive Housing Division may extend the offer period by providing notice of the extension both on the Nation's website, and at Bay Bank and the Comprehensive Housing Division.- The Comprehensive Housing Division shall disqualify offers to purchase received outside of the offer period.

2.7-2. *Making an Offer to Purchase.* Tribal members wishing to make an offer to purchase on a home for sale by the Nation may do so by submitting an offer to purchase at the Bay Bank drop box, in person, using the offer to purchase form available on the Nation's website and at the Comprehensive Housing Division. A prequalification letter must be included with the offer to purchase. Offers to purchase that do not include a prequalification letter will be disqualified. Comprehensive Housing Division letters of prequalification must be submitted with offer to purchase. Offers to purchase that are not submitted using the Nation's form will not be accepted by the Comprehensive Housing Division.

- (a) Offers to purchase must be for the listing price. Offers received for less than the ~~listing~~ listed price will not be considered. Offers for more than the listed price will not be considered.
- (b) Offers to purchase that do not include at least one (1) Tribal member will not be considered.
- (d) A non-tribal member will not be considered eligible unless they are married to a tribal member and both are named on the offer to purchase.
- (c) Prior to accepting an offer to purchase for the drop box, Bay Bank staff shall date and time stamp ~~all offers to purchase upon receipt. In the event that multiple parties arrive at the same time to submit an offer to purchase (i.e. if parties are waiting to submit prior to business hours), Bay Bank staff shall determine the order of receipt through a lottery system in which each party receives a number by chance. Bay Bank staff shall number the offers having the same date and time stamps by from lowest drawn number to highest drawn number or~~ initial /sign the offer to purchase and ensure it is sealed.
- ~~(d) There is no limit as to how many offers to purchase a Tribal member may submit within~~

~~an offer period.~~

~~(d.) Multiple offers to purchase will not be considered. If multiple offers to purchase are submitted from the same offeror for a listing, that offeror will be disqualified and all offer to purchases from said offeror will be ineligible for that lottery drawing.~~

~~2.7-3. Comprehensive Housing Division Receipt of Offers to Purchase. Comprehensive Housing Division staff may not collect the offers to purchase until the business day immediately following the close of the offer period. Upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall post the dollar amount of the highest prequalified offer to purchase received on the Nation's website; no personal information of the offeror may be included in this posting. Offers to purchase received for which the Comprehensive Housing Division did not receive proof of prequalification will not be considered day of the lottery.~~

~~2.7-4. Buyer Selection. When~~ **8. Offer to Purchase Lottery**

~~2.8-1. Lottery Date. Upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division receives multiple offers to purchase on a home for sale by the Nation, it shall select host a public (in-person or virtual) lottery date. All sealed offers to purchase will have one half of a two-ticket raffle ticket stapled to the buyer based on sealed envelope with the highest prequalified offer received within other half of the offer period. In the event there is a tie for the highest prequalified offer to purchase received within ticket placed in the lottery bucket.~~

~~2.8-2. Lottery Drawing. If members of the public are present for the offer period, the lottery date, then a citizen shall be asked to select a raffle ticket to select a raffle ticket from the lottery bucket. If no members of the public are present at the lottery date, then a Comprehensive Housing Division administrator shall be asked to select the raffle ticket from the lottery bucket. The offer in the sealed envelope with the matching ticket that was received earliest based on the date drawn from the lottery bucket will be the first offer to purchase eligible for the home contingent on the application packet being complete. Once the first offer to purchase is drawn Comprehensive Housing Division will proceed to pick all remaining tickets and record the ticket number and offeror in chronological order as picked from the lottery bucket. If the first draw is not eligible Comprehensive Housing Division will move on to the second draw and so forth until there is an accepted offer to purchase.~~

~~2.8-3. Comprehensive Housing Division Confirmation of Prequalified Offer. Comprehensive Housing Division staff shall open the selected offer immediately to ensure the offeror prequalified. If the selected offer prequalified as required, Comprehensive Housing Division staff shall inform the selected buyer and proceed to closing and residential lease signing.~~

~~(a) In the event the first selected buyer cannot proceed with closing and a residential lease signing, Comprehensive Housing will move in chronological order to the next ticket drawn at the time stamp of the lottery drawing.~~

~~2.7-5-4. Financing.- If financing is required, the selected buyer may choose to finance either through the Nation's mortgage program or through an outside lender who has been confirmed to do lending on any tribally owned fee and/or trust land and according to their prequalification letter.~~

2.8. — Final Decision

~~2.8-1-5.~~ *No Appeal.* The decisions made in regard to Comprehensive Housing Division residential sales are final. Neither the Oneida Judiciary nor any administrative body, including a board, committee or commission is authorized to hear a complaint in regard to Comprehensive Housing Division decisions related to residential sales.

2.9. Houses That Do Not Sell

2.9-1. Minimum Advertisements. Comprehensive Housing Division shall list each property prepared for sale a minimum of three (3) times before Comprehensive Housing Division asks the Land Commission to consider a use of the property that is potentially not residential. For this section, listing a property for sale entails the entire residential sales process including advertisement, prequalification, offer to purchase submittals and lottery draws.

End.

Original effective date: 03-09-2017
Amendment effective date:



Title 6. Property and Land – Chapter 601

REAL PROPERTY

Rule # 2 – Comprehensive Housing Division Residential Sales

- 2.1. Purpose and Effective Date
- 2.2. Adoption, Amendment and Repeal
- 2.3. Definitions
- 2.4. Advertising and Showings
- 2.5. Right of First Refusal to Current Tenant
- 2.6. Prequalification
- 2.7. Offers to Purchase
- 2.8. Offer to Purchase Lottery
- 2.9. Houses That Do Not Sell

2.1. Purpose and Effective Date

2.1-1. *Purpose.* The purpose of this rule is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale.

2.1-2. *Delegation.* The Real Property law delegated the Comprehensive Housing Division and Land Commission joint rulemaking authority pursuant to the Administrative Rulemaking law.

2.2. Adoption, Amendment and Repeal

2.2-1. This rule was jointly adopted by the Comprehensive Housing Division and Land Commission in accordance with the procedures of the Administrative Rulemaking law.

2.2-2. This rule may be amended or repealed by the joint approval of the Comprehensive Housing Division and Land Commission pursuant to the procedures set out in the Administrative Rulemaking law.

2.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

2.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule control.

2.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to the Real Property law.

2.3. Definitions

2.3-1. This section governs the definitions of words and phrases used within this rule. All words not defined herein are to be used in their ordinary and everyday sense.

(a) “Appraisal Value” means the estimated worth of the property based on a review of the property and market values.

(b) “Nation” means the Oneida Nation.

(c) “Tribal Member” means an individual who is an enrolled member of the Nation.

(d) “Residential Sales Offer to Purchase” means offer to purchase that is used only for the Nation’s Residential Sales program.

(e) “Prequalification by an approved lender” means the prequalification letter must be from a lender who has done and continues to provide mortgage lending on tribally owned fee and/or trust land.

(f) “Offer to purchase packet” means that the offer to purchase must be submitted with a

prequalification letter in a sealed plain envelope on the day Comprehensive Housing Division has determined to be the day they accept the offers to purchase.

2.4. Advertising and Showings

2.4-1. *Advertising.* The Comprehensive Housing Division shall advertise all homes for sale by the Nation both on the Nation's website and at the Comprehensive Housing Division.

(a) The Comprehensive Housing Division shall use the home's appraisal value as the listing price on the advertisement.

(b) The Comprehensive Housing Division shall provide the showing dates, the prequalification and offer periods and the lottery date in the advertisement.

(c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, the advertisement shall also include the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit. In addition, the cost estimate shall also include estimated costs to address any health and safety issues which may not amount to a code violation affecting an occupancy permit. The estimate shall include a disclaimer that the actual costs of the improvements may exceed the costs estimated by the Comprehensive Housing Division.

2.4-2. *Showings.* For each home sold by the Nation, the Comprehensive Housing Division shall conduct showings over the course of one (1) week with a minimum of two (2) public showings wherein one (1) showing is required to be conducted during the Nation's business hours and one (1) showing is required to be conducted after the Nation's business hours. In addition to the two (2) required public showings, the Comprehensive Housing Division may schedule private showings upon a potential buyer's request, after the public showings, and at Comprehensive Housing Division's discretion.

2.5. Right of First Refusal to Current Tenant

2.5-1. *Right of First Refusal to Current Tenant.* If the Nation chooses to cease renting a property with a current tenant and chooses to sell said property as residential property as is, provided that the tenant is in good standing with the rental agreement, the Comprehensive Housing Division shall offer the tenant the right of first refusal to purchase the home subject to the mortgage requirements.

2.6. Prequalification

2.6-1. *Setting the Prequalification Period.* The Comprehensive Housing Division shall set the prequalification period as the week immediately following the showing week.

2.6-2. *Prequalification Required.* All interested buyers shall provide proof of prequalification for the homes listed price in order to be eligible to submit an offer to purchase. The prequalification letter, regardless of lender, must be included with the offer to purchase in the sealed envelope, to be considered a valid offer to purchase for the lottery drawing.

(a) Prequalification may be from the Comprehensive Housing Division or an outside lender who has been confirmed to do lending on tribally owned fee or trust land.

(b) If an interested buyer plans to finance the purchase through a mortgage from the Comprehensive Housing Division, the interested buyer shall schedule a meeting with the Comprehensive Housing Division during the prequalification week in order to determine eligibility.

(c) Where the Nation is offering a home for sale as-is that requires improvements before an occupancy permit may be issued pursuant to the Zoning and Shoreland Protection Ordinance, an interested buyer is required to be pre-approved for the listed price of the home as-is as well as the costs estimated by the Comprehensive Housing Division for the minimum improvements required to make the residence eligible for an occupancy permit and to address any health and safety issues that may not amount to code violations affecting an occupancy permit.

2.7. Offers to Purchase

2.7-1. *Setting the Offer Period.* When the Comprehensive Housing Division offers a home for sale, it shall set an offer period of one (1) business day during which offers to purchase may be submitted at the Bay Bank drop box. The Comprehensive Housing Division may extend the offer period by providing notice of the extension both on the Nation's website, and at Bay Bank and the Comprehensive Housing Division. The Comprehensive Housing Division shall disqualify offers to purchase received outside of the offer period.

2.7-2. *Making an Offer to Purchase.* Tribal members wishing to make an offer to purchase on a home for sale by the Nation may do so by submitting an offer to purchase at the Bay Bank drop box, in person, using the offer to purchase form available on the Nation's website and at the Comprehensive Housing Division. A prequalification letter must be included with the offer to purchase. Offers to purchase that do not include a prequalification letter will be disqualified. Comprehensive Housing Division letters of prequalification must be submitted with offer to purchase. Offers to purchase that are not submitted using the Nation's form will not be accepted by the Comprehensive Housing Division.

(a) Offers to purchase must be for the listing price. Offers received for less than the listed price will not be considered. Offers for more than the listed price will not be considered.

(b) Offers to purchase that do not include at least one (1) Tribal member will not be considered.

(d) A non-tribal member will not be considered eligible unless they are married to a tribal member and both are named on the offer to purchase.

(c) Prior to accepting an offer to purchase for the drop box, Bay Bank staff shall date and time stamp or initial /sign the offer to purchase and ensure it is sealed.

(d.) Multiple offers to purchase will not be considered. If multiple offers to purchase are submitted from the same offeror for a listing, that offeror will be disqualified and all offer to purchases from said offeror will be ineligible for that lottery drawing.

2.7-3. *Comprehensive Housing Division Receipt of Offers to Purchase.* Comprehensive Housing Division staff may not collect the offers to purchase until the day of the lottery.

2.8. Offer to Purchase Lottery

2.8-1. *Lottery Date.* Upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall host a public (in-person or virtual) lottery date. All sealed offers to purchase will have one half of a two-ticket raffle ticket stapled to the sealed envelope with the other half of the ticket placed in the lottery bucket.

2.8-2. *Lottery Drawing.* If members of the public are present for the lottery date, then a citizen shall be asked to select a raffle ticket to select a raffle ticket from the lottery bucket. If no members of the public are present at the lottery date, then a Comprehensive Housing Division administrator shall be asked to select the raffle ticket from the lottery bucket. The offer in the sealed envelope

with the matching ticket that was drawn from the lottery bucket will be the first offer to purchase eligible for the home contingent on the application packet being complete. Once the first offer to purchase is drawn Comprehensive Housing Division will proceed to pick all remaining tickets and record the ticket number and offeror in chronological order as picked from the lottery bucket. If the first draw is not eligible Comprehensive Housing Division will move on to the second draw and so forth until there is an accepted offer to purchase.

2.8-3. Comprehensive Housing Division Confirmation of Prequalified Offer. Comprehensive Housing Division staff shall open the selected offer immediately to ensure the offeror prequalified. If the selected offer prequalified as required, Comprehensive Housing Division staff shall inform the selected buyer and proceed to closing and residential lease signing.

- (a) In the event the first selected buyer cannot proceed with closing and a residential lease signing, Comprehensive Housing will move in chronological order to the next ticket drawn at the time of the lottery drawing.

2.8-4. Financing. If financing is required, the selected buyer may choose to finance either through the Nation's mortgage program or through an outside lender who has been confirmed to do lending on any tribally owned fee and/or trust land and according to their prequalification letter.

2.8-5. No Appeal. The decisions made in regard to Comprehensive Housing Division residential sales are final. Neither the Oneida Judiciary nor any administrative body, including a board, committee or commission is authorized to hear a complaint in regard to Comprehensive Housing Division decisions related to residential sales.

2.9. Houses That Do Not Sell

2.9-1. Minimum Advertisements. Comprehensive Housing Division shall list each property prepared for sale a minimum of three (3) times before Comprehensive Housing Division asks the Land Commission to consider a use of the property that is potentially not residential. For this section, listing a property for sale entails the entire residential sales process including advertisement, prequalification, offer to purchase submittals and lottery draws.

End.

Original effective date: 03-09-2017
Amendment effective date:



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



Statement of Effect

Amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales

Summary

The amendments to the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales:

- Change the selection process from a highest qualified offer process to lottery draw process; and
- Addresses the minimum advertisement requirements for houses that do not sell.

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

Date: June 4, 2024

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation’s laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as “any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority.” [1 O.C. 106.3-1(a)].

The Real Property law provides regulations and procedures for the transfer, control and management of the territory within the Reservation and all Tribal land; to integrate these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold jurisdiction within the Reservation; and to establish licensing and certification requirements for the Nation’s employees dealing with real property transactions. [6 O.C. 601.1-1]. It is the policy of the Nation to set out the responsibilities and expectations for persons purchasing and/or managing real property on behalf of the Nation and/or within the Reservation and to provide real property holder’s rights and responsibilities. [6 O.C. 601.1-1].

The Real Property law delegates joint administrative rulemaking authority to the Oneida Land Commission and the Comprehensive Housing Division to provide process requirements,

including but not limited to advertising, notice, prequalification, and selection, that apply in all circumstances when the Nation is selling a residential property. [6 O.C. 601.12-1].

The purpose of the Real Property Law Rule No. 2 – Comprehensive Housing Division Residential Sales (“the Rule”) is to provide the requirements for both the Nation and potential buyer when the Comprehensive Housing Division offers a residential property for sale. [Rule 2.1-1]. The proposed amendments to the Rule:

- Change the selection process from a highest qualified offer process to lottery draw process, through the following revisions:
 - Require the Comprehensive Housing Division to provide the lottery date in the advertisement. [Rule 2.4-1(b)].
 - Clarify that the prequalification letter, regardless of lender, must be included with the offer to purchase in the sealed envelope, to be considered a valid offer to purchase for the lottery drawing. [Rule 2.6-2, 2.7-2].
 - Require that offers to purchase must be for the listing price. Offers to purchase for less than the listing price will not be considered, while offers to purchase for over the listing price do not provide the offeror with a competitive advantage as the Comprehensive Housing Division will not accept payment over the listing price. [Rule 2.7-2(a)].
 - Provided that a non-tribal member will not be considered eligible unless they are married to a tribal member and both are named on the offer to purchase. [Rule 2.7-2(c)].
 - Provide that prior to accepting an offer to purchase for the drop box, Bay Bank staff shall date and time stamp or initial/ sign the offer to purchase and ensure it is sealed, while also eliminating the provision which addressed how Bay Bank Staff handled receipts of offers to purchase made at the same time and date. [Rule 2.7-2(d)].
 - Eliminate the provision which provides there is no limit as to how many offers to purchase a Tribal member may submit within an offer period, and clarify that multiple offers to purchase will not be considered. If multiple offers to purchase are submitted from the same offeror for a listing, that offeror will be disqualified and all offer to purchases from said offeror will be ineligible for that lottery drawing. [Rule 2.7-2(d)].
 - Revise when the Comprehensive Housing Division can collect the offers to purchase from the business day immediately following the close of the offer period to the date of the lottery. [Rule 2.7-3].
 - Eliminate the provisions that provide that upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall post the dollar amount of the highest prequalified offer to purchase received on the Nation’s website; and that offers to purchase received for which the Comprehensive

Housing Division did not receive proof of prequalification will not be considered. [Rule 2.7-3].

- Provide that upon receipt of the offers to purchase from Bay Bank, the Comprehensive Housing Division shall host a public (in-person or virtual) lottery date in which all sealed offers to purchase will have one half of a two-ticket raffle ticket stapled to the sealed envelope with the other half of the ticket placed in a lottery bucket. [Rule 2.8-1].
- Provide for who does the selection of the lottery drawing and how an offer to purchase is selected through the lottery drawing. [Rule 2.8-2].
- Require the Comprehensive Housing Division to immediately confirm the selected offer to purchase was prequalified, and if so, inform the selected buyer and proceed to closing and residential lease signing. [Rule 2.8-3].
- Require that in the event the first selected buyer cannot proceed with closing and a residential lease signing, Comprehensive Housing will move in chronological order to the next ticket drawn at the time of the lottery drawing. [Rule 2.8-3(a)].
- Include a new provision which addresses minimum advertisement requirements for houses that do not sell and requires that the Comprehensive Housing Division list each property prepared for sale a minimum of three (3) times before Comprehensive Housing Division asks the Oneida Land Commission to consider a use of the property that is potentially not residential. [Rule 2.9-1].

Conclusion

There are no legal bars to adopting the amendments to the Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales.

Summary Report for Real Property Law Rule No. 2 – CHD Residential Sales

Original effective date: 03-09-2017

Amendment effective date: asap

Name of Rule: Real Property Law -Rule No. 2 CHD Residential Sales

Name of law being interpreted: Real Property Law

Rule Number: No. 2

Other Laws or Rules that may be affected: None

Brief Summary of the proposed rule:

We are changing the process of how CHD sells our Residential Sales homes. We are deleting the highest accepted offer from the current rule and changing it to a lottery draw contingent upon applicant's prequalification. We will no longer accept offers above asking/listed price.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis for Real Property Law Rule No. 2 CHD Residential Sales

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs		0
Personnel		0
Office		0
Documentation Costs		0
Estimate of time necessary for an individual or agency to comply with the rule after implementation		0
Other, please explain		
Total		0

Public Notice in Kali - Additions

Setting Time and Notice to Interested Parties

The following estates are being prepared for probate by the Oneida Nation, Land Commission Hearing Body.

To attend a scheduled hearing virtually contact
Cindy Lecker, Land, Title & Trust Specialist,
Oneida Nation, Land Management, •
PO Box 365, • Oneida, WI 54155, • 920-869-6610 •
CLecker@oneidanation.org

In the Matter of the Estate of Rita May Summers, Case No. 2023 LCP 0004

1. An application for probate was filed.
2. The decedent with a date of birth of 11/26/1929 and date of death 08/06/2023, was an Oneida Nation member, domiciled on the Oneida Reservation at 2892 Commissioner St, Oneida, WI 54155.
3. **The deadline to submit claims was 07/14/2024**
4. All interested persons are hereby noticed.

In the Matter of the Estate of Arlene Virginia Summers, Case No. 2024 LCP 0001

1. An application for probate was filed.
2. The decedent with a date of birth of 06/06/1934 and date of death 12/13/2023, was an Oneida Nation member, domiciled on the Oneida Reservation at 3772 N Countyline Rd, Oneida, WI 54155.
3. **The deadline to submit claims was 07/14/2024**
4. All interested persons are hereby noticed.

In the Matter of the Estate of Shirley Mae Hill, Case No. 2024 LCP 0002

1. An application for probate was filed.
2. The decedent with a date of birth of 05/13/1934 and date of death 10/22/2023, was an Oneida Nation member, domiciled on the Oneida Reservation at 2928 Commissioner St, Oneida, WI 54155.
3. **The deadline to submit claims was 07/14/2024**
4. All interested persons are hereby noticed.

In the Matter of the Estate of Louis Tony Delgado, Case No. 2024 LCP 0003

1. An application for probate was filed.
2. The decedent with a date of birth of 08/01/1949 and date of death 10/15/2019, was an Oneida Nation member, domiciled off of the Oneida Reservation at 361 Herrick Rd., Riverside, IL 60546.
3. **The deadline to submit claims was 08/16/2024**
5. All interested persons are hereby noticed.

NOTICE OF RESCHEDULED PUBLIC MEETING

TO BE HELD July 11, 2024, 5-6pm

**Comprehensive Housing Division Front Conference Room
2913 Commissioner Street, Oneida, WI 54155**

In accordance with the Administrative Rulemaking Law, the Comprehensive Housing Division and the Oneida Land Commission are hosting this Public Meeting to gather feedback from the community regarding proposed amendments to the following rule:

Real Property Law Rule No. 2 - CHD Residential Sales

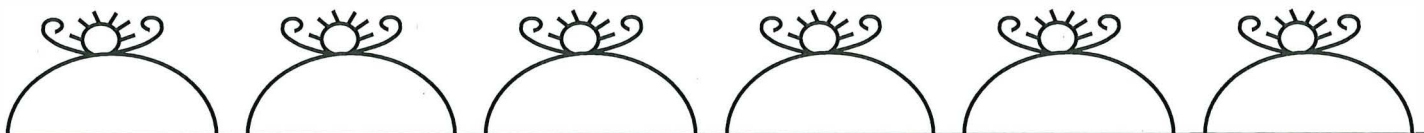
- ◆ Change Real Property Law Rule No. 2 to Rule No. 1
- ◆ Replacing the selection process from a highest qualified offer process to a lottery draw process such that homes will continue to be listed for the appraised value, but buyers will no longer be able to bid over appraised value to gain a competitive advantage; and
- ◆ Determining what happens to residential sales inventory in the event there are no offers received for a given listing.

To obtain copies of the Public Meeting documents for this proposal, please visit oneida-nsn.gov/Register/PublicMeetings.

PUBLIC COMMENT PERIOD OPEN UNTIL JULY 19, 2024

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to The Comprehensive Housing Division by U.S. mail, interoffice mail, e-mail or fax.

Comprehensive Housing Division
2913 Commissioner Street, Oneida, WI 54155
mhill@oneidanation.org Phone: 920-869-2227 Fax: 920-869-2836



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Real Property Law Rule No. 2 - CHD Residential Sales

- ◆ Change Real Property Law Rule No. 2 to Rule No. 1
- ◆ Replacing the selection process from a highest qualified offer process to a lottery draw process such that homes will continue to be listed for the appraised value, but buyers will no longer be able to bid over appraised value to gain a competitive advantage; and
- ◆ Determining what happens to residential sales inventory in the event there are no offers received for a given listing.

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2913 Commissioner Street, Oneida, WI 54155
mhill@oneidanation.org Phone: 920-869-2227 Fax: 920-869-2836

NAR-ANON FAMILY GROUPS

A WORLDWIDE FELLOWSHIP FOR THOSE
AFFECTED BY SOMEONE ELSE'S ADDICTION



EVERY
TUESDAY

5:30 - 6 PM
NEWCOMER INTRO

6 - 7 PM
NAR-ANON MEETING

1240 PACKERLAND DR. GREEN BAY, WI 54304

RECOVERY NEST AT COTTAGE 2

CONTACT

8JH2803@gmail.com
skenandore2@yahoo.com

More
Info:



www.nar-anon.org

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**KICKOFF
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ONEIDA LAKE / 4-6PM
W172 CROOK RD. DE PERE, WI 54115

**FREE JMIO
COOLER BAG & SNACKS**
(WHILE SUPPLIES LAST)

**RECEIVE 2 PUNCHES ON YOUR
2024 JMIO PUNCH CARD THIS MONTH!**

**STEM CRAFT BROUGHT TO
YOU BY UWGB CAMPS &
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FOR MORE INFORMATION OR QUESTIONS
CONTACT HANNA LEISGANG:
(920) 490-3927
HLEISGAN@ONEIDANATION.ORG
JUSTMOVEIT ONEIDA

**2024 SEOTS
COMMUNITY
PICNIC**

SATURDAY, JULY 13
12-3PM
ZABLOCKI PARK
3717 W. Howard Ave., Milwaukee, WI
Free Food & Raffles!

SIGN UP REQUIRED! Call us at 414.329.4101,
scan the QR Code, or visit the following link:
<https://forms.office.com/r/N1DGhX04yb>

Public Meeting - no one attended - script is as follows

Transcription for Public Meeting on July 11, 2024

The time is 5pm and today date is July 11, 2024. I will now call the public meeting for Real Property Law Rule No. 2 Comprehensive Housing Division Residential Sales Rule to order.

Comprehensive Housing Division is hosting this public meeting to gather feedback from the community regarding this rule.

All persons who wish to present oral testimony will need to register on the sign in sheet providing their name and enrollment number. Each person will have 3 minutes to comment.

Written comments may be submitted to CHD in person, by US mail, interoffice, email and faxed as provided on the public meeting notice.

These comments must be received by close of business day on July 19, 2024.

In attendance from CHD is myself Michelle Hill, and I'm the Residential Sales and Realty Area Manager, Becky Skenandore Sr Loan Officer, and Tina Skenandore Residential Leasing Specialist.

Please note that CHD will not be responding to public comments at this time. CHD will consider all comments received and will provide a written response to each comment in the public comment review memorandum.

The public meeting purpose is to collect community input regarding the Residential Sales Rule process.

CHD is available to schedule separate meetings to have further discussion in regard to the Residential Sales Program.

We will now begin today's public meeting for the Residential Sales Rule. The amendments that we are proposing is to change the rule from Rule No. 2 to Rule No. 1.

Replacing the selection process from highest qualified offer process to a lottery draw process.

Determine what happens to Residential Sales inventory in the event there are no offers.

....

It's 530pm meeting is closed. CHD is now closing the public meeting.

Received Written Comment

Michelle R. Hill

Written Comments ~

From: Michelle R. Hill
Sent: Monday, July 29, 2024 9:57 AM
To: Clorissa N. Leeman
Cc: Rebecca L. Skenandore; Grace J. Delgado
Subject: FW: Leasing Rule No. 2- CHD Residential Sales - Comment/Recommendation

Also, for the rule I received this from Lori Elm wayyy back on May 6. Do I have to add this as written comment? Because the time line was prior to the public meeting?

Michelle Rae Hill

~Kanatihal~

Residential Sales and Realty Area Manager

Oneida Nation

Comprehensive Housing Division

920-869-2227 main

920-869-6182 direct

CONFIDENTIALITY NOTICE: This e-mail and any attachments may contain confidential, proprietary and privileged information. Unauthorized disclosure or use is prohibited by state and federal law. If you received this e-mail in error; please notify the sender, delete the e-mail & any attachments. Do not use, disclose or store the information this e-mail and any attachments it contains.

From: Lori A. Elm <lilm@oneidanation.org>
Sent: Monday, May 6, 2024 9:19 AM
To: Michelle R. Hill <mhill@oneidanation.org>
Cc: LOC <LOC@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Maureen S. Perkins <mperkin2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: Leasing Rule No. 2- CHD Residential Sales - Comment/Recommendation

Please see below for recommendation:

A recommendation I would like to see is dependent(S) to be included in qualifications for selection. If a home has 3 bedrooms or more, they should be prioritized for families who have dependent(s). Homes of this size should be families first, IF No applicants qualify with dependents, then nondependent families would qualify for selection.

Another recommendation I would like to see is the following for homes.

In the case no one applies for the home, create a program to help Oneida families with problems such as: bad debit/bad credit, eviction, (other words the working poverty) this will help our community members to achieve the home. By creating an agreement for them, to eliminate their debit, (Student loans may or may not be included), up to \$20,000.00 in 5 years. By creating an extra \$460.00 a month

payment to an affordable direct rent payment (\$760.00) for total of \$1300.00 a month, which average 3-bedroom home rental payment in Green Bay area is \$1730 per month according to apartments.com. In my honesty opinion the rent could even go higher, plus it will get them ready for the actual cost of a house. (Reminder this is an idea)

By applying the \$460.00 X 5 years of payments, it would generate \$30,000.00 which \$10,000.00 could be used for down payment and \$20,000.00 towards debt. Note: They will still need to stay in good standing with their utilities and all other rental expenses.

These programs should be open to all Enrolled Oneida members.

Open to all people, including members with criminal backgrounds.

a. Individuals with criminal backgrounds, shall be off probation, completed all recommended treatment plans and making payments to or creating a payback agreement to any fines or restitution and must stay in compliance with this stipulation through the contract. As well as working with Oneida Nation Pardon and Forgiveness Process, and letter stating they are.

b. Budgeting

c. Wellness and Culture plan developed – Volunteering at farm, etc. (I have idea for this, if you ever want to know further)

d. Must stay in compliance with stipulations.

***NOTE: People are unable to get a Pardon from Oneida or are scared away because they owe thousands of dollars for fines and restitution; but if they don't have a Pardon, they can't rent a home through Oneida; IF this program or idea, is consider rent to own, the leasing process does NOT ask for a backgrounds check. So, this would be able to happen if a process like this was created through leasing.**

Yes, this may take a little work, but aren't our people worth it.

1. Work with Bay Bank or Wisconsin Native Loan Fund to credit the builder for Oneidas to own Oneida (Currently Fox Community and other credit unions work on credit building like this, why can't our tribe) or work with Community Education Center, to develop a program. Including Budgeting and wellness.

2. Possible Amendment to Pardon and Forgiveness – to state applicant should be in paying on restitution or fines. (Reminder some people owe a lot of money for their stays at these lovely facilities) but they can't get housing, so they live in apartments way to small, and way to many kids.

I would just like to humanity back in our nation.

CHD response to comment

A recommendation I would like to see is dependent(S) to be included in qualifications for selection. If a home has 3 bedrooms or more, they should be prioritized for families who have dependent(s). Homes of this size should be families first, IF No applicants qualify with dependents, then nondependent families would qualify for selection.

CHD has a program that does consider family size to house size. The Residential Sales program is built to assist all Oneida citizens that can qualify for a mortgage.

Another recommendation I would like to see is the following for homes.

In the case no one applies for the home, create a program to help Oneida families with problems such as: bad debit/bad credit, eviction, (other words the working poverty) this will help our community members to achieve the home. By creating an agreement for them, to eliminate their debit, (Student loans may or may not be included), up to \$20,000.00 in 5 years. By creating an extra \$460.00 a month payment to an affordable direct rent payment (\$760.00) for total of \$1300.00 a month, which average 3-bedroom home rental payment in Green Bay area is \$1730 per month according to apartments.com. In my honesty opinion the rent could even go higher, plus it will get them ready for the actual cost of a house. (Reminder this is an idea)

By applying the \$460.00 X 5 years of payments, it would generate \$30,000.00 which \$10,000.00 could be used for down payment and \$20,000.00 towards debt. Note: They will still need to stay in good standing with their utilities and all other rental expenses.

These programs should be open to all Enrolled Oneida members. Open to all people, including members with criminal backgrounds. This would be a program that would need to be backed by tribal contribution. If considered it would need to be built from the ground up. CHD is currently working on trying to provide affordable home ownership opportunities to Oneida citizens through their Affordable Homeownership Strategy. CHD would consider building another program if the program would be able to access funding to go with it.

a. Individuals with criminal backgrounds, shall be off probation, completed all recommended treatment plans and making payments to or creating a payback agreement to any fines or restitution and must stay in compliance with this stipulation through the contract. As well as working with Oneida Nation Pardon and Forgiveness Process, and letter stating they are.

b. Budgeting

c. Wellness and Culture plan developed – Volunteering at farm, etc. (I have idea for this, if you ever want to know further)

d. Must stay in compliance with stipulations.

***NOTE: People are unable to get a Pardon from Oneida or are scared away because they owe thousands of dollars for fines and restitution; but if they don't have a Pardon, they can't rent a home through Oneida; IF this program or idea, is consider rent to own, the leasing process does NOT ask for a backgrounds check. So, this would be able to happen if a process like this was created through leasing.**

Yes, this may take a little work, but aren't our people worth it.

1. Work with Bay Bank or Wisconsin Native Loan Fund to credit the builder for Oneidas to own Oneida (Currently Fox Community and other credit unions work on credit building like this, why can't our tribe) or work with Community Education Center, to develop a program. Including Budgeting and wellness.
2. Possible Amendment to Pardon and Forgiveness – to state applicant should be in paying on restitution or fines. (Reminder some people owe a lot of money for their stays at these lovely facilities) but they can't get housing, so they live in apartments way to small, and way to many kids.

I would just like to humanity back in our nation.

CHD is always willing to review and research now strategies to bring affordable home ownership to Oneida citizens. Currently CHD is proposing our Affordable Homeownership Strategy to numerous entities in hopes we will bring three to four different options for Oneida citizens for purchase homes. The program you are suggesting seems similar to "Supportive Housing" which CHD has recognized is needed for Oneida. Supportive housing provides wellness services to homeowners and programs are built as such. A supportive housing program would need to include numerous other entities such as Behavior Health, Culture and Heritage, Bay Bank/WNLF, and so forth. It would also need to be funded by tribal contribution due to Income Based Housing grants having many restrictions around felonies. Additionally, our Income Based programs have provided programming that covered Budgeting, Hoarding, and wellness overall, but there is little to no attendance by the tenants. However, CHD may consider reviewing and building a program as such down the road.

Accept the October 16, 2024, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 16, 2024 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: *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 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: Jameson Wilson, Councilmember

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



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
October 16, 2024
9:00 a.m.

Present: Jameson Wilson, Jonas Hill, Kirby Metoxen, Marlon Skenandore, Jennifer Webster

Others Present: Clorissa N. Leeman, Grace Elliott

Others Present on Microsoft Teams: Fawn Cottrell, Kaylynn Gresham, Kristal Hill, Maureen Perkins, Rae Skenandore, Mark Powless, Todd Vanden Heuvel, Carolyn Salutz, Fawn Billie, Michelle Hill, Sarah White, Marie Cornelius, Michelle Braaten, Peggy Helm-Quest, Barbara Webster, Mary Graves, Tavia James-Charles, Jason Martinez, Lee Schuyler

I. Call to Order and Approval of the Agenda

Jameson Wilson called the October 16, 2024, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jennifer Webster to approve the agenda; seconded by Marlon Skenandore. Motion carried unanimously.

II. Minutes to be Approved

III. Current Business

IV. New Submissions

V. Additions

VI. Administrative Updates

1. Certification of Amendments to Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales

Motion by Jennifer Webster to certify the amendments to the Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales and forward to the Oneida Business Committee; seconded by Marlon Skenandore. Motion carried unanimously.

2. E-Poll Results: Approval of the Canceled October 2, 2024 LOC Meeting Materials

Motion by Jonas Hill to enter into the record the results of the October 2, 2024, e-poll entitled, Approval of the Canceled October 2, 2024 LOC Meeting Materials; seconded by Jennifer Webster. Motion carried unanimously.

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



VII. Executive Session

VIII. Adjourn

Motion by Marlon Skenandore to adjourn at 9:08 a.m.; seconded by Kirby Metoxen.
Motion carried unanimously.

Adopt resolution entitled Affordable Home Ownership Strategy

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

Accept report and consider action.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

RaLinda Ninham Lamberies, Chief Financial Officer

Mark W. Powless, General 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: 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 | Deputy Chief Counsel

Carl J. Artman
Krystal L. John
Peggy A. Van Gheem

Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: August 28, 2024

SUBJECT: Resolution – *Affordable Home Ownership Strategy*

On July 10, 2024, the Oneida Business Committee adopted a motion, “to accept the report on Affordable Home Ownership Strategy/Veteran Loan Assessment and direct the Treasurer, Chief Financial Officer, General Manager, and Chief Counsel to work together to identify/recommend funds to be used for the program in the amount of four (4) million dollars for each of the two (2) programs.”

A draft resolution (see attached) was reviewed by Mark Powless, General Manager, and the Comprehensive Housing Division, to identify any recommended amendments to clarify the resolution. The revised resolution was forwarded to the RaLinda Ninham Lamberies, Chief Financial Officer, and the final draft was presented for a Statement of Effect.

The proposed action utilizes APRA-FRF-LR-TCS funds in the amount of \$8 million for the purposes of creating two programs – Revolving Affordable Mortgage Fund and Home Construction Support Services. The funds are combined into a single fund to reduce administration time and costs. Finally, the resolution directs rulemaking to be conducted to develop the program and allow the funds to be released. The General Manager is directed to report monthly on the status of the rulemaking to the Oneida Business Committee.

If you have further questions, please contact me.



Statement of Effect
Affordable Home Ownership Strategy

Summary

Through the adoption of this resolution the Oneida Business Committee:

- obligates eight million dollars (\$8,000,000) of APRA FRF LR Tribal Contribution Savings for the purpose of funding the Comprehensive Housing Division’s Revolving Affordable Mortgage Loan Fund;
- directs the General Manager to create rules for mortgage programs which include requirements specific to veteran’s housing programs among other loan recipients; report at the second Oneida Business Committee meeting of each month on the status of the rulemaking amendments until the programs are fully developed; and upon submission of the amended rule(s) the General Manager shall request the Revolving Affordable Mortgage Loan Fund be made accessible; and
- directs the General Manager to work collaboratively with Bay Bank to identify services that could be provided to members to make home construction more accessible through training, guides, and support services to homeowners to obtain necessary permits and inspections.

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

Date: September 6, 2024

Analysis by the Legislative Reference Office

Through the adoption of this resolution the Oneida Business Committee obligates eight million dollars (\$8,000,000) of APRA FRF LR Tribal Contribution Savings for the purpose of funding the Comprehensive Housing Division’s “Revolving Affordable Mortgage Loan Fund” from which the repayments on mortgage loans will be repaid into this revolving loan which shall become accessible for programming use as identified in this resolution and shall be tracked and accounted for separately from all existing mortgages.

This resolution identifies that the General Manager and the Comprehensive Housing Division have identified amendments to existing rules regarding land and housing to create better programming options which will be supported by this request, and that the Oneida Business Committee directs the General Manager to move forward with the amendments to create the proposed programming under the Administrative Rulemaking law.

This resolution thereby directs the General Manager to create rules for mortgage programs which include requirements specific to veteran’s housing programs among other loan recipients; report at the second Oneida Business Committee meeting of each month on the status of the rulemaking amendments until the programs are fully developed; and upon submission of the amended rule(s) the General Manager shall request the Revolving Affordable Mortgage Loan Fund be made accessible.

The Administrative Rulemaking law provides an efficient, effective, and democratic process for the adoption and amendment of administrative rules. [1 O.C. 106.1-1, 106.1-2]. The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. An authorized agency is any board, committee, commission, department, program, or officer of the Nation that has been granted rulemaking authority. [1 O.C. 106.3-1(a)]. A rule is a set of requirements enacted by an authorized agency in order to implement, interpret and/or enforce a law of the Nation, which may include citation fee and penalty schedules. [1 O.C. 106.3-1(h)]. A rule developed in accordance with the Administrative Rulemaking law has the same force and effect as the law which delegated the authorized agency rulemaking authority, and cannot conflict or supersede a law, policy, or rule of the Nation or a resolution adopted by the Oneida Business Committee or General Tribal Council. [1 O.C. 106.4-1(a)-(b)].

The Mortgage and Foreclosure law sets the standards and requirements for participation in the mortgage programs and prescribes the foreclosure process required to be used in the event of a default of a mortgage. [6 O.C. 612.1-1]. The Mortgage and Foreclosure law provides that consistent with available funds, the Comprehensive Housing Division is responsible for providing mortgage programs for the following purposes and is required to establish rules naming said programs and providing the specific requirements for each program:

- Financing the purchase or down payment of existing homes and lands;
- Construction of new homes;
- Repairs and improvements to existing homes; and
- Refinancing existing mortgages. [6 O.C. 612.4-1].

The Mortgage and Foreclosure law then delegates joint administrative rulemaking authority to the Comprehensive Housing Division and the Oneida Land Commission for the purpose of governing:

- The selection of applicants for the issuance of a mortgage [6 O.C. 612.4-3];
- The requirements of mortgages entered into by the Comprehensive Housing Division [6 O.C. 612.4-4];
- The disposition of personal property [6 O.C. 612.7-5(a)(3)(B)]; and
- The razing of a foreclosed upon property. [6 O.C. 612.7-5(d)(2)].

The resolution also mentions the “Residential Sales Rule,” which is being interpreted to mean the Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales. The Real Property law delegates administrative rulemaking authority to the Oneida Land Commission and the Comprehensive Housing Division to exercise joint rulemaking authority to provide process requirements, including but not limited to advertising, notice, prequalification, and selection, that apply in all circumstances when the Nation is selling a residential property. [6 O.C. 601.12-1].

This resolution’s directive that the General Manager create rules for mortgage programs which include requirements specific to veteran’s housing programs among other loan recipients conflicts with the Administrative Rulemaking law. The Administrative Rulemaking law provides that only authorized agencies may promulgate rules. [1 O.C. 106.4-1]. Additionally, the Administrative Rulemaking law requires that authorized agencies be delegated rulemaking authority through a law of the Nation, not a resolution. [1 O.C. 106.4-1].

The General Manager is not delegated administrative rulemaking authority through the Mortgage and Foreclosure law, the Real Property law, or any other law of the Nation that addresses property or land. Therefore, the General Manager is not an authorized agency under the Administrative Rulemaking law and has no authority to develop rules regarding mortgage programs. This resolution's directive that the General Manager develop rules regarding mortgage programs also conflicts with the Mortgage and Foreclosure law's very clear delegation of rulemaking authority to the Comprehensive Housing Division, and the Oneida Land Commission in certain circumstances. Additionally in accordance with the Administrative Rulemaking law, this resolution cannot confer administrative rulemaking authority to the General Manager.

It is also important to note that the Administrative Rulemaking law provides that the authorized agency has the authority to decide if amendments to a rule are necessary to pursue, and the law further clarifies that the Oneida Business Committee cannot compel an authorized agency to amend a rule. [1 O.C. 106.12-3]. Therefore, the Oneida Business Committee cannot, through adoption of this resolution, compel the amendment of any existing rule. If the Comprehensive Housing Division and the Oneida Land Commission were to decide that amendments to a rule should be made, any amendments made to the rule would need to follow the process provided for in the Administrative Rulemaking law. [1 O.C. 106.4-3].

This resolution also directs the General Manager to work collaboratively with Bay Bank to identify services that could be provided to members to make home construction more accessible through training, guides, and support services to homeowners to obtain necessary permits and inspections.

Conclusion

Adoption of this resolution would conflict with the Administrative Rulemaking law and the Mortgage and Foreclosure law.

The conflict in this resolution could be eliminated if instead of directing the General Manager to "create rules for mortgage programs which include requirements specific to veteran's housing programs among other loan recipients" which the Oneida Business Committee lacks the authority to do, the resolution instead directed the General Manager to monitor the progress of the Comprehensive Housing Division to create or amend rules for mortgage programs which include requirements specific to veteran's housing programs among other loan recipients, and then report at the second Oneida Business Committee meeting of each month on the status of the Comprehensive Housing Division's rulemaking progress until the programs are fully developed

E. Adopt resolution entitled Affordable Home Ownership Strategy (00:31:31)
Sponsor: Jo Anne House, Chief Counsel

Motion by Lawrence Barton to table this item, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Opposed: Lisa Liggins
Not Present: Tehassi Hill, Jennifer Webster

For the record: Secretary Lisa Liggins stated, On July 10th the General Manager and the Comprehensive Housing Division presented the "Affordable Home Ownership Strategy" to the Oneida Business Committee which contained four (4) parts; a budget request specifically for Comprehensive Housing Division's in house revolving home program to assist with Homeownership by Independent Purchase Program (HIPP) and For Sale by Owner Program; collaboration with the [Oneida] Land Commission to purchase ready to sell homes for the Residential Sales Program; collaboration with internal areas to revamp and create a successful Home Building Opportunity Program (HBO) that prepares and provides Oneida members with vacant lots to build homes; and collaboration with Bay Bank to administer the construction loan program on behalf of the Division, in which the Nation guarantees the construction loan. The areas completed the directive as requested. Additional direction was given for the Law Office to work with Finance to identify funds to fund the \$8 million dollars that was requested and required to make this Affordable Home Ownership Strategy a success and that was what was completed today so therefore I oppose the tabling of this resolution. Thank you.

For the record: Councilman Jameson Wilson stated, Mine was more along the lines of the conclusion of the statement of effect as the resolution, as is, directs the General Manager to create rules for mortgage programs which include requirements specific to the Veterans Housing Programs among other loan recipients. The Business Committee does not have authority to delegate that type of authority to the General Manager and those authorities would actually lie within the, for that law, with the Comprehensive Housing Division and Land Management. and Land Commission. If the resolution were restated to reflect "monitoring", have General Manager monitor the administrative rulemaking authority that's delegated to those affected entities, then I think we would be in compliance. But as the Legislative Operating Committee Chairman that's why I decided to support the tabling of the item. Thank you.

For the record: Vice-Chairman Brandon Yellowbird-Stevens stated, I believe if we're able to have discussion on the resolution, I think we could have rectified all of that. Have the conversation, talk about it, and make motions to that effect. That's why, I am not in a position to vote, but my counsel would have said, "talk about the issues, get a better understanding of what we need to see coming back here to this table if the resolution wasn't ready". Simply tabling an item doesn't allow for that, that's why I would have pressed to just to talk about it and could have brought it back in 30 days.

F. Adopt resolution entitled Authorization to Open an Operating Bank Account for the Oneida Hotel (00:44:35)
Sponsor: Louise Cornelius, Gaming General Manager

Motion by Lawrence Barton to adopt resolution 09-11-24-E Authorization to Open an Operating Bank Account for the Oneida Hotel, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
Not Present: Tehassi Hill, Jennifer Webster

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
 Justification: Proprietary - trade secrets/commercial/financial

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 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: SOE will be provided as a handout if required | | |

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: | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



Memorandum

To: Oneida Business Committee

From: Lisa Liggins, Secretary

Date: November 5, 2024

Re: Adopt resolution entitled Adoption of Affordable Home Ownership Strategy

Background

At the July 10, 2024, regular Business Committee (BC) meeting, the General Manager and the Comprehensive Housing Division presented the “Affordable Home Ownership Strategy” to the Oneida Business Committee which contained four parts:

- A budget request specifically for Comprehensive Housing Division’s in-house revolving loan program to assist with Homeownership by Independent Purchase Program (HIP) and For Sale by Owner (FSBO) Program;
- Collaboration with Land Commission to purchase ready to sell homes for the Residential Sales Program;
- Collaboration with internal areas to revamp and create a successful Home Building Opportunity (HBO) Program that prepares and provides Oneida members with vacant lots to build homes; and
- Collaboration with Bay Bank to administer a Construction Loan Program on behalf of the Division, in which the Nation guarantees the construction loan; and

The following action was taken related to the presentation:

Motion by Brandon Yellowbird-Stevens to accept the report on Affordable Home Ownership Strategy/Veteran Loan Assessment and direct the Treasurer, Chief Financial Officer, General Manager and Chief Counsel to work together to identify/recommend funds to be used for the program in the amount of four (4) million dollars for each of the two (2) programs, seconded by Jonas Hill. Motion carried.

For the September 11, 2024, regular BC meeting, Chief Counsel submitted a resolution entitled “Affordable Home Ownership Strategy”. The following action was taken:

Motion by Lawrence Barton to table this item, seconded by Jonas Hill. Motion carried.

The item has remained on the table since that date.

The BC discussed the tabled motion at the October 2024 work session, identified the changes that needed to occur in order for the BC to take the resolution from the table and consider it for adoption. Attorney Krystal John has updated the resolution to include all the agreement the BC made at the October 2024 work session and that updated draft is attached for consideration.

A statement of effect will be provided as handout if the resolution requires one; a request has been submitted to the LRO for review.

The updated draft as well as redline to the original is attached for your reference.

Requested Action

1. Take the resolution entitled Affordable Home Ownership Strategy from the table.
2. Adopt resolution entitled Adoption of Affordable Home Ownership Strategy.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



**BC Resolution # 11-13-24-X
Adoption of Affordable Home Ownership Strategy**

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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

Background

WHEREAS, the Oneida Business Committee has received and reviewed reports regarding housing needs of members, the market activity within the Oneida Reservation, and programming of the Comprehensive Housing Division (CHD); and

WHEREAS, housing programming within the Nation addresses a broad array of needs from income-based to market-based programs, as well as home construction programs; and

WHEREAS, the Oneida Business Committee has been made aware of housing issues from members, Bay Bank mortgage lending reporting, funding shortfalls, increasing home prices and mortgage interest rates, and identification of a request to increase Veteran’s home purchase opportunities; and

WHEREAS, the Comprehensive Housing Division, a consolidated single point of entry for all home sales and rentals, has researched a proposed strategy to address current and short-term housing needs; and

WHEREAS, on July 10, 2024, the General Manager and the Comprehensive Housing Division presented the “Affordable Home Ownership Strategy” to the Oneida Business Committee which contained four parts:

- a. A budget request specifically for Comprehensive Housing Division’s in-house revolving loan program to assist with Homeownership by Independent Purchase Program (*HIP*) and For Sale by Owner (*FSBO*) Program;
- b. Collaboration with Land Commission to purchase ready to sell homes for the Residential Sales Program;
- c. Collaboration with internal areas to revamp and create a successful Home Building Opportunity (*HBO*) Program that prepares and provides Oneida members with vacant lots to build homes; and
- d. Collaboration with Bay Bank to administer a Construction Loan Program on behalf of the Division, in which the Nation guarantees the construction loan; and

43 **WHEREAS,** the Oneida Business Committee adopted a motion, “to accept the report on Affordable
44 Home Ownership Strategy/Veteran Loan Assessment and direct the Treasurer, Chief
45 Financial Officer, General Manager, and Chief Counsel to work together to
46 identify/recommend funds to be used for the program in the amount of four (4) million
47 dollars for each of the two (2) programs”; and
48

49 *Proposed Programming*

50 **WHEREAS,** upon review of available funds (current revenue resources, carry-over funds, and ARPA
51 FRF LR Tribal Contribution Savings) and current mortgage funding activities the Treasurer,
52 Chief Financial Officer, General Manager, and Chief Counsel have recommended CHD’s
53 revolving loan fund be funded with Tribal Contribution Savings as a single resource of \$8
54 million rather than two loan resources of \$4 million each to reduce accounting steps and
55 increase programming re-evaluation should changes be needed in the future through
56 rulemaking; and
57

58 **WHEREAS,** the Comprehensive Housing Division currently services mortgages that were previously
59 issued by the former Division of Land Management prior to consolidation of housing
60 services into CHD or, since the establishment of CHD, pursuant to the Mortgage and
61 Foreclosure law and corresponding rules; and
62

63 **WHEREAS,** the Oneida Business Committee believes that supporting funding requests in the
64 Affordable Home Ownership Strategy aligns with the General Tribal Council directive
65 from the July 1, 2024 meeting, which “direct[ed] the Land Commission to bring back a
66 revised 2033 land acquisition plan that prioritizes residential housing and to bring to the
67 General Tribal Council at the semi-annual meeting in 2025”; and
68

69 **WHEREAS,** the General Manager and the Comprehensive Housing Division have identified
70 amendments needed to existing housing and mortgage related laws and rules to better
71 serve the Oneida community in the current housing market, some of these amendments
72 are already approved and others are yet to be considered; All amendments are required
73 to be processed in accordance with the applicable of Legislative Procedures Act or
74 Administrative Rulemaking law, each of which require opportunity for Oneida citizens to
75 review and comment before the final approval by the Oneida Business Committee; and
76
77

BC Resolution # 11-13-24-X
Adoption of Affordable Home Ownership Strategy
Page 3 of 4

- 78 **WHEREAS,** The Comprehensive Housing Division provided a report at the September 8, 2024,
79 General Tribal Council meeting that included a response to the Kestell Petition and
80 provided information about existing housing programs as summarized below:
81
82 a. The Comprehensive Housing Division has a revolving loan program which
83 administers loans to tribal members on tribal land including Oneida Veterans, but the
84 program is not currently funded. The program began at Land Management in 1982
85 and transferred to Comprehensive Housing Division about 7 years ago;
86 b. The loan program included a preferential rate specific for veterans when it was
87 housed at Land Management and that practice carried over to Comprehensive
88 Housing Division in the development of the Mortgage and Foreclosure law, which
89 was adopted in 2016 and defers rate setting to the Oneida Land Commission on an
90 annual basis;
91 c. Veteran loans were offered by Comprehensive Housing Division as recently as early
92 2024, at which time they received a rate .5% lower than the standard interest rate set
93 by the Oneida Land Commission;
94 d. If Comprehensive Housing Division's loan program was funded, Oneida citizens,
95 including veterans, could use it to purchase a home; and
96 e. Comprehensive Housing Division is responsible to build affordable housing programs
97 for all Oneida Citizens residing on the reservation, not just a select group;
98

99 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee adopts the Affordable Home
100 Ownership Strategy proposed by the General Manager and the Comprehensive Housing Division and
101 hereby funds the effort in the amount of \$8 Million from Tribal Contribution Savings to be managed by the
102 General Manager and the Oneida Comprehensive Housing Division in accordance with applicable laws and
103 rules provided that the Comprehensive Housing Division and the General Manager shall work with the Chief
104 Financial Officer to transfer funds as needed to fund the Affordable Home Ownership Strategy;
105
106

107 **BE IT FURTHER RESOLVED**, the Oneida Business Committee directs that the Affordable Home
108 Ownership Strategy, at a minimum:

- 109
- 110 a. Consists of programs which clearly address the homeownership needs of all Oneida citizens
111 residing within the Reservation;
- 112 b. Ensures that, in recognition of their service to the Oneida Nation and the United States of
113 American, Oneida Veterans continue to receive preferential mortgage rates within any applicable
114 laws and/or rules of the Nation that are lower than the standard rate by a minimum of 0.5% and
115 Comprehensive Housing Division shall provide housing updates to the Oneida Nation Veteran's
116 Affairs Committee a minimum of twice annually: (1) once in advance of CHD's submittal of
117 recommended loan interest rates wherein CHD seeks feedback from ONVAC regarding their
118 annual rate proposal for Land Commission; and (2) again after rates are set by Land Commission
119 to report the veteran interest rates approved by the Oneida Land Commission;
- 120 c. Requires the General Manager work with the Comprehensive Housing Division to ensure
121 informational materials regarding the Nation's various housing programs are provided to the
122 Nation's citizens;
- 123 d. Requires the General Manager to monitor the development of any necessary amendments to the
124 Oneida Nations laws and rules to improve homeownership programming pursuant to the
125 Administrative Rulemaking law and the Administrative Procedures Act provided that all future
126 rulemaking shall include direct consultation with the Oneida Nation Veteran's Affairs Committee
127 (ONVAC) in advance of the public meeting required by the rulemaking process; and
- 128 e. Requires the General Manager to develop a proposal for the purpose of evaluating the efficacy of
129 the Affordable Home Ownership Strategy with proposed measurable data and evaluation
130 schedules for the Oneida Business Committee's review and approval no later than 90 days from
131 the date of this resolution and shall thereafter implement said evaluation in accordance with
132 approved evaluation model; and

- 133
- 134 **BE IT FINALLY RESOLVED**, the General Manager and the Comprehensive Housing Division shall:
- 135 a. Open non-construction based loan programming as soon as possible using the existing Mortgage
136 and Foreclosure laws and rules while CHD monitors rules for potential amendments for improved
137 functionality;
- 138 b. Ensure that construction loan programming is deployed at Bay Bank within six (6) months from the
139 date of this Resolution, with any necessary amendments to the Mortgage and Foreclosure rules
140 occurring prior thereto; and
- 141 c. Ensure the General Manager is able to routinely assess the program, including if lending should
142 be paused before funds are completely depleted to allow for funds to rebuild in the revolving loan
143 account and, if paused or depleted, when lending should be re-opened using accounting
144 information provided by the Comprehensive Housing Division, Bay Bank, and the Finance
145 Department.

146
147

Approve the travel report - Treasurer Lawrence Barton - Native American Finance Officer's Association...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input 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 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: Larry Barton, Treasurer

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Choose a Traveler Name
 Enter name(s) of other Travelers OR [SPACE BAR] to delete
 Enter name(s) of other Travelers OR [SPACE BAR] to delete

Travel Event: National American Finance Officers Association (NAFOA)

Travel Location: San Diego, CA

Departure Date: 09/22/2024 **Return Date:** 09/25/2024

Projected Cost: \$3,810.00 **Actual Cost:** \$2,120.51

Date Travel was Approved by OBC: 06/12/2024

Narrative/Background:

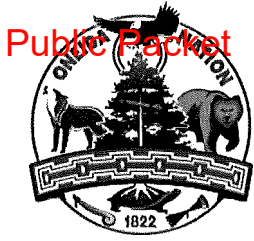
See Attached

Item(s) Requiring Attention:

LOC action follow-up to expand GWA exemption as reported income

Requested Action:

Accept the report



Memorandum

To: Oneida Business Committee
From: Larry Barton, Treasurer
Date: October 25, 2024
Re: Travel Report

This report highlights attendance to the 2024 NAFOA Fall Conference in which record attendance of more than 1,000 (One Thousand) Tribal Leaders, Finance & Accounting Professionals and Federal Policy Leaders participated. The Conference was held at the Hilton Hotel Bayside in San Diego, California. Chief Ms. Lynn Malerba, Mohegan Nation Citizen & Treasurer of the United States, served as one of the many Senior Level Officials that provided policy guidance to Tribal Nations in attendance. Notably, a significant increase in participation of Wisconsin Tribes were in attendance.

The central message at NAFOA was two-fold: First, interpretation of the General Welfare Assistance Policy Formation provides “Deference” to each Tribe to reasonably formulate policy respecting Self-Governance anchored to Sovereignty. Expansion of the applicability of General Welfare Assistance for the benefit of Tribal Communities was a central focus of the Conference. Second, the Tribal Taxation Advisory Committee (TTAC) continues to vigorously advocate for capital access & capital formation in an equitable manner for purpose of resourcing Nation Building benefitting Tribal Communities.

Sessions attended by the Treasurer are noted:

- *Tribal Treasurer Roundtable: (Sunday)
- *NAFOA Member Tribe Policy Update Meeting: (Sunday)
- *Conference Opening & US Treasury Updates: Chief Malerba
- *Economic Growth: Housing Investment(s) - USDA Programs
- *Taxation Policy Update: Mr. Kevin Brady, Former House Ways & Means Committee Member
- *Tribal Taxation Advisory Committee Policy Solutions with the Internal Revenue Service
- *Artificial Intelligence Applications for Empowerment of Tribal Finance
- * Best Practices for General Welfare Allocation Plans
- *OMB Guidance Updates
- *Review of the US Supreme Court Decision: *Becerra v. San Carlos Apache Case*
- *Macro-Economic Update: Economist Mr. Aaron Klein

Tribal Leadership Panel & Forum:

- *Financing Infrastructure Projects Utilizing Federal Program Partnerships
- *Tax Parity Pending Legislation (HR 8318) Update
- *Trends in Fraud Awareness: Waste, Fraud & Abuse
- *Evaluation Economic Diversification Opportunities
- *Economic Diversification through Professional Sports Investments & Ventures

The NAFOA Lifetime Achievement Awards Honored Chairwoman Glenda Nelson, (Estom Maidu Tribe of the Enterprise Rancheria) and Attorney Mr. John Echohawk (Pawnee Citizen), Executive Director of the Native American Right Fund (NARF) since 1977. Both award recipients have demonstrated storied careers toward the betterment of Tribal Nation Sovereignty.

Overall, the content provided was of value as it centered around validating “Deference” to each Tribe to exert Sovereignty in the implementation of General Welfare Assistance. I’d be happy to answer any questions you have in regard to NAFOA’s Fall Conference.

Approve the travel report - Councilman Jameson Wilson - TribalNet Conference - Las Vegas, NV -...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the travel report from Councilman Jameson Wilson to TribalNet in Las Vegas, Nevada – September 15-19, 2024.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

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 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 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: Jameson Wilson, Councilman

Primary Requestor: Fawn Cottrell, Executive Assistant to Councilman Wilson

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for:	Jameson Wilson	Enter name(s) of other Travelers OR [SPACE BAR] to delete
	Enter name(s) of other Travelers OR [SPACE BAR] to delete	Enter name(s) of other Travelers OR [SPACE BAR] to delete
Travel Event:	TribalNet Conference	
Travel Location:	Las Vegas, NV	
Departure Date:	09/15/2024	Return Date: 09/19/2024
Projected Cost:	\$1,895.50	Actual Cost: \$1,494.22
Date Travel was Approved by OBC:	03/27/2024	

Narrative/Background:

Over the past two decades, TribalNet has grown to become the platform to connect and seek opportunities in solutions, best practices, and technology among tribal government, gaming, and healthcare industries. These organizations and enterprises use TribalNet as a go-to guide for making well informed decisions.

Furthermore, solution providers and vendors work with TribalNet to create solid partnerships within the tribal market by becoming further educated on how to best service this one-of-a-kind market. For 25 years, TribalNet has fostered many long-lasting peer-to-peer relationships as well as profitable connections.

This conference provided a comprehensive collection of sessions that addressed the issues around technology that many other tribal nations are facing. As we navigate the future, it is imperative that we utilize technology while ensuring data confidentiality, sovereignty and protecting intellectual property.

This was my first time attending the TribalNet conference which is one of the biggest technology conferences in Indian Country. I attended amongst many other technology professionals and leaders throughout Indian Country. The conference sessions were based on the following topics:

- Acceptable Uses and AI Governance
- AI Basics for C-Suite positions
- Secrets to Success - Leadership Development
- How to prepare for Ethical AI in your workplace
- Indigenous Data Sovereignty and Data Governance
- The Growing Importance of AI in Business
- Budgeting for Technology Best Practices
- Driving Digital Citizen Engagement

During the Acceptable Uses and AI Governance session, I learned about the importance of an Acceptable Use Policy (AUP), which is a set of rules applied by the owner, creator, processor or administrator of a computer network, website, or service that restricts the ways in which the network, website, or system may be used and sets guidelines as to how it should be used. AUPs are an integral and critical part of the framework of information security policies. An AUP may be a provision that could be added to the Nation's Technology Resources Ordinance to bolster the ever-growing need to strengthen our cybersecurity measures.

In another session, I gained a deeper understanding of Indigenous Data Sovereignty and Data Governance, which both work in tandem together. Data Sovereignty refers to the right of Indigenous people to own, control, access and steward data regarding their lands, communities, and culture.

It allows Indigenous peoples to govern the collection, ownership, and application of their own data. Indigenous Data Sovereignty aligns data management and collection strategies with their practices and culture.

Data Governance is the overall management of the confidentiality, availability, useability, integrity, and security of the data used in an organization.

The Legislative Operating Committee (LOC) in collaboration with Digital Technology Services (DTS) are working on implementing an Indigenous Data Sovereignty provision within the Nation's Technology Resources Ordinance for the purposes mentioned above and stronger data governance practices throughout the organization to ensure the Nation's critical data and information is protected at all levels.

Item(s) Requiring Attention:

Requested Action:

Approve the travel report from Councilman Jameson Wilson for TribalNet Conference in Las Vegas, Nevada - September 15-19, 2024

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 |
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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 checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

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|--|--|
| <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: Jonas Hill, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jonas Hill

Travel Event: Tribal Nations Resiliency Conference
Community Emergency Management

Travel Location: Box Elder, SD

Departure Date: 10/08/2024 **Return Date:** 10/13/2024

Projected Cost: 1704.41 **Actual Cost:** 2252.52

Date Travel was Approved by OBC: 09/25/2024

Narrative/Background:

I learned from public safety, tribal and community leaders about how to prepare tribal communities and plan for emergency response while also building resiliency with tools, resources, and sustainable infrastructure. Overall, I learned a new perspective about how tribes mitigate emergency management. I learned from other tribes and heard of the hardships rural tribes have when disaster strikes.

Additionally, I met with the Harvard Business School Leading Tribal Nations Executive Leadership cohort. This cohort was formed at the recent Harvard training that I attended. The cohort will meet at various tribal gatherings to share ideas and provide support to one another.

I visited Pine Ridge, Crow Creek, Cheyenne River, and Standing Rock tribal communities to learn about their disaster preparedness and tour their reservation. I toured the recreational marijuana dispensary on the Pine Ridge reservation; a business venture of the tribe and learned about their business model.

This travel helped me to forge new intergovernmental relationships and strengthen existing intergovernmental relationships between the Oneida Nation and multiple tribes in South Dakota.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel report for Councilman Jonas Hill, Tribal Nations Resiliency Conference, Box Elder, SD, October 8-13, 2024.



TRIBAL NATIONS RESILIENCY CONFERENCE

2024: COMMUNITY EMERGENCY MANAGEMENT

HOSTED BY
BRUNTON





TRIBAL NATIONS RESILIENCY CONFERENCE

presented by **BRUNTON**



TRIBAL NATIONS RESILIENCY CONFERENCE

COMMUNITY EMERGENCY MANAGEMENT

October 9, 2024 | 8 am – 5:00 pm followed by a reception
October 10, 2024 | 8 am – Noon
The Box (631 WaTiki Way, Box Elder, SD 57719)

Join the Brunton team as they host the inaugural Tribal Nations Resiliency Conference, focusing on Community Emergency Management. Learn from public safety, tribal and community leaders as we discuss and educate how to prepare tribal communities and plan for emergency response while also building resiliency with tools, resources and sustainable infrastructure.



FRANKEE HALL
Tribal Division Sector Lead
frankeeh@bruntonarchitects.com



JERRY STREICH
Market Director of Public Safety
jerys@bruntonarchitects.com

presented by **BRUNTON** bruntonarchitects.com

SCAN TO REGISTER



Approve the travel report - Councilmen Jonas Hill and Kirby Metoxen - 2024 Consultations Dept. of Natural Resources

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/13/24

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve the travel report –Councilman Jonas Hill & Kirby Metoxen 2024 Consultations (Dept. of Natural Resources, Dept. of Tourism, WI Housing & Economic Development Authority, Safety & professional Services)- Red Cliff, WI – October 01-04, 2024

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, agendas | | |

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: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen Jonas Hill

Travel Event: NATOW, DNR, DSPS, Dept. Tourism, WHEDA Consultation

Travel Location: Red Cliff, WI

Departure Date: 10/01/24 **Return Date:** 10/04/2024

Projected Cost: KM 1,045.22 **Actual Cost:** KM 984.10

Date Travel was Approved by OBC: 08/14/2024

Narrative/Background:

DNR is dedicated to working with Wisconsinites while preserving and enhancing the natural resources of Wisconsin. In partnership with individuals and organizations, DNR staff manage fish, wildlife, forests, parks, air and water resources while promoting a healthy, sustainable environment and a full range of outdoor opportunities. DSPS is responsible for ensuring the safe and competent practice of licensed professionals in Wisconsin. The department also administers and enforces laws to assure safe and sanitary conditions in public and private buildings. The Wisconsin Department of Tourism is a governmental agency of the U.S. state of Wisconsin responsible for marketing and promoting the state as a travel destination. WHEDA uses their financial strength and expertise to improve access to affordable housing options and expand economic prosperity for everyone in Wisconsin. We work collaboratively with others and leverage our collective resources to expand equitable and sustainable housing where people want to live, work, raise a family, and thrive

Note: DNR consultation was canceled and rescheduled due to Lewis Taylor passing, former Chairman for St. Croix. Councilman Hill & Metoxen attended his funeral.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel report -Councilman Jonas Hill & Kirby Metoxen 2024 Consultations (Dept. of Natural Resources, Dept. of Tourism, WI Housing & Economic Development Authority, Safety & professional Services)- Red Cliff, WI - October 01-04, 2024

October Consultation Meetings

Legendary Waters Resort and Casino
37600 Onigaming Dr
Red Cliff WI 54814



ONEIDA

Wednesday, October 2

Department of Natural Resources (DNR)
10:00 a.m. until 4:00 p.m.

Thursday, October

Safety & Professional Services (DSPS)

8:30 – 9:30 a.m.

Department of Tourism (Tourism)

9:30 a.m.

WI Housing & Economic Development Authority (WHEDA)

Noon

DRAFT Agenda
Tribal Consultation Meeting
Legendary Waters Resort and Casino – Red Cliff Band of Lake Superior Chippewa
October 2, 2024

9:30 Continental Breakfast (Optional)

10:00 Welcome and Introductions

- Red Cliff Band of Lake Superior Chippewa
- Deputy Secretary Steven Little
- Group
- Meeting Logistics

Tribal Open Discussion and Agenda Items Raised By Tribes

12:00 Lunch, Provided

12:45 Welcome Back

- Continued Open Discussion
- WDNR Updates
- Summary and Next Steps

4:00 Adjourn



Wisconsin Assessment Monies (WAM)

October 2022

Since 2010, the U.S. Environmental Protection Agency (EPA) has awarded the Wisconsin Department of Natural Resources (DNR) and its partners \$5.3 million in brownfield assessment grant funding. WAM awards include contractor services or community-managed subgrants and aid in the assessment of environmental contamination at brownfield properties.

Contractor Services Awards

WAM environmental contractor services awards fund assessment activities. The DNR contracts directly with qualified environmental professionals to complete assessment work under the DNR's oversight. Applicants must ensure that the current owner of the property has signed a site access permission agreement authorizing the DNR and its contractors access to the property to perform the assessment activities.

Community-Managed Awards

WAM community-managed awards are subgrants to local government or tribal entities. The subgrantee selects a qualified environmental professional and oversees the work. Applicants must ensure a signed site access permission agreement is in place that authorizes the subgrantee and its contractors access to the property to perform the assessment activities.

Services available	<ul style="list-style-type: none"> • Phase I Environmental Site Assessments (All Appropriate Inquiries/AAI) • Phase II Environmental Site Assessments • NR 716 Site Investigations • Remedial action planning
Eligible applicants	<ul style="list-style-type: none"> • Contractor Services Awards: Local government entities, tribal entities, prospective purchasers, property owners • Community-Managed Awards: Local government entities, tribal entities
Eligible sites	<p>Properties must meet the federal definition of a brownfield.</p> <p><i>A brownfield is a property, the expansion, redevelopment, or reuse of which may be complicated by the presence or potential presence of a hazardous substance, pollutant or contaminant.</i></p>
Selection factors	<p>Factors that may be considered in project selection include:</p> <ul style="list-style-type: none"> • Rural or disadvantaged communities • Community involvement and support • Sites that are impediments to large-scale redevelopment projects • Positive community outcomes (e.g., economic, health, livability) • Financial need • Projects with redevelopment plans consistent with local redevelopment objectives

Wisconsin DNR Remediation & Redevelopment Program
Visit dnr.wi.gov and search "WAM" for additional information.

Publication: RR-863
dnr.wi.gov
Search: "WAM"

This document is intended solely as guidance and does not contain any mandatory requirements except where requirements found in statute or administrative rule are referenced. Any regulatory decisions made by the Department of Natural Resources in any matter addressed by this guidance will be made by applying the governing statutes and administrative rules to the relevant facts. The Wisconsin Department of Natural Resources (DNR) is committed to promoting diversity, fairness, equity and the principles of environmental justice. We ensure that we do not discriminate in employment, programs, decisions, actions or delivery of services. If you have questions or to request information in an alternative format (large print, Braille, audio tape, etc.), please contact us at 888-936-7463 or <https://dnr.wisconsin.gov/About/Nondiscrimination>



Tribal Consultation Meeting
Thursday, October 3, 2024

Host: Red Cliff Band of Lake Superior Chippewa

Agenda

1. Introductions
2. Tribal Discussion
3. Agency Updates
4. Final Questions



2024 State Tribal Consultation Meeting
Thursday, October 3, 2024
9:30am

Legendary Waters Conference Center
37600 Onigamiing Drive, Bayfield, WI 54814

- 1. Welcome**
- 2. Introductions** **All**
- 3. Discussion led by Tribal Leader** **Tribal Leaders**
- 4. Department of Tourism Updates** **Secretary Sayers**
- 5. Summary and Next Steps**
- 6. Meeting Adjourn**

Approve the travel report - Councilman Kirby Metoxen -Native American Tourism of WI and Great Lakes..

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 – Councilman Kirby Metoxen – Native American Tourism of WI and Great Lakes Inter-Tribal Council Meetings- Lac Courte Oreilles (Hayward), WI. – October 09 & 10 2024

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: agenda | | |

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:) | |

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen

Travel Event: Native American Tourism, of WI and Great Lakes Inter-Tribal Council Meeting

Travel Location: Lac Courte Oreilles (Haward), WI

Departure Date: 10/09/2024 **Return Date:** 10/10/2024

Projected Cost: 379.75 **Actual Cost:** 522.75

Date Travel was Approved by OBC: 09/25/2024

Narrative/Background:

Note: Cost difference due to location change from Milwaukee to Lac Courte Oreilles (Haward), WI.

NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity and cultural dynamism of the 11 federally recognized tribes of Wisconsin. Tourism is the leading industry in tribal economies and plays a critical role in generating employment and revenues for essential governmental services for tribes and their members, including healthcare, housing, education, elder services, pre-K and more. By expanding their tourism initiatives throughout the state, region and nation, Wisconsin's tribes are scaffolding their efforts to be self-sufficient and boost their economies. Councilman is a voice at the Board of Director as NATOW President. NATOW meeting was held prior to the GLITC meeting. Councilman Metoxen attended the GLITC meeting to provide an update on events and initiatives.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel report -Councilman Kirby Metoxen - Native American Tourism of WI and Great Lakes Inter-Tribal Council Meetings- Lac Courte Oreilles (Haward), WI- October 09 & 10 2024



NATOW

Native American Tourism of Wisconsin

Regular Board Meeting

October 9, 2024

1:00 PM

Host Tribe: Lac Courte Oreilles

Location:

TEAMS Info: Meeting ID:

Passcode:

1. **Call the meeting to order @**
2. **Roll Call:**
 - Bad River-**
 - Forest County Potawatomi-**
 - Ho Chunk Nation-**
 - Lac Courte Oreilles-**
 - Lac du Flambeau-**
 - Menominee Nation-**
 - Oneida Nation-**
 - Red Cliff-**
 - Sokaogon Chippewa-**
 - St Croix-**
 - Stockbridge Munsee-**
3. **Approval of Agenda:**
4. **Approval of Minutes:**
5. **Executive Director Update:**
 - a. **Tribal Leadership Conference**
 - b. **State Fair**
 - c. **International Boxing Events**
 - d. **Brewers game with WI Native Vote**
 - e. **AICCW Golf Outing**
 - f. **Milwaukee Bucks Fiserv Building Tour**
 - g. **Milwaukee Public Museum Tour**
 - h. **Red Magic Art Festival**
 - i. **Biennial Budget**
 - j. **Indigenous Biz Con**
 - k. **Red Shawl Gala**
 - l. **NATOW VIP Premier Event w/Discover Wisconsin**

6. New Business

- a. Upcoming NATOW events/expectations/booth – Kirby's request
 - AIANTA October 28-31, 2024
 - Woodland Indian Art – November 1-2, 2024
 - WIHEDC Conference – November 7-8, 2024
- b. Mileage Reimbursement – Kirby's request
- c. Vice President election – Kirby's request
- d. Pickle Ball event with Madison Technical College
- e. Packerland Properties Payment
- f. Marlon Skenandore -Fashion Show
- g. Sponsor Request by Andre Bouley for Indigenous World Series
- h. VIP Premier Event BEO approval needed

7. Old Business:

- a. **2025 Marketing Plan-still updating**

8. Next Meeting Date/Time and Location: Potawatomi Casino, November 13, 2024 @ 1 PM, location will be in the same room as the VIP Premier Event**9. Adjournment: AM/PM**

Approve the travel request - Councilwoman Jennifer Webster - National Indian Child Welfare Conference

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: National Indian Child Welfare Conference (NICWA)
Jennifer Webster 3/30/2025 – 4/02/2025 Orlando, Florida

3. Requested Motion:

Accept as information; OR

Approve –Travel Request Jennifer Webster 3/30/2025 -4/02/2025 Orlando, Florida

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office DTS
- Gaming/Retail Boards, Committees, or Commissions
- Other: Oneida Business 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 type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Back up Documents | | |

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 11 / 13 / 24 e-poll requested

2. General Information:

Event Name: National Indian Child Welfare Conference (NICWA)

Event Location: Orlando, FL Attendee(s): Jennifer Webster

Departure Date: 03/30/2025 Attendee(s):

Return Date: 04/02/2025 Attendee(s):

3. Budget Information:

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

Cost Estimate: \$2760.00 (BIA-ICW Funded)

4. Justification:

Describe the justification of this Travel Request:

NICWA 43rd Annual Protecting Our Children Conference will be held in Orlando, FL March 30-April 2, 2025. There will be over 70 workshops available on topics ranging from children's mental health to foster parenting and tribal child welfare casework practices. The National Indian Child Welfare Association hosts the largest national gathering focused on Native child advocacy issues each year. This year's conference is "Honoring the Sacred". Also, sharing that the The ICWA 2050 National Strategy was unveiled at the NCAI conference last week. Funding for this conference is out of BIA-ICW.

Request:
Approve travel request

5. Submission

Sponsor: Jennifer Webster, Councilmember

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

**ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST**

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number	[REDACTED]		
Destination City	Orlando, FL		
Departure date	03/30/2025	Return date	04/02/2025
Purpose of travel	National Indian Child Welfare Confernce (NICWA)		
Charged GL Account			

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 80.00
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Cost Estimate Information

Personal Automobile Mileage Expenses

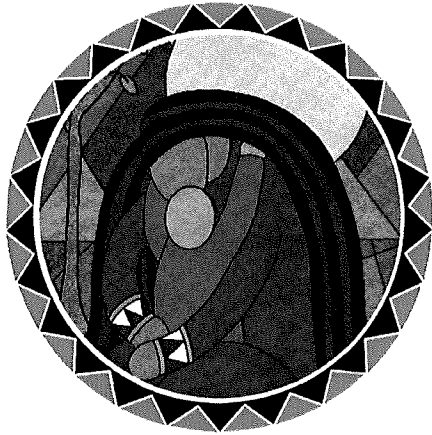
Total miles	[REDACTED]	Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 80.00	0.75	1	\$ 60.00
Per Diem full day at destination	\$ 80.00	1.00	2	\$ 160.00
Per Diem for return travel date	\$ 80.00	0.75	1	\$ 60.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 280.00
Lodging including room, taxes, fees, and hotel parking	\$ 195.00		3	\$ 585.00
Airfare				\$ 720.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 675.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 2,480.00
Total Cost Estimate				\$ 2,760.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		11-5-24
Supervisor	Jennifer Berg-Hargrove <small>Digitally signed by Jennifer Berg-Hargrove Date: 2024.10.30 13:10:40 -05'00'</small>	

Send all travel related items to: CentralAccounting_Travel@oneidanation.org



— 43rd Annual —
**Protecting Our
Children Conference**
Honoring the Sacred

ORLANDO, FLORIDA | MARCH 30–APRIL 2, 2025

Call for Presentations Open for the 43rd Annual Protecting Our Children Conference

Submit your presentations for the 43rd Annual Protecting Our Children Conference on March 30–April 2, 2025 in Orlando, Florida.

Presenters are the heart and soul of our conference and we encourage anyone who is conducting impactful work around children's mental health, child welfare and foster care, adoption services, judicial and legal affairs or youth and family involvement to submit their presentation by **November 1, 2024**. Over 70 presentations will be selected and presenters will receive a discounted registration for up to three presenters per workshop.

This year's theme, "Honoring the Sacred," reflects the value Indigenous peoples have placed on their children, families, and traditions for generations. To regard something as "sacred" shows respect and is characterized as something we hold close to our hearts, something to be protected and sheltered. Honoring the sacred is acknowledging and respecting the interconnectedness of relationships between all elements in our world. Each year, we witness the thousands of dedicated tribal and state professionals and passionate advocates who devote their lives to protecting tribal communities and their sacred citizens. This unified

effort is manifested in our constant advocacy to preserve children's connections to family, community, and a healthy and secure cultural identity.

NICWA is excited to welcome you to our conference where we will share best practices and innovative approaches to ensuring the safety, dignity, and respect of every individual we have the honor and privilege of serving. We will network with one another, sharing our experiences, stories, and cultural values as we gain tools to better serve and honor our sacred today and for seven generations to come.

Stay tuned, general conference registration opens in the fall!

[Submit Your Presentation](#)

Approve the travel request in accordance with § 216.16-1 - Oneida Nation Commission on Aging - nine (9)

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

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 checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input 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: Winnifred Thomas, Oneida Nation Commission on Aging Chair

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Winnifred Thomas, Chair *W.T.*

DATE: October 30, 2024

RE: Oneida Nation Commission on Aging travel request to attend the Great Lakes Native American Elders Association meeting December 4 - 5, 2024 in Carter, Wisconsin

The Oneida Nation Commission on Aging (ONCOA) is respectfully requesting approval from the Oneida Business Committee for nine (9) members to attend the Great Lakes Native American Elders Association meeting December 4 - 5, 2024 at Carter, Wisconsin. Oneida Nation Commission on Aging (ONCOA) approved their travel dates to be from December 3, 2024, and returning December 6, 2024.

Please find attached the following documents:

1. The Oneida Nation Commission on Aging E-poll approving travelers and dates of travel.
2. Travel Authorization requests for travelers for nine (9) ONCOA members
3. The Great Lakes Native American Elders Association Agenda (tentative)

Oneida Nation Commission on Aging By-Laws section 1-7(e) reads

Up to nine (9) Commissioners shall attend the Quarterly Great Lakes Native American Elders Association (GLNAEA) four (4) times per year for two (2) full days;

Oneida Nation Commission on Aging acknowledges the importance of having members attend this meeting. This conference provides a great environment and platform for members to acquire a lot of training, knowledge and build relationships with other Wisconsin Elders who provide the same service to their Elder community's.

Funding for the Oneida Nation Commission on Aging travelers will come out of the Oneida Nation Commission on Aging budget for FY 2025, in accordance with the Oneida Travel and Expense policy § 219.16-1.

Given that this event is on a State platform and whereas Oneida Nation Commission on Aging recognizes the importance of having our Nation represented, Oneida Nation Commission on Aging, at a duly called meeting, approved each member's attendance and

participation for this event, which is in accordance with section 1-7(e) of the ONCOA By-Laws that reads "Up to nine (9) Commissioners shall attend the Quarterly Great Lakes Native American Elders Association (GLNAEA) four (4) times per year for two (2) full days;

Requested Action

Approve the travel request in accordance with the Oneida Travel and Expense policy § 219.16-1. – Oneida Nation Commission on Aging's – for nine (9) members – to attend the Great Lakes Native American Elders Association meeting December 4 - 5, 2024 at Carter, Wisconsin, with approved travel dates to be from December 4, 2024, and returning December 5, 2024.

From: [Amber M. Martinez](#)
To: [Winnifred Thomas](#); [Claudia Skenandore-oca](#); [Sandra Skenadore-oca](#); [Cathy Metoxen](#); [Pearl Webster](#); [Carole Liggins-oca](#); [Donald White](#); [Neoma R. Orsburn](#); [Mary Doxtator](#)
Cc: [Oneida Nation Commission on Aging](#)
Subject: RE: E-POLL REQUEST: Approve the travel request for up to 9 members
Date: Monday, November 4, 2024 8:07:00 AM
Attachments: [image001.png](#)

E-POLL RESULTS

The e-poll to approve the travel request for up to 9 members to attend Great Lakes Native American Elder Association December 4 & 5, 2024 in Carter, WI., **has carried**. All votes have been received, below are the results:

Support: Donald White, Mary Doxtator, Neoma Orsburn, Winnifred Thomas, Pearl Webster, Carole Liggins, Sandra Skenadore, and Claudia Skenandore.

Yaw^ko,

Amber Martinez
BCC Recording Clerk
Government Administrative Office (GAO)
Office 920.869.4372
Fax 920.869.4040



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From: Amber M. Martinez
Sent: Thursday, October 31, 2024 12:49 PM
To: Winnifred Thomas <oca-wtho@oneidanation.org>; Claudia Skenandore-oca <oca-cske@oneidanation.org>; Sandra Skenadore-oca <oca-sske@oneidanation.org>; Cathy Metoxen <oca-cmet@oneidanation.org>; Pearl Webster <oca-pweb@oneidanation.org>; Carole Liggins-oca <oca-clig@oneidanation.org>; Donald White <oca-dwhi@oneidanation.org>; Neoma R. Orsburn <oca-nors@oneidanation.org>; Mary Doxtator <oca-mdo1@oneidanation.org>
Cc: Oneida Nation Commission on Aging <ONCOA@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request for up to 9 members

Importance: High

E-POLL REQUEST

Summary:

Approve the travel request for up to 9 members.

Justification for E-Poll:

The deadline to submit the travel request to the Oneida Business Committee is November 5, 2024. Our next meeting is November 12, 2024.

-

Requested Action:

Approve the travel request for up to 9 members to attend Great Lakes Native American Elder Association December 4 & 5, 2024 in Carter, WI.

Deadline for response:

Responses are due no later than **4:30 p.m., Friday, November 1, 2024**

-

Voting:

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

Yaw^ko,

Amber Martinez

BCC Recording Clerk

Government Administrative Office (GAO)

Office 920.869.4372

Fax 920.869.4040



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GREAT LAKES NATIVE AMERICAN ELDER ASSOCIATION

**DECEMBER 4 & 5, 2024 FOREST COUNTY CASINO, POTAWATOMI TRIBE
CARTER WI.**

AGENDA SUBJECT TO CHANGE OR REVISE

1:00 to 2:00.....Food will be served and Social Time

2:00 to 3:00.....Presenter TBA

3:00 to 3:30.....Break and Social Time

3:30 to 4:30.....Presenter TBA

4:30 TO 5:30.....Break before Dinner

5:30 to 7:30.....TBA

GLNAEA AGENDA FOR DECEMBER 5TH.

7:00 BREAKFAST

- 1. 9:00 Meeting called to order.....Wes Martin, Chairman**
- 2. Presentation of Colors.....Forest Co. Potawatomi Tribe Veterans**
- 3. Flag Song..... Forest County Potawatomi Drum Goup**
- 4. Opening Prayer..... Elder from Forest County Potawatomi**
- 5. Veterans Song and Retiring of Colors, Drum Group & Veterans**
- 6. Welcome Elders.....Tribal Representative_____.**
- 7. Roll Call of GLNAEA..... Frances LittleWolf, Vice Chairperson**
- 8. Roll call of Tribes.....Frances LittleWolf, Vice Chairperson**
- 9. Mission Statement.....Marlene Summers Secretary**
- 10. Birthday Roll Call..... Wes Martin.....Chairman**
- 11. Statement.....Wes Martin Chairman**
- 12. Guest Speaker..... To be announced**
- 13. Judicare Update.....**
- 14.Old and New Business.....**
- 15. Pie Contest.....**

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Traveler		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Carter, Wisconsin		
Departure date	12/04/2024	Return date	12/05/2024
Purpose of travel	Attend Great Lakes Native American Elders Association meeting		
Charged GL Account			

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 68.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	1	\$ 68.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 170.00
Lodging including room, taxes, fees, and hotel parking	\$ 120.00		1	\$ 120.00
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 620.00
Total Cost Estimate				\$ 790.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		
Supervisor		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon.

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

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](#); [Brandon L. Yellowbird-Stevens](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Kirby W. Metoxen](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Marlon G. Skenandore](#); [Tehassi Tasi Hill](#)
Cc: [Danelle A. Wilson](#); [David P. Jordan](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Janice M. Decorah](#); [Kristal E. Hill](#); [Maureen S. Perkins](#); [Rhiannon R. Metoxen](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Tribal Stakeholder Roundtable - Washington, D.C. - June 12-13, 2024
Date: Tuesday, June 11, 2024 6:39:31 PM
Attachments: [BCAR Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens – Tribal Stakeholder Roundtable – Washington, D.C. – June 12-13, 2024.pdf](#)

E-POLL RESULTS

The e-poll to Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Tribal Stakeholder Roundtable - Washington, D.C. - June 12-13, 2024, **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Tehassi Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Aliskwet Ellis
Senior Information Management Specialist
Government Administrative Office

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Monday, June 10, 2024 12:17 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Maureen S. Perkins <mperkin2@oneidanation.org>; Bonnie M. Pigman <bpigman@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Tribal Stakeholder Roundtable - Washington, D.C. - June 12-13, 2024

E-POLL REQUEST

Summary:

The Nation has been invited to participate in Leader Jeffries' upcoming Roundtable with Tribal Stakeholders on Thursday June 13, 2024. The main discussion will be about infrastructure and implementation.

Justification for E-Poll:

Travel arrangements need to be made and the travel occurs before the next BC meeting, the invite was received on Friday June 7, 2024

Requested Action:

Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens – Tribal Stakeholder Roundtable – Washington, D.C. – June 12-13, 2024

Deadline for response:

Responses are due no later than **4:30 p.m., Tuesday, June 11, 2024.**

Voting:

Use the voting button above, if available; OR
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.

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.

Business Committee Agenda Request

1. Meeting Date Requested: 05/25/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Request for Vice-Chairman Brandon Yellowbird-Stevens who has been invited to represent the Nation at the upcoming Roundtable with Tribal Stakeholders in Washington D.C. – June 13th, 2024

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 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 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: Brandon Stevens, Vice-Chairman

Primary Requestor: *Name, Title/Entity*

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 05 / 26 / 24 e-poll requested

2. General Information:

Event Name: Roundtable with Tribal Stakeholders

Event Location: Washington D.C. Attendee(s): Brandon Stevens

Departure Date: Jun 12, 2024 Attendee(s):

Return Date: Jun 13, 2024 Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: \$1720

4. Justification:

Describe the justification of this Travel Request:

The Nation has been invited to participate in Leader Jeffries' upcoming Roundtable with Tribal Stakeholders on Thursday June 13, 2024. The main discussion will be about infrastructure and implementation. Vice-Chairman will attend on behalf of the Nation. An Epoll has been requested due to the timing of this invite.

5. Submission

Sponsor: Brandon Stevens, Vice-Chairman

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

From: [Melinda J. Danforth](#)
To: [Rhiannon R. Metoxen](#); [Brandon L. Yellowbird-Stevens](#)
Subject: Fwd: INVITE for Oneida Tribe of Wisconsin: Leader Jeffries Roundtable (6/13)
Date: Friday, June 7, 2024 4:23:18 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image001.png](#)
[image003.png](#)
[image002.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Here's the invite for next Thursday. Brandon has committed to go and this will need an epoll .

I let Liggins know that a request is coming forward.

Get [Outlook for iOS](#)

From: Devin Rhinerson <drhinerson@pacellp.com>
Sent: Friday, June 7, 2024 4:09:08 PM
To: Melinda J. Danforth <mdanforj@oneidanation.org>
Subject: Fwd: INVITE for Oneida Tribe of Wisconsin: Leader Jeffries Roundtable (6/13)

Sent from my iPhone

Begin forwarded message:

From: Devin Rhinerson <drhinerson@pacellp.com>
Date: June 7, 2024 at 12:43:17 PM PDT
To: "Melinda J. Danforth" <mdanforj@oneidanation.org>, Ash Arnett <rarnett@pacellp.com>, Scott Dacey <sdacey@pacellp.com>
Subject: Fwd: INVITE for Oneida Tribe of Wisconsin: Leader Jeffries Roundtable (6/13)

Melinda: see below. there was a mixup and this went to new york oneida two weeks ago. sorry for the short notice.

Sent from my iPhone

Begin forwarded message:

From: "Palencia, Stephanie" <Stephanie.Palencia@mail.house.gov>
Date: June 7, 2024 at 12:41:11 PM PDT
To: Devin Rhinerson <drhinerson@pacellp.com>
Cc: "Gard, Sean" <Sean.Gard@mail.house.gov>
Subject: INVITE for Oneida Tribe of Wisconsin: Leader Jeffries Roundtable (6/13)

Good afternoon, Devin,

The Oneida Tribe of Wisconsin is invited to participate in Leader Jeffries' upcoming Roundtable with Tribal Stakeholders on Thursday June 13, 2024. A

full list of participating Members of Congress will be sent closer to the date. I have cc'd Sean Gard, Chief of Staff for Rep. Moore, in this email as well. We are glad to work with you on who would be available to represent the tribe.

Important information:

1. To RSVP your tribe/corporation to attend this meeting, [please use this Google form](#). Please RSVP ASAP. If you have any questions, please communicate with Stephanie.Palencia@mail.house.gov.
2. Please do not forward this invitation or details regarding this meeting.
3. The invitation for the individual listed in Stephanie's email invite is **non-transferable**. If the principal listed in the invitation is unavailable, or if your tribe/corporation would like to have someone else represent your tribe/corporation at this meeting, please reach out to Stephanie.Palencia@mail.house.gov to discuss options.
4. Please note, due to limited space, **each organization is limited to one principal representative and one staffer in the room.**
4. The main topic of the discussion will be infrastructure and implementation.

Day of Details

Date: Thursday June 13, 2024

Time: 11:30am E.T. - 1:00pm E.T.

Location: U.S. Capitol Building. Specific location information and directions will be provided closer to the date of the meeting. This meeting will take place in person only. If you have any additional questions, please do not hesitate to reach out to Stephanie.Palencia@mail.house.gov.

Stephanie Palencia | She, Her, Hers
Director of Outreach | Democratic Leader Hakeem Jeffries
H-204, U.S. Capitol
Office: (202) 225-4700




HAKEEM JEFFRIES
★ DEMOCRATIC LEADER ★

TRIBAL
STAKEHOLDER ROUNDTABLE

Thursday, June 13 | 11:30 a.m.-1:00 p.m. ET

RSVP HERE

Approve Elizabeth Nickel to represent the Oneida Nation on the Public Health Emergency Plan (PHEP),...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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.

to approve Elizabeth Nickel RN to join the Pub. Hlth Emergency Plan Advisory Committee

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

Mark W. Powless, General Manager

6. 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: memo and charter

7. Budget Information:

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

8. Submission:

Mark W. Powless

10/11/2024

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Debra J. Danforth, RN, BSN, OCHD Division Director

Debra J. Danforth RN, BSN

10/11/2024

October 3, 2024

Oneida Business Committee,

The Wisconsin Department of Health Division, Tribal Public Health Navigator reached out to tribes in WI to announce an open spot on the Public Health Emergency Plan, PHEP, Advisory Committee. The committee is hoping to fill it with a Tribal representative.

The Oneida Community Health Division, Population Based Program, has a Public Health Nurse, Elizabeth Nickel, who specializes in Preparedness Activities and has shown interest in joining this committee. Being familiar with the work and her knowledge of Public Health Emergency Planning, I feel she is an appropriate individual to fill the vacancy. Betsey has worked on a PHEP workgroup with other State, Local and Tribal Health Preparedness teams to update the WI PHEP Plan which she then updated our Oneida Community Health Services PHEP. Having a Tribal Representative on this workgroup is not only beneficial to the workgroup but to the Oneida Nation as well. She will bring valuable insight from a tribal perspective and be able to share information with us as well.

Included in this communication is some background information about the Public Health Emergency Preparedness Advisory Committee. I have confirmed support from the PHEP Advisory Committee Coordinator, Brittany Fry, as well as my direct manager, Michelle Tipple and her Manager, Debra Danforth. I therefore seek support from the Oneida Business Committee for Betsey to represent the Oneida Nation on the PHEP Advisory Committee.

Debra Santiago, BSN, RN

Debra Santiago BSN, RN
Community/ Public Health Manager
Dsantia1@oneidanation.org
920-869-4907

CC:

Michelle Tipple
Debra Danforth

Public Health Emergency Preparedness Advisory Committee

Committee Charter

Purpose

The purpose of Public Health Emergency Preparedness (PHEP) Advisory Committee is to make recommendations to ensure Wisconsin can prepare for, respond to, and recover from public health emergencies with high efficacy.

The charge to this committee is to make recommendations to the Public Health Council (PHC) on priorities and strategies to achieve public health emergency preparedness goals in Wisconsin and to support the effective administration of the PHEP program objective.

The Public Health Council was created in 2003 by Wisconsin Act 186 and operates under the authority of Wis. Stat. §15.197(13). This state statute identifies PHC's purpose to advise the Department of Health Services (DHS), the Governor, the Legislature, and the public on progress in implementing the [2023-2027 State Health Improvement Plan](#) and coordination of responses to public health emergencies.

Establishing and maintaining an advisory committee (s) is a programmatic requirement of the [PHEP Cooperative Agreement \(CDC-RFA-TU24-0137\)](#) from the Centers for Disease Control (CDC) and Prevention under CDC's [Response Readiness Framework](#) program priorities, Local Support Activities (LOC-A, LOC-C) and Health Equity (HE-B, and HE-C).

Functions

The Committee will advise on the CDC PHEP cooperative agreement. The Committee's work should include other applicable preparedness grants or funding sources that may become available in the future. This Committee should maintain awareness of the activities of Wisconsin's Hospital Preparedness Program (HPP) advisory entity, Healthcare Emergency Readiness Coalition (HERC) Advisory Group (AG), as well as awareness of the activities of Wisconsin Emergency Management. Opportunities for joint or coordinated activities between public health departments, the hospital community, and/or emergency management entities should receive special attention.

The Committee will discuss public health emergency preparedness issues, concerns, and proposals brought forth by DHS, local health departments, tribal health centers, and individual Public Health Council and PHEP Advisory Committee members. Recommendations deliberated and developed by the PHEP Advisory Committee will be forwarded to the Public Health Council, who will finalize and forward to DHS leadership.

The Committee will ensure that the DHS Office of Preparedness and Emergency Health Care (OPEHC) can solicit input on public health emergency preparedness issues and concerns relevant to the disciplines and partner organizations represented by its membership, including on items that may not warrant a formal vote.

Summary of Objectives of the PHEP Cooperative Agreement

CDC's Response Readiness Framework describes 10 cross-cutting program priorities to focus efforts on during the federal fiscal years (FY) 2024-2028 period of performance. These priorities inform the PHEP logic model.

Additionally, the Public Health Emergency Preparedness and Response Capabilities: National Standards for State, Local, Tribal, and Territorial Public Health describes the 15 capability standards designed to support STLT jurisdictions as you prepare for, respond to, and recover from public health threats and emergencies. These 15 capabilities are foundational to the CDC Response Readiness Framework.

PHEP recipients will be expected to show measurable progress toward achieving the outcomes outlined in the logic model during the five-year period of performance. CDC will evaluate recipients on the strategies and activities outlined in the PHEP logic model to ensure that recipients show measurable progress in achieving desired outcomes.

CDC expects recipients to use three strategies to achieve the following program outcomes during the 2024-2028 performance period.

Strategy 1

Use CDC's established national preparedness and response capabilities, as applicable, to prioritize a risk-based approach to all-hazards planning and improve readiness, response, and recovery capacity for existing and emerging public health threats and modernized laboratory and electronic data systems

Short-term outcomes

Refined risk assessment for equitable community planning that address prioritized populations for all jurisdictional threats. Completed exercise requirements that identify areas for improved readiness, response, and recovery Modernized electronic data systems to advance timely identification and reporting of incidents or events that require public health action. Improved capacity of public health laboratory networks and surveillance systems to detect and report existing and emerging public health threats.

Intermediate outcomes

- Improved public health readiness, response, and recovery capability that follows standardized emergency management practices
- Implemented timely public health recommendations and control measures for all hazards
- Earliest identification and investigation of incidents with public health impact
- Enhanced ability of laboratories to respond to public health incidents by applying modern methods

Strategy 2

Use CDC's established national preparedness and response capabilities, as applicable, to improve whole community readiness, response, and recovery through enhanced partnerships and improved communication systems for timely situational awareness and risk communication

Short-term outcomes

- Revamped communication strategies and tools
- Developed and maintained partnerships to ensure messages and dissemination strategies are effective for the whole community

Intermediate outcomes

- Timely communication of situational awareness and risk information
- Timely coordination and support of response and recovery activities with health care systems and

- partners
- Integrated equity into public health response and recovery

Strategy 3

Use CDC's established national preparedness and response capabilities, as applicable, to improve capacity to meet jurisdictional administrative, budget, and public health surge management needs and to improve public health response workforce recruitment, retention, resilience, and mental health

Short-term outcomes

- Established mechanisms to meet administrative, workforce, and response surge requirements
- Revamped preparedness training requirements to promote readiness, response, recovery, and resiliency
- Established communities of practice focused on readiness, response, and recovery guidance and resources

Intermediate outcomes

- Increased hiring and retention of surge staff resources
- Prepared public health workforce ready to sustain public health investigations, response, and recovery
- Active engagement in communities of practice

Ultimately, the outcomes from all three strategies will lead to long-term outcomes that promote and provide for the earliest possible recovery and return of the public health system to pre-incident levels or improved functioning, and prevention or reduction in morbidity and mortality for all impacted populations from incidents with public health consequences whose scale, rapid onset, or unpredictability stresses the public health system.

Membership

The Chair of the PHEP Advisory Committee is appointed to a two-year term by the Chair of the Public Health Council.

The membership of the Committee will be broadly representative of public and private entities that have a significant role in preparedness for and response to bioterrorism and other public health emergencies.

The Chair of the PHEP Advisory Committee will recommend committee members, with input from Office of Preparedness and Emergency Health Care staff, to be discussed and voted upon by Public Health Council members. All members of the PHEP Advisory Committee will be appointed to a two-year term.

The role of the Chair of the PHEP Advisory Committee is to:

- Develop and approve meeting agendas and assure that meetings are scheduled and announced to Advisory Committee members
- Lead and facilitate discussions within Advisory Committee meetings
- Assure that Advisory Committee meeting minutes are captured as per Public Health Council requirements
- Assure that decisions made by the Advisory Committee are forwarded to the Chair of the Public Health Council for consideration

The Vice Chair of the PHEP Advisory Committee is appointed to a two-year term by the Chair of the Public

Health Council.

The role of the Vice Chair of the PHEP Advisory Committee is to ensure continuity of operations, acting as a deputy for the chair and preparing to assume the office of the chair if needed.

Wisconsin's PHEP Advisory Committee membership aligns with CDC's recommendation to include senior representatives from multiple disciplines and partner organizations, including but not limited to:

- State administrative agency (SAA)
- State office on aging
- Jurisdictional Hospital Preparedness Program (HPP) director, principal investigator, or coordinator (DHS)
- Jurisdictional PHEP director or principal investigator (DHS)
- Jurisdictional emergency management agency representative
- Jurisdictional emergency medical services representative
- Jurisdictional medical examiner
- Jurisdictional hospital representative
- Jurisdictional immunization representative
- Tribal representatives
- Jurisdictional Health Care Coalition (HCC) coordinator(s)
- Jurisdictional mental/behavioral health representative
- Local health department governing board representative, local jurisdictions and associations, or regional working groups
- Community-based organizations reflecting a diverse group of Wisconsinites
- The community

Staffing Responsibilities

Direct support of the PHEP Advisory Committee will come from DHS, Division of Public Health OPEHC staff. Additional staff support may also come from Office of Policy and Practice Alignment staff.

OPEHC staff supporting the PHEP Advisory Committee are available to take notes, distribute information, coordinate meetings and actions taken, including ensuring compliance with Wisconsin's Open Meetings Law. DHS staff are invited to the Public Health Council and PHEP Advisory Committee meetings and discussions as invited guests. DHS staff supporting the PHEP Advisory Committee have no authority to speak for the Department, nor are they allowed to vote on Public Health Council or PHEP Advisory Committee motions.

Meeting Schedule

The PHEP Advisory Committee is a direct subcommittee of the PHC and exists at the discretion of the Council. Therefore, the PHEP Advisory Committee will operate under the existing rules of the Public Health Council and all Committee meetings will be open to the public under Wisconsin's Open Meetings Law.

The Committee will obtain public comment and input on public health emergency preparedness and response plans and their implementation, using existing advisory committees or a similar mechanism, to ensure continuous input from other state, local, and tribal stakeholders, and the public, including members of populations disproportionately impacted by public health emergencies.

The Committee will follow the same frequency as the PHC meeting schedule and will maintain a record of its

major decisions and other actions. Efforts will be made to hold PHEP Advisory Committee meetings shortly after PHC meetings so that actions taken are informed by discussion and outcomes of PHC meetings.

A quorum of at least half of the full Advisory Committee membership is required for votes on final decisions to be forwarded to the Public Health Council Chair. Decisions are carried by a simple majority vote of the Advisory Committee quorum.

Per the Public Health Council charter:

- **Rules of order** The proceedings of the Council shall be governed by the latest edition of Robert's Rules of Order, Newly Revised, insofar as it does not conflict with applicable state laws or these procedures.
- **Voting** Each member shall vote on all issues unless excused by the Council prior to voting for reason of a conflict of interest. A recorded vote shall be taken on every resolution, or at the request of a Council member. Proxy voting is not permitted. Amendments to Bylaws and Rules of Order and Procedure shall require approval by the recorded vote of two-thirds (2/3) of those present at any duly called meeting of the Council convened for that purpose.

Approve holding a special Business Committee meeting on December 13, 2024, at 9:00 a.m. to have RSM

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/12/24

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: Audit Law

3. **Requested Motion:**

Accept as information; OR

Motion to hold a Special Business Committee meeting on December 13, 2024 at 9:00 am to have RSM US LLP present the Year End Financial Statements.

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

Finance

Programs/Services

Law Office

DTS

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:

- 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*

7. Budget Information:

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


8. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: (Name, Title/Entity) *Jane DeLong*
Internal Audit Manager

MEMORANDUM

TO: Lisa Liggins, Tribal Secretary

FROM: Loucinda Conway, Internal Audit Manager 

DATE: October 15, 2024

SUBJECT: Special BC meeting to review Financial Statements and GTC presentation

Internal Audit is requesting a Special BC meeting to be held on December 13, 2024 at 9:00 am to have RSM US present the Year End Financial Statements and the GTC presentation in executive session.

Invitees to the Special BC meeting should include Gaming: (Louise Cornelius, Chad Fuss and Misty Jordan), OGC (Mark A Powless), and Non-Gaming should include: (Mark W Powless) Central Accounting (Jennifer Anderson), Finance (Ralinda Ninham-Lamberies), Internal Audit Management (Loucinda Conway), the Business Committee members, James Skenandore (Audit Committee Community member) and the external auditors (Corey Topp and Ryan Hirsch).

These reports require approval by the BC before they can be presented at the GTC meeting (date to be determined), then finalized and made available to membership.

Approve the CDC approval package for CDC # 24-103 Cora House Park Renovations

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Actions noted on attached memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Suzanna Jordan – Groundskeeping Manager

Shannon Stone – Division of Public Works Director

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 checked="" type="checkbox"/> Other: #24-103 CDC Approval Package | | |

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: Paul J. Witek – Engineering Director/Senior Architect

October 7, 2024

Business Committee Agenda Request - Memo

Project No.: 24-103 **Project Title:** Cora House Park Renovations

Purpose:

The project team is seeking approval of the project through the Capital Improvement Process (CIP).

Background:

The proposed project would be to improve the most utilized of all the nations' parks. Per community survey and input the park is lacking the amenities desired by members.

The Business Committee approved the project's Concept Paper on January 10, 2024.

Project need and justification is denoted in the attached #24-103 CDC Approval Package.

The project has completed Phase II of the CIP and has been routed to the various tribal review entities.

Attachments:

- 24-103 CDC Approval Package with CIP Form-05.
- Memo – Project Team's replies to CIP review comments.

Action Requested:

1. Approval of the CDC Approval Package for CDC #24-103 Cora House Park Renovations.

Cora House Park Renovations



CDC #24-103

CDC APPROVAL PACKAGE

Project Client: Groundskeeping

Project Team:

Suzanna Jordan

Manager- Groundskeeping

Arlouine Bain

Director-Recreation

Melissa Staub

Specialist-Childcare

Paul R. Truttman

Construction Manager - Engineering Dept.

Paul J. Witek

Engineering Director/Senior Architect -
Engineering Dept.

Table of Contents

PROJECT EXECUTIVE SUMMARY.....5
I. Needs Assessment and Project Justification.....7
II. Business Plan8
III. Management Plan.....8
IV. Facility Concept and Space Requirements10
V. Site Selection Criteria11
VI. Environmental11
VII. Budget Estimate.....11
VIII. Financial Plan12
IX. Communication Plan.....12
X. Project timeline.....12
XI. Appendix12

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PROJECT EXECUTIVE SUMMARY

Project Title: Cora House Park Renovations

Project Description: The purpose of this project will be to improve the most utilized of all the nations' parks. Per community survey and input the park is lacking the amenities desired by members.

(see page 7 of CDC Approval Package)

Management/Business Plan: There are no changes needed to the current management structure as a result of this project. A business plan is not applicable for this project per the Capital Improvement Process.

(see page 8 of CDC Approval Package)

Site Selection: 3200 Block of Jonas Circle, Oneida, WI 54155.

(see page 11 of CDC Approval Package)

Project Budget Estimate: (also see page 11 of CDC Approval Package)

Soft & Misc. Costs:		\$349,000
Construction:		\$1,728,000
Furniture, Fixtures & Equipment (FFE):		\$237,000
Contingency:	12%	\$277,680
Total (rounded):		\$2,592,000

Financial Plan: Project funds will be requested in the FY2026 CIP budget.

(see page 12 of CDC Approval Package)

Communication Plan: The standard process will be used for communicating the project status to the community.

(see page 12 of CDC Approval Package)

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I. Needs Assessment and Project Justification**A. Introduction:**

1. Cora House Park (CHP) and all parks are more than just recreation facilities. They are a place for gathering and developing relationships within the community. Input from the community has identified the need to upgrade this gathering place so it can continue promoting the wellbeing of the membership along with fulfilling recreational needs.
2. The project will utilize the Park Master Concept Plan (see Appendix A) that was produced during this package development to create an all-inclusive park for the Oneida community.

B. Present Facilities:

1. CHP's current amenities include:
 - a) Playground equipment
 - b) Swing set
 - c) (2) Horseshoe courts
 - d) Volleyball Court
 - e) Basketball Court
 - f) Small Pavilion (can be rented for private parties)
 - g) Box lacrosse field
 - h) Misc benches & picnic tables

C. Problem:

1. Current facilities shortcomings and issues include:
 - a) Playground equipment is at the end of its usable life cycle.
 - b) There is no asphalt or dedicated area for parking.
 - c) The pavilion structure needs update and has been noted as being too small.
 - d) Lacrosse box items
 - (1) No place for spectators to sit and view games
 - (2) No lighting
 - (3) Box is incomplete, needs door, benches for players, penalty box and upper fencing added.
 - (4) Repairs and maintenance are needed
 - (5) No benches for players
 - (6) No power outlets near box
 - e) No accessibility sidewalks make it hard for visitors with limited mobility to access the park.
 - f) Members ask for electrical outlets at the pavilion.
 - g) No restrooms at the park.

2. A parks improvement survey of the community was conducted by DPW Groundskeeping and results show:

- a) “The most commonly visited park was Cora House Park by 35% of respondents”
- b) The respondents were also asked what improvements they would like to see and some of their responses were adding:
 - (1) Lighting and Cameras to improve the feeling of safety
 - (2) Restrooms
 - (3) Pavilions
 - (4) Electrical Service
- c) See full summary of survey results in Appendix B.

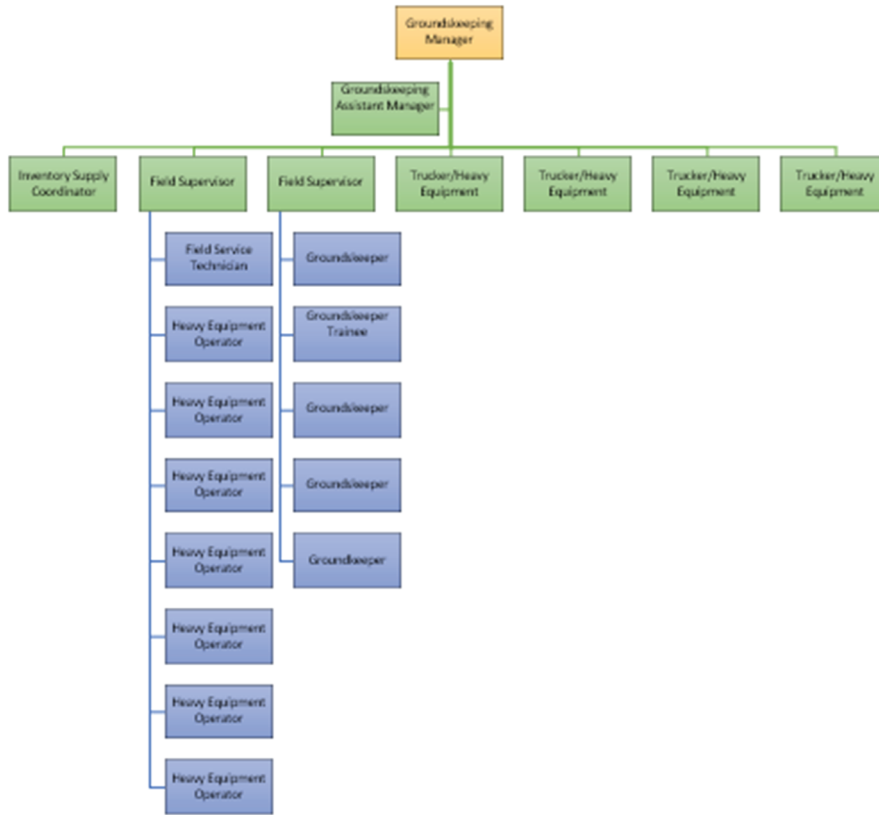
II. Business Plan

- A. Recreation is a tribal service entity not structured to accumulate profits, therefore, a Business Plan is not applicable for this project per the Capital Improvement Process.
- B. DPW Groundskeeping is a tribal service entity not structured to accumulate profits, therefore, a Business Plan is not applicable for this project per the Capital Improvement Process.
- C. Potential revenue sources to offset operational costs of the completed project include:
 - 1. Currently no fees are charged for use of parks or reserving park amenities

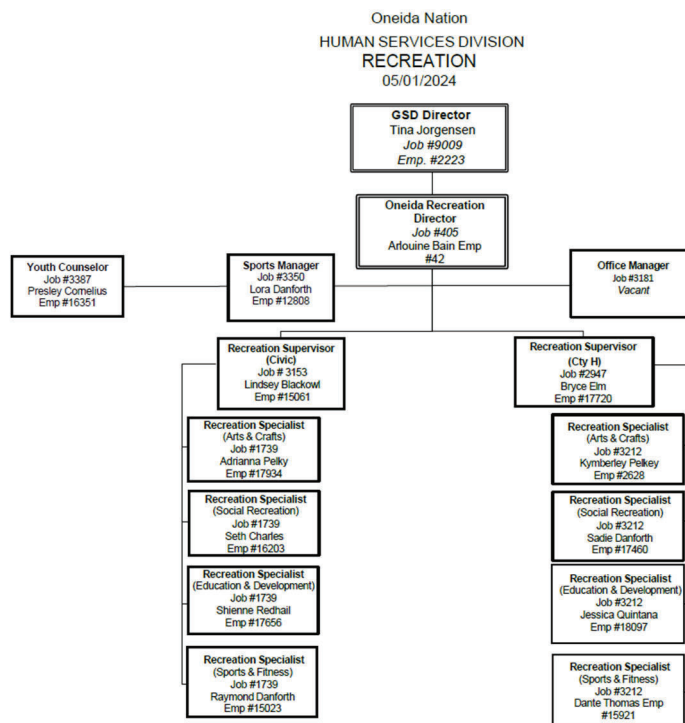
III. Management Plan

- A. Management: The department’s management structure would not change as a result of this project. Current management structure has:
 - 1. Groundskeeping responsible for the park maintenance.
 - 2. Recreation responsible for programs at the park and handling reservations.

B. Organizational Chart Groundskeeping



C. Organizational Chart for Recreation



- D. Staffing, Requestor: Initially, current staffing will not change as a result of this project. However, as the program offerings grow, new staff is expected to grow to manage those programs. Those positions will be requested, as the need arises, through the normal HRD processes.
- E. Staffing, Service Departments: The tribal service departments that are impacted by this project include the following. Their need for additional staffing due to this project is noted:
 - 1. DPW – Facilities, this project on its own would not require additional maintenance positions however, there is a current staff shortage and when included with other current CIP projects additional positions will be needed.
 - 2. DPW – Groundskeeping, no additional positions needed
 - 3. DPW – Custodial, no additional positions needed.
 - 4. DTS – No additional positions needed.

IV. Facility Concept and Space Requirements

- A. The proposed project will improve the park facilities by:
 - 1. Adding paved parking lot, 52 spaces.
 - 2. Adding New Restroom Facility
 - 3. Building a new larger pavilion (30' x 50' with lighting and electrical outlets).
 - 4. Adding paved walkways for park access.
 - 5. Reseal & paint the basketball court and provide new hoops.
 - 6. Providing lighting for parking lot, lacrosse box and pavilion.
 - 7. Add cameras for surveillance
 - 8. Providing handicap accessibility to parks amenities
 - 9. Upgrade landscaping and plantings
 - 10. Lacrosse box upgrades include adding:
 - a) Bleachers
 - b) Benches for players
 - c) Doors to fully enclose box
 - d) Penalty Boxes
 - e) Scorekeepers Box
 - f) Repair existing boards as needed
 - g) Add power outlets new box
- B. Installation of new playground equipment is not part of this CIP request and is expected to be installed in the summer of 2025.
- C. Consistent with the Oneida Design Standards, it is our intention to utilize sustainable design principals on this project. Meaning, we will design, construct, and operate the building to minimize negative impacts to the natural environment and health, while optimizing long-term costs.

V. Site Selection Criteria

- A. This project will be a renovation to the existing facility located at 3200 Block of Jonas Circle, Oneida, WI 54155. Please Appendix C for map of site location.

VI. Environmental

- A. An Environmental Assessment may be initiated once the project has been approved and the design is at a stage where there is sufficient information to determine the need for an assessment.

VII. Budget Estimate

- A. The Project Budget Estimate follows:

SOFT and MISCELLANEOUS COSTS

Engineering Dept. Fees	131,000
Architect / Engineer Fees & Reimbursables	207,000
Soil Borings, Testing and Surveys	9,000
Agency Review and Approval Fees	2,000
Insurance - Builders Risk	covered by property insurance
Historical/Cultural/Archaeological Review	350

Sub-total: 349,000

CONSTRUCTION

Site Work & Landscape	1,072,000
New Bathroom Building	215,000
New Pavilion Building	246,000
La Cross Box Updates	45,000

Sub-total: 1,578,000

Oneida Preference Amount	20,000	
Sustainable Design Premium	0%	0
Inflation Factor: 2 years	4% per year	130,000

Sub-total: 1,728,000

FIXTURES, FURNISHINGS AND EQUIPMENT

Division 10 - Specialties	15,000
Division 11 - Equipment	12,000
Division 12 - Furnishings	0
Division 27 - Communications	0
Division 28 - Electronic Safety & Security	210,000

Sub-total: 237,000

TOTAL:		2,314,000
Contingency:	12.0%	278,000
Finance Costs:	0.0%	0

ESTIMATED TOTAL PROJECT BUDGET: \$ 2,592,000

VIII. Financial Plan

- A. It is proposed to fund this project through the tribal CIP Budget. Project funds will be requested in the FY2026 CIP budget.
- B. The Project Team has been researching possible grant opportunities for the project and has identified the following potentials:
 - 1. BIA Midwest Region Year End Funding
 - 2. Options for Independent Living Funding

IX. Communication Plan

- A. Information included in a communication plan for this project will include:
 - 1. CIP project number
 - 2. Project title
 - 3. Brief description of the project scope
 - 4. Project schedule
- B. The Project Information will be communicated to the community and staff as follows:
 - 1. Reports on Oneida website (Construction Manager)
 - 2. Periodic articles in the Kalihwisaks based upon the specific needs of the project. (Construction Manager)

X. Project timeline

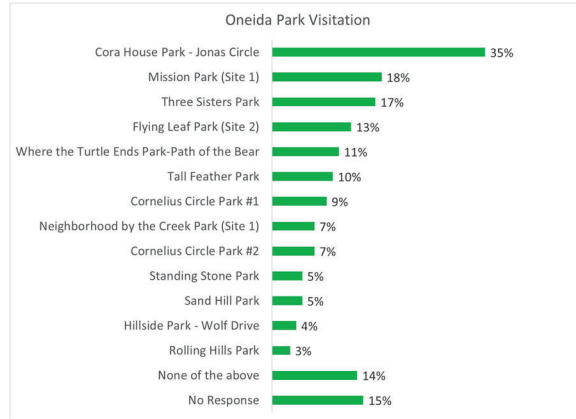
- A. Upon approval of the CDC Approval Package and allocation of budget funding:
 - 1. CIP Phase III - Design 12 weeks
 - 2. CIP Phase IV - Bidding & Construction 46 weeks
- B. Assuming approval of CDC Package in 2024, and budget approval in October 2025, that establishes project substantial completion in November 2026.

XI. Appendix

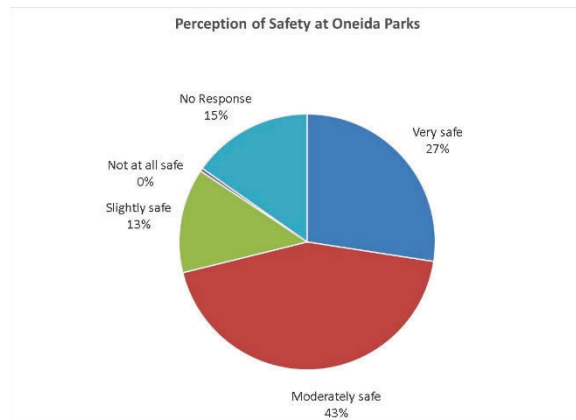
- A. Park Master Concept Plan
- B. Parks Community Survey
- C. Park Location

Community Outreach – 2024 Survey Results

The most commonly visited park was Cora House Park by 35% of respondents. 18% visit Mission Park, and 17% visit Three Sisters Park. 13% of respondents visit Flying Leaf Park, 11% visit Where the Turtle Ends Park, and 10% go to Tall Feather Park. 9% of respondents visit Cornelius Circle Park #1, and 7% visit Cornelius Circle Park #2. The least visited parks were Rolling Hills Park (3%), Hillside Park (4%), Standing Stone Park (5%), and Sand Hill Park (5%).



The respondents who visit Oneida parks were then asked how safe they feel when visiting Oneida parks. 27% feel very safe, and 43% feel moderately safe. 13% feel slightly safe, and less than 1% do not feel safe at all. 15% did not rate their level of safety.



The parks with the highest frequency of those feeling very safe are Standing Stone (50%) and Rolling Hills Park (50%). The parks with the lowest frequency of those feeling very safe are Sand Hill (21%), Three Sisters (25%), and Cornelius Circle Park #1 (26%). Hillside Park – Wolf Drive had the highest rate of those who did not feel safe at all (17%).

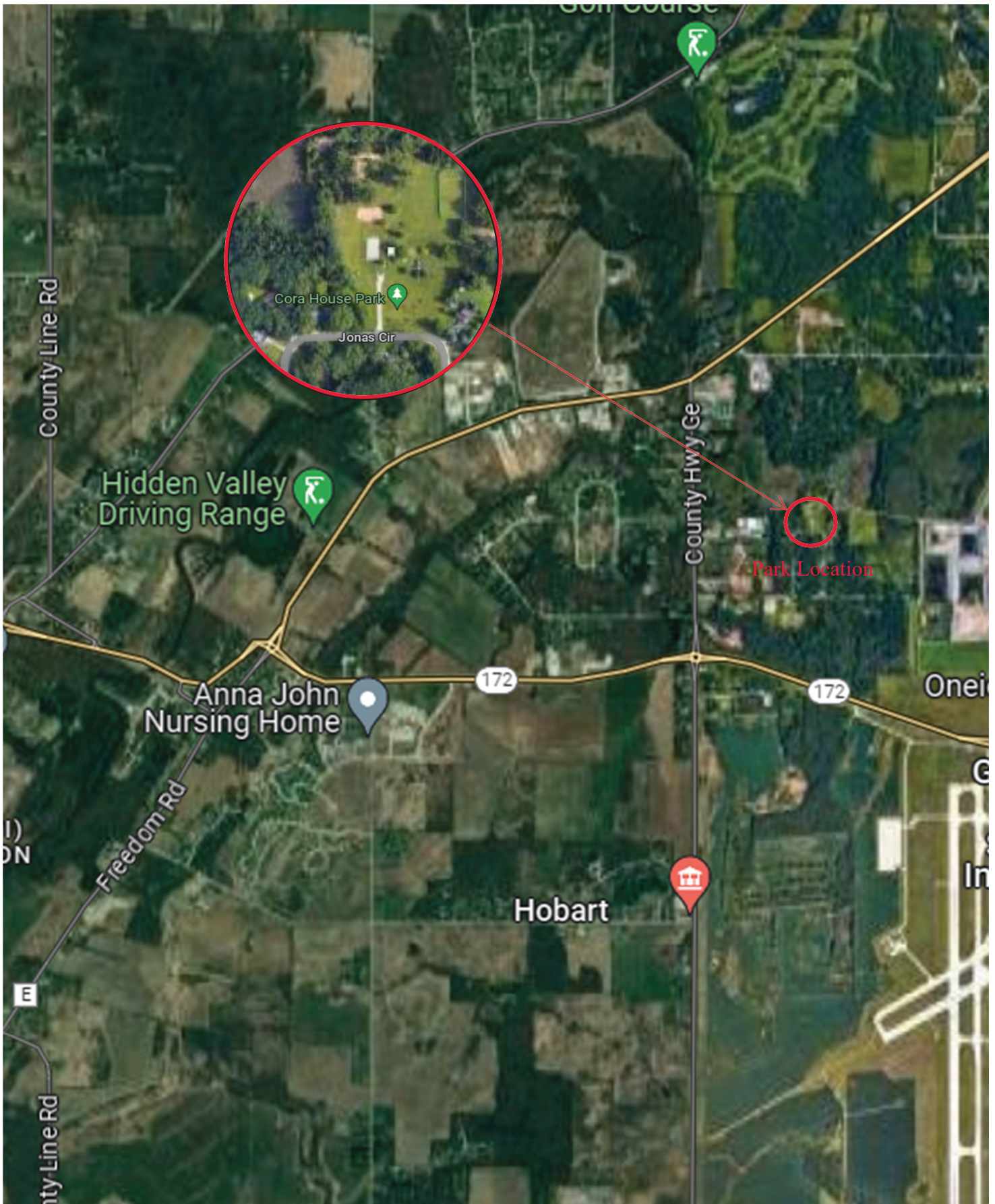
The respondents who visit Oneida parks were asked what could be done to enhance their feeling of safety at Oneida parks. A variety of suggestions were given. The most common responses included better lighting, adding cameras, and increasing police patrols or staff monitoring. There were many responses suggesting to clean up the parks of drug paraphernalia and trash. Some respondents suggested that more equipment and activities would deter illegal activity at the parks.

All respondents were next asked what Oneida can do to improve its parks. Accessibility for elders and disabled was brought up. Some amenities listed included bathrooms, electrical service, pavilions, new

equipment, picnic tables, and grills. Specific types of features included splash pads/water features, dog park, sports fields, sledding hill, skating rink, and new basketball/volleyball courts. Programming with regular activities or events was listed. Better communication was also listed. Continuous maintenance to keep them clean and safe was a brought up by many respondents.

All respondents were then asked if any parks in Oneida were in need of maintenance, repair, or improvement. 44% of respondents were not sure, and 26% did not respond to this question. 30% think there are parks in need of maintenance, repair, or improvement. The specific parks cited included Where the Turtle Ends, Three Sisters, Mission Park, Flying Leaf, Bear Court, Cora Park, Hillside, Ida's Way, Cornelius Circle, Skylark Drive and Jonas Circle. The items needing improvement include basketball courts, fencing, updated playground equipment, and safety features such as lighting and cameras.

All respondents were finally asked what other park amenities, services, or facilities they would like to see in Oneida. There was an array of responses. They included ATV/snowmobile trail, large playground, large sports complex, dog park, accessibility park for those with disabilities, pool/splash pad/water park, lacrosse field, fitness structures, fishing areas, amphitheater, bathrooms, and pavilions. Smaller amenities listed included lighting, cameras, picnic tables, drinking water stations, trash receptacles, first aid stations, vending machines, grills, and benches. Many comments referenced Green Bay parks such as Pamperin Park as an example of an updated destination park.





Capital Improvement Process (CIP) - Client Division Director Approval Form

To: Shannon Stone
Through: Suzanna Jordan
From: Paul Truttmann - Project Manager
Date: August 9, 2024
Re: 24-103 Cora House Park Renovations

I have reviewed the attached Capital Improvement Process (CIP) document identified below for the above noted project and approve of the project moving into the next phase of the CIP Process

- Concept Paper – dated: December 28, 2023
- CDC Approval Package – dated: 8/9/2024

Shannon Stone

Digitally signed by Shannon Stone
Date: 2024.08.09 15:12:20 -05'00'

8/9/2024

Shannon Stone, Division Director-DPW

Date

Memo

To: Oneida Business Committee
From: Paul Witek, AIA, LEED-AP – Engineering Director / Senior Architect
CC: Project Team
Date: 10/7/2024
Re: Cora House Park Renovations CDC #24-103

The following are the project team’s responses to the comments received from the various review entities of the Capital Improvement Process (CIP) regarding the CDC Approval Package for this project.

EHSLA Division – Environmental Quality Department

Comment: No comments received.

Response: N/A

EHSLA Division – ECO-Services Department

Comment: No comments.

Response: N/A

EHSLA Division – Land Management Department

Comment: No comments received.

Response: N/A

Land Commission

Comment: 08/26/24 OLC Meeting: Motion by Sidney White approve the CDC #24-103 Cora House Park Renovation CDC Approval Package, seconded by Frederick Muscavitch. Motion carried: Ayes: Sherrole Benton, Patricia Cornelius, Donald McLester, Frederick Muscavitch, Sidney White.

Response: N/A

Environmental Resource Board

Comment: ERB is not meeting at this time due to a lack of members (quorum, need at least 5 members present).

Response: N/A

Chief Financial Officer

Comment: Without an identified funding source, it is financially irresponsible for me to approve a CIP to be added to the FY2026 budget as the Nation has a structural deficit of \$40 million.

Response: Understood. The project will request funding through the Capital Improvement Process in future fiscal years until resources are available. The Project Team will continue to monitor potential grant opportunities. An approved CDC Approval Package adds legitimacy to grant applications.

Division of Public Works Director

Comment: Is the north curb of the parking lot enough to keep unauthorized vehicles out of the park?

Is there enough space or an alternate entrance for maintenance equipment to enter the park?

Response: The plan is concept in nature, and we will involve all impacted departments in the final design development.

Here are the responses to the specific questions regarding the concept plan:

- The intention of the north curb is to keep unwanted vehicles out of park.
- The bollards on plan are meant to be removeable to allow for maintenance equipment entrance.

Activate the FY-2025 funds - CIP # 23-113 Oneida Judiciary Center Safety Upgrades

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Actions noted on attached memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Raeann Skenandore – Court Administrator

Patricia Garvey – Appeals Court Chief Judge

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. 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: CIP Budget Activations FY2025

7. Budget Information:

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

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.11.05 14:00:06 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect

November 5, 2024

Business Committee Agenda Request - Memo

Project No.: 23-113 **Project Title:** Oneida Judiciary Center (OJC) Safety Upgrades

Purpose:

The project team is seeking activation of the project's allocated funding to continue the project development.

Background:

The approved project will add an additional layer of security and safety to the employee and visitor entry points at the OJC through the construction of a separate visitor entrance addition, security fencing and safety bollards.

The project has been approved by the Business Committee on January 10, 2024.

The project's CIP Funding amount of \$978,000 was allocated in the GTC approved FY2025 CIP Budget.

The funds will be activated in the project's CIP Budget and managed within that process.

Attachments:

- CIP Budget Activations FY2025.

Action Requested:

1. Activation of \$ 978,000 from the FY2025 CIP Budget for CIP #23-113 Oneida Judiciary Center Safety Upgrades.

CIP BUDGET ACTIVATIONS 2025

Revised: 10/25/24

Project No.	Project Title	CIP \$ App'd FY 2025	Activated Amount	Date Activation Approved	Unactivated Balance	Notes
23-113	Oneida Judiciary Center - Safety Upgrades	978,000			978,000	A
various	CIP set aside	5,000,000			5,000,000	B
TOTALS:		5,978,000	0		5,978,000	

Adjustments

Notes:

G.T.C. Budget Approval: 10/23/24.

A. Funding source: Tribal Contribution

B. Fiscal year contribution to CIP set aside account as determined by OBC.

Approve nomination of Jennifer Webster to Indian Health Service Tribal Self-Governance Advisory...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve nomination of Jennifer Webster to the Indian Health Service Tribal Self-Governance Advisory Committee

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

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 checked="" 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: Melinda J. Danforth, Intergovernmental Affairs Director

Primary Requestor: Brandon Wisneski, Self-Governance Manager

Memorandum

To: Oneida Nation Business Committee
From: Brandon Wisneski, Self-Governance Manager
Date: November 13, 2024
Re: Nomination of Jennifer Webster to the IHS Tribal Self-Governance Advisory Committee

The Indian Health Service (IHS) Tribal Self-Governance Advisory Committee (TSGAC) provides a forum for Tribal and Federal officials to discuss issues related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions intended to improve Self-Governance and enhance the Tribal-Federal partnership.

The TSGAC advocates for Self-Governance Tribes, suggests policy guidance on the implementation of the TSGP, and advises the IHS Director on issues of concern to all Self-Governance Tribes. The TSGAC consists of tribally elected officials representing a cross section of Self-Governance Tribes. The TSGAC members confer, discuss, and reach consensus on specific self-governance issues and provide verbal and written advice about self-governance issues to the IHS Director. As a result of active participation by TSGAC members, the committee advances self-governance objectives within the IHS by providing advice and input before final decisions on policy issues are made.

TSGAC membership consists of a Primary and an Alternate representative from each of the IHS Areas that have Self-Governance Tribes. Councilwoman Webster currently serves as the Bemidji Area primary delegate, with a term expiring 2024.

Recommended Action:

Approve Nomination of Jennifer Webster to the IHS Tribal Self-Governance Advisory Committee



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



November ##, 2024

submitted electronically to jays@tribalselfgov.org

Chris Anoatubby, Lt. Governor, Chickasaw Nation
Chairman, Tribal Self-Governance Advisory Committee
c/o Self-Governance Communication & Education Tribal Consortium
314 W 14th Place
Tulsa, OK 74119

RE: Nomination of Councilwoman Jennifer Webster to the Tribal Self-Governance Advisory Committee – Bemidji Area Primary Representative

Dear Lt. Governor Anoatubby,

On behalf of the Oneida Nation (“the Nation”), this letter is to formally nominate Councilwoman Jennifer Webster to serve another term on the Tribal Self-Governance Advisory Committee (TSGAC) representing the Bemidji Area as primary representative. If the primary position is not available, we then nominate Councilwoman Webster to serve as the alternative representative. Councilwoman Webster currently serves as the Bemidji Primary Representative for TSGAC.

Councilwoman Webster serves as the Oneida Nation’s health liaison whereby she participates and collaborates on many complex health care issues with the Nation’s Comprehensive Health Division and our federal partners in the Indian Health Service and the U.S. Department of Health & Human Services (HHS). Councilwoman Webster currently serves as an alternate representing the Bemidji Area on the HHS Secretary Tribal Advisory Committee (STAC), the Bemidji’s primary representative on the HHS Administration for Children and Families (ACF) Tribal Advisory Committee (TAC), and the Wisconsin’s Missing and Murdered Indigenous Women task force.

Councilwoman Webster’s extensive experience and her dedication to the health and well-being of tribal communities make her an ideal candidate to serve as the Bemidji Area primary representative on TSGAC.

Below is the contact information for **Jennifer Webster**:

Mailing Address: **P.O. Box 365, Oneida, WI 54155**
E-mail Address: **jwebste1@oneidanation.org**
Phone Number: **(920) 869-4457**

Thank you for your consideration of our request. If you have any questions, please contact Brandon Wisneski, Self-Governance Manager, at bwisnesk@oneidanation.org

Sincerely,

ONEIDA NATION

Tehassi tasi Hill, Chairman

TRIBAL SELF-GOVERNANCE ADVISORY COMMITTEE**DEPARTMENT OF HEALTH AND HUMAN SERVICES****INDIAN HEALTH SERVICE****ORGANIZATIONAL PROTOCOLS**

Originally Adopted: July 10, 1996

Updated: July 12, 2006

Amended: July 19, 2010

Amended: July 30, 2014

1. PREAMBLE

At the recommendation of the Self-Governance Tribes, representatives from the Self-Governance Tribes and Indian Health Service staff developed guidelines for establishment of a Tribal Self-Governance Advisory Committee. After review and revision, the guidelines were approved by the Director, Indian Health Service, on April 23, 1996. The Tribal Self-Governance Advisory Committee (TSGAC) will provide information dissemination, education, advocacy and policy guidance for implementation of Self-Governance within the Indian Health Service. The passage of Title V, The Tribal Self-Governance Amendments of 2000 (P.L. 106-260) and the subsequent promulgation of the Title V regulations, published in the Federal Register on Friday, May 17, 2002, further strengthen the role of the TSGAC in implementing this Act. The Committee will operate in good faith and within the guidelines established.

2. MEETINGS**A. Participation**

Meetings are open. Non-committee attendees at the meetings may be recognized by the TSGAC Chair at various times throughout each meeting to make comments, raise questions, or submit materials for the record. Any materials submitted must be provided by the unofficial attendees.

B. Agenda

Self-Governance Tribes who want items included on the agenda should forward their suggestions either to their regional TSGAC member, the TSGAC Chairperson and TSGAC Tribal Technical Workgroup Members. Forty-five calendar days prior to each Quarterly Meeting, The TSGAC, the Technical Workgroup, and the Self-Governance Communication and Education (SGCE) will work with the Office of Tribal Self-Governance (OTSG) to compile a draft agenda. Two weeks prior to each quarterly meeting, the Agenda and accompanying materials will be provided to the TSGAC Members.

When appropriate, materials may be available and accessed on the Tribal Self-Governance website; www.tribalselfgov.org.

C. Minutes

The Self-Governance Communication and Education (SGCE) office will maintain minutes, records and documents. Approved minutes will be distributed to the TSGAC by the SGCE Office. A meeting report including issues discussed and actions taken will be available for distribution to all Self-Governance Tribes following approval by the TSGAC.

D. Caucus

A caucus can be requested by any TSGAC Member and declared by the Chair.

E. Meeting Schedule

Meetings will be held quarterly. Special Meetings may be called at the discretion of the Chair upon request by a Member of the TSGAC.

F. Quorum

A quorum shall consist of six (6) Members. Once a quorum is established, the Committee may conduct business notwithstanding the loss of a quorum.

3. COMMITTEE ACTIVITIES

The TSGAC will:

- 1) Maintain communication with Self-Governance Tribes in their respective region, with assistance of the Self-Governance Communication and Education office (SGCE) to collect and advance priority issues to the TSGAC to include on the Quarterly Meeting Agenda;
- 2) Supplement the government-to-government consultation by coordinating with the Self-Governance Tribes in their respective regions, to include gathering input from on priority issues addressed at the TSGAC Quarterly Meetings;
- 3) Report back to Tribes in their respective regions following TSGAC Quarterly Meetings on issues identified and follow-up discussions and strategies;
- 4) Provide advice to the IHS Director and OTSG Director, on policy, legislative, budget and program issues prior to final decisions that impact Self-Governance Tribes;
- 5) Represent Self-Governance in forums as requested by the TSGAC Chairperson and/or the OTSG Director when Self-Governance issues are discussed;
- 6) Review, evaluate and recommend refinements for directives that define the relationship between Self-Governance Tribes and the U.S. Government;
- 7) Review Self-Governance issues and make recommendations as appropriate and participate in evaluating progress in meeting the goals of Self-Governance
- 8) Provide representation, as feasible, on all Tribal/Federal committees and workgroups, including ad hoc workgroups to provide a Self-Governance perspective; address Self-Governance issues;
- 9) Appoint subcommittees and/or workgroups as necessary to meet the goals of the TSGAC; and
- 10) Assist in coordinating meetings with Congress and the Administration within the non-advocacy authority as an Advisory Committee to the IHS Director. Otherwise lobbying and actions to influence Congress can only be performed as independent Tribal Nations not as TSGAC members.

4. DECISION MAKING**A. Consensus**

The TSGAC will operate by consensus.

B. Representation on Other Committees

Participation in other HHS/IHS/Tribal Committees, Workgroups, Task Forces and Subcommittees. On August 23, 2001, the TSGAC adopted protocols regarding TSGAC participation in such other Committees, etc. (See attachment).

C. Constituents' Interests

TSGAC Members are expected to represent the concerns and interests of their constituents.

5. TSGAC OFFICERS

The Chair and Vice-Chair will be elected by the TSGAC on an annual basis during the last quarter of each calendar year. The role of the Officers includes developing draft agendas, chairing the TSGAC and Workgroup discussions, working to resolve any impasses that may arise, preparing meeting summaries/minutes, assisting in the site selection of meetings and the circulation of background materials as well as other materials the TSGAC develops, and other functions the TSGAC requests. The Officers will represent positions of the full TSGAC.

The Chairperson and Vice Chairperson may serve multiple and consecutive terms.

If the Chairperson or Vice Chairperson is unable to continue to serve in that capacity for any reason, a new Officer shall be elected at the next scheduled TSGAC Quarterly Meeting by majority vote of the TSGAC to fulfill that term of office.

6. MEMBERSHIP

The TSGAC shall consist of a Primary and an Alternate representative from each of the Indian Health Service (IHS) regions that have a Self-Governance Tribe.

A. Membership Requirements

Primary and alternate representatives to the TSGAC shall be elected Tribal officials or their designee with written authority to represent their respective area.

B. Selection of Members

- 1) Self-Governance Tribes in each Area will establish a process to nominate two Tribal representatives to serve on the TSGAC (one Primary and one Alternate). At the Tribes' choice, the IHS Area Director may help facilitate the nomination process.
- 2) The TSGAC Primary and Alternate members should not be from the same Tribe unless there are no other Self-Governance Tribes or no other nominees from Self-Governance Tribes in the Area.
- 3) Nominations to the Committee shall be made in the form of written notification to the Chairperson of the TSGAC.
- 4) The name(s) of the nominated individual(s) shall be advanced to the TSGAC Chairperson c/o SGCE, P.O. Box 1734, McAlester, OK 74501 20036-5303.
- 5) The Primary and Alternate nominees will be confirmed at the next scheduled TSGAC Quarterly Meeting.

C. Proxy

- 1) Temporary Proxy: In the event that neither the Primary nor Alternate member is available to attend a regular TSGAC Quarterly Meeting, a written proxy is required on a meeting-by-meeting basis for a temporary designee to represent the region.
- 2) Formal Proxy:
 - a) Tribal officials may formally designate an individual to serve as their proxy by written notification to the TSGAC Chairperson.
 - b) The proxy can continue to serve in this capacity, as long as, the proxy has not missed more than three consecutive meetings.
 - c) These designees must be renewed on an annual basis.

D. Term of Membership

- 1) TSGAC Primary and Alternate Committee members shall serve three year terms.
- 2) TSGAC Committee members may serve multiple and consecutive terms.
- 3) If a confirmed TSGAC member misses three consecutive Quarterly Meetings of the TSGAC, said member shall be removed from the TSGAC and notified in writing of their removal by the TSGAC Chairperson.

- 4) If a confirmed TSGAC member cannot fulfill his or her term of service, for any reason, a new member shall be nominated to complete the current term and selected as identified under Selection of Members.
- 5) The nominee will be confirmed by the TSGAC at the next scheduled TSGAC Quarterly Meeting.

E. Oklahoma Membership

Although there is only one Area Office for the Oklahoma Area within IHS, there are two Regional Bureau of Indian Affairs Offices covering the same geographic area. In order to reflect the diversity in Oklahoma and maintain consistency between the Department of Interior's Self-Governance Advisory Committee and TSGAC, TSGAC will recognize two Primary and two Alternate members from Oklahoma selected as identified under Section 7B. *Selection of Members.*

7. TECHNICAL WORKGROUP

A. Membership

The Primary and Alternate TSGAC members from each area will select up to two persons to serve as Official Members of the TSGAC Technical Workgroup.

- 1) The two persons should not be from the same Tribe unless there are no other Self-Governance Tribes from in the Region.
- 2) If a confirmed Technical Workgroup Member misses three consecutive Quarterly Meetings of the TSGAC, this will be cause for removal from the Technical Workgroup and will be notified in writing of their removal by the TSGAC Chairperson.
- 3) If a confirmed Technical Workgroup Member cannot fulfill his or her responsibilities, TSGAC Primary and Alternate Members from that region will be asked to identify a replacement.
- 4) If there are no other replacements from that area, the TSGAC Primary and Alternate Members will:
 - a) Recommend someone to fill the Technical Workgroup Member vacancy;
 - or
 - b) Approve someone from the expert resource pool until a replacement is identified.

B. Activities and Roles of the Technical Workgroup

Official Members of the Technical Workgroup shall:

- 1) Attend the TSGAC Quarterly Meetings and provide input as subject matter experts on issues addressed by the TSGAC. The Technical Workgroup shall advise and recommend to the TSGAC.
- 2) Convene meetings immediately following the TSGAC Quarterly Meetings to discuss issues and directives assigned to the Technical Workgroup from the TSGAC.
- 3) As directed by the TSGAC, assume authority and responsibility for specific tasks, such as, drafting summaries, letters, emails or other correspondence, perform research, analyze issues, develop recommendations and draft workgroup reports that address issues raised at the TSGAC Quarterly Meetings.
- 4) Actively participate and contribute in Technical Workgroup activities and assignments necessary to assist in the planning of the agendas and developing work products in preparation for TSGAC Quarterly Meetings, the Annual Self-Governance Conference and Annual Tribal Strategy Session.
- 5) Represent the TSGAC in forums absent of Self-Governance representation as designated by the Chairperson or the TSGAC.

C. Co-Chairs

- 1) Tribal Co-Chair
On an annual basis, the TSGAC shall appoint a Technical Workgroup Member to serve as the Tribal Co-Chair of the Technical Workgroup during the last quarter of each calendar year.
- 2) Federal Co-Chair
On an annual basis, the Office of Tribal Self-Governance shall appoint a Federal Co-Chair to serve on the Technical Workgroup during the last quarter of the calendar year.

D. Technical Workgroup Meetings

Technical Workgroup meetings are open and other Tribal and technical resource representatives may participate in meetings.

E. Oklahoma Membership

In order to reflect the diversity in Oklahoma and maintain consistency between the Department of Interior's Self-Governance Advisory Committee and TSGAC, TSGAC will recognize a total of four technical workgroup members from Oklahoma selected as defined under Section 7A. *Membership*.

8. REIMBURSEMENT

Funds will be provided to TSGAC to reimburse Government Services Administration (GSA) approved travel and per diem expenses of the official TSGAC members and Official Technical Workgroup Members.

At the designation and approval of the TSGAC Chairperson, TSGAC Official and Tribal Technical members will be reimbursed for travel and per diem expenses to represent the TSGAC at meetings other than the TSGAC Quarterly meetings.

Other Tribal and Technical Representatives who are not official members or designees may attend meetings at their own expense.

9. CONFLICTS OF INTEREST

The members of the TSGAC will speak on issues for the general benefit of Self-Governance Tribes. TSGAC members will not present proposals that will create an unfair advantage for one particular agency, Tribe or region over another.

10. AMENDMENTS

The TSGAC reserves the right to amend the protocols as needed to reflect the changing representation of Self-Governance Tribes.

11. HOLD HARMLESS

Nothing in these protocols establishes a right to legal action against the TSGAC, the Indian Health Service, any Tribe with representation on the TSGAC, or Official Technical Workgroup Member.

ATTESTED:

These Organizational Protocols are adopted by the Tribal Self-Governance Advisory Committee on July 10, 1996, by consensus with no objection.

These Organizational Protocols are further amended by the Tribal Self-Governance Advisory Committee on July 12, 2006, by consensus with no objection.

These Organizational Protocols are further amended by the Tribal Self-Governance Advisory Committee on July 19, 2010, by consensus with no objection.

These Organizational Protocols are further amended by the Tribal Self-Governance Advisory Committee on July 30, 2014, by consensus with no objection.

Marilynn Malerba
TSGAC Chair
Chief, The Mohegan Tribe

W. Ron Allen
TSGAC Vice Chair
Chairman/CEO, Jamestown S’Klallam Tribe

Approve nomination of Debra Danforth to National Institutes of Health (NIH) Tribal Advisory Committee

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve nomination of Debra Danforth to the National Institutes of Health (NIH) Tribal Advisory Committee

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Debra Danforth, Comprehensive Health Division Director

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 checked="" 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: Melinda J. Danforth, Intergovernmental Affairs Director

Primary Requestor: Brandon Wisneski, Self-Governance Manager

Memorandum

To: Oneida Business Committee
From: Brandon Wisneski, Self-Governance Manager
Date: November 13, 2024
Re: Nomination of Debra Danforth to National Institutes of Health (NIH) Tribal Advisory Committee

The National Institutes of Health (NIH), a part of the U.S. Department of Health and Human Services, is the nation's medical research agency — making important discoveries that improve health and save lives. The NIH Tribal Advisory Committee (TAC) serves as an advisory body to the NIH, helping to ensure that Tribes and AI/AN (American Indian/Alaska Native) people have meaningful and timely input in the development of relevant NIH policies, programs, and priorities.

The TAC supports, but does not supplant, other government-to-government consultation activities that the NIH undertakes. Tribal representatives and NIH staff exchange information about NIH research policies, programs, priorities, and other activities that affect AI/AN populations. As an advisory committee, the NIH TAC provides recommendations on these matters to the NIH and the NIH Director, including advice on the NIH tribal consultation process.

Debra Danforth currently serves as an at-large delegate to the NIH Tribal Advisory Committee, with a term expiring December 2024.

Recommended Action:

Approve Nomination of Debra Danforth to the National Institutes of Health Tribal Advisory Committee



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



November ##, 2024

submitted electronically to NIHTribalCommittee@od.nih.gov

Karina Walters, Ph.D., Director
Tribal Health Research Office
Office of the Director, NIH
1 Center Drive
Building 1, Room 260
Bethesda, Maryland 20892

RE: Nomination of Debra Danforth to the NIH Tribal Advisory Committee

Dear Dr. Walters,

On behalf of the Oneida Nation (“the Nation”), this letter is to nominate Debra Danforth, Oneida Nation Comprehensive Health Division Director, to serve another term as a delegate for the At Large Position on the National Institutes of Health (NIH) National Tribal Advisory Committee (TAC).

I hereby affirm her status as an employee who is designated to act on behalf of the Oneida Nation.

As a delegate on the NIH TAC, Debra Danforth will be acting in her official capacity as an employee of the Oneida Nation. She has the authority to act on behalf of the Nation and is qualified to represent the views of the Tribes in the area from which she is nominated.

Attached you will find the delegate’s resume/CV and a letter of intent.

The contact information for Debra Danforth is:

Debra Danforth RN, BSN
Oneida Comprehensive Health Division Director Operations
Oneida Nation
PO Box 365 Oneida, WI 54155
Ddanfort@oneidanation.org
920-869-2711 Ext. 4807

If you have any questions, please contact Brandon Wisneski, Self-Governance Manager, at bwisnesk@oneidanation.org.

Sincerely,

ONEIDA NATION

Tehassi tasi Hill, Chairman



Tribal Health Research Office > Charter

Purpose

The National Institutes of Health (NIH) Tribal Advisory Committee (TAC) serves as an advisory body to the NIH, helping to ensure that Tribes and AI/AN (American Indian/Alaska Native) people have meaningful and timely input in the development of relevant NIH policies, programs, and priorities. The TAC supports, but does not supplant, other government-to-government consultation activities that the NIH undertakes. Tribal representatives and NIH staff exchange information about NIH research policies, programs, priorities, and other activities that affect AI/AN populations. As an advisory committee, the NIH TAC provides recommendations on these matters to the NIH and the NIH Director, including advice on the NIH tribal consultation process.

Authority

Pursuant to Presidential Executive Order No. 13175, November 6, 2000, and the Presidential memoranda of September 23, 2004, and November 5, 2009, the United States Department of Health and Human Services (HHS) adopted a Tribal Consultation Policy that applies to all HHS operating and staff divisions, including the NIH. The HHS Tribal Consultation Policy directs divisions to establish a process to ensure accountable, meaningful, and timely input by Tribal officials in the development of policies that have Tribal implications.

Consistent with the HHS Tribal Consultation Policy, the NIH established the NIH TAC as one method of enhancing communications with Tribes. The TAC Charter complies with an exemption within the “Unfunded Mandates Reform Act” (P.L. 104-4) to the Federal Advisory Committee Act (FACA) that promotes the free communication between the Federal Government and Tribal governments. Pursuant to this exemption, the NIH TAC facilitates the exchange of views, information, or advice between Federal officials and elected officers of tribal governments (or their designated employees with authority to act on their behalf) acting in their official capacities.

It is the NIH policy that before any action is taken that will significantly affect Indian Tribes that, to the extent practicable and permitted by law, consultation with Indian Tribes will occur. Such actions refer to policies that:

1. Have Tribal implications, and
2. Have substantial direct effects on one or more Indian Tribes, or
3. On the relationship between the Federal Government and Indian Tribes, or
4. On the distribution of power and responsibilities between the Federal Government and Indian Tribes.

Committee Activities

It is important for the NIH TAC to build relationships with AI/AN populations by performing the following, with respect for each sovereign nation’s cultural/traditional values:

- Propose clarifications and other recommendations, and solutions to address issues raised at Tribal, regional, and national levels;
- Serve as a forum for Tribes and NIH to discuss proposals for changes to NIH policies, regulations, and procedures, including research priorities.
- Explore opportunities for participation in other NIH committees and/or working groups;
- Respond to NIH on cultural and technical issues regarding grants and contract policies and their impact on Tribes; and
- Raise pertinent issues to the attention of Tribal leaders. This information can be shared and disseminated in various national, regional/area tribal forums, to facilitate timely feedback, and to share information regarding listening sessions, town halls, and Tribal consultations.

Committee Composition

The NIH TAC is composed of 17 primary members (and alternates). Membership includes representation from each of the twelve geographic Areas served by the Indian Health Service (IHS). These Areas currently include the following: Alaska, Albuquerque, Bemidji, Billings, California, Great Plains, Nashville, Navajo, Oklahoma, Phoenix, Portland, and Tucson. In addition, to achieve the broadest coverage of NIH-related national perspectives and views, the TAC includes one representative (and designated alternate) for each of the five National At-Large Members (NALMs) positions. No more than one NALM representative from each region may serve on the committee at any time. A designated alternate may participate in NIH TAC meetings on behalf of the primary member when that member cannot attend. If the designated alternate is also not available, the primary member is permitted to designate a second alternate in writing prior to the NIH TAC meeting.

Selection Process

NIH encourages members who have experience or interest relevant to research in general and/or NIH activities. Nominations for the TAC primary member and alternate from each of the twelve Area Offices of the IHS are submitted to NIH's Office of the Director via an official letter from the Tribe or a Tribal resolution. NIH staff select and finalize the body of members based on the submitted curriculum vitae and letter(s) of support from regional Tribal organizations.

Each Area representative should be an elected official or a representative who is designated to act on the behalf of a Tribal leader and is qualified to represent the views of the Indian Tribes in the area for which the member is being nominated. Similarly, a NALM should be an elected official or eligible designated representative who is qualified to and has authority to represent the views of Tribes from a national, collective perspective.

Nominations are considered for selection in the priority order listed below:

1. Tribal President/Chairperson/Governor
2. Tribal Vice-President/Vice-Chairperson/Lt. Governor
3. Elected or Appointed Tribal Official
4. Designated Tribal Official

Leadership

Chair

A Chair is selected by and from the TAC members for a one calendar-year term of service. The Chair will be an elected or appointed tribal leader. The number of terms is not limited.

Co-Chair

The Co-Chair is selected by and from the TAC members for a one calendar-year term of service. The Co-Chair will be an elected or appointed tribal leader. The number of terms is not limited.

Executive Secretary

The Designated Federal Official/Executive Secretary serves as the lead point of contact for the TAC. In addition, this individual provides programmatic guidance, technical assistance, and administrative support. Unless otherwise designated by the NIH, the Designated Federal Official/Executive Secretary will be Director of the NIH Tribal Health Research Office.

Re-election

The Chair and Co-Chair may be re-elected by the TAC for a one calendar-year term. Elections are held annually, at which time the seated membership of the TAC shall call for nominations for an election. TAC members may reconfirm the Chair/Co-Chair or vote on a new Chair/Co-Chair.

Period of Service

Terms for the TAC are two calendar years and are staggered. The NIH initially used a lottery method to assign one-year terms to half of the Area representatives and two of the NALMs initially appointed to the TAC and two-year terms to the remaining half of the Area representatives and three of the NALMs. A member may serve successive, consecutive terms if nominated again when the member's term expires.

Vacancy

When a vacancy occurs, the Executive Secretary of the TAC notifies the Indian Tribes in the respective area and ask them to nominate a replacement. Tribal leaders provide to the NIH the name and contact information of the new nominee in writing and within forty-five (45) days after the NIH is notified of a vacancy. In the event the NIH receives no nominations, the NIH, through the HHS Office of Intergovernmental and External Affairs, shall seek a new appointee. The designated alternate may attend meetings until the vacancy is officially filled.

Removal

If a member or the member's designated alternate does not participate in a meeting or teleconference (when meant as an official meeting) on four successive occasions, the Executive Secretary of the TAC will notify Indian Tribes in the respective area and ask them to nominate a replacement. The NIH may also request removal if a designated member fails to meet the requirements for TAC membership (e.g., loss of election).

Interim Representative

When there is a vacancy in a member's position (due to removal or for other reasons) for which a designated alternate is currently serving, the Executive Secretary will notify the designated alternate and request that the alternate perform the duties

of the TAC member to the extent the designated alternate would be eligible to serve as a member on the TAC. The criteria and process for selecting a replacement following a vacancy or removal will follow the Selection Process described above. The designated alternate will serve the remainder of the unexpired term of the original member and if nominated again may serve successive, consecutive terms.

Technical Advisor

Each TAC member is allowed to bring one technical advisor to the meeting to assist in the performance of the member's duties and responsibilities as a member of the TAC. The advisor's role is limited to assisting the member, and the advisor cannot participate in the TAC meetings unless the primary member has designated the advisor to act on behalf of the member at the meeting. Ideally, advisors have expertise in health research and/or experience and knowledge of the NIH to fulfill their responsibility of advising the TAC member with respect to NIH policies, programs, priorities, and other activities. TAC members or their respective Tribes submit the name, curriculum vitae, resume, and/or credentials of the proposed technical advisor to the NIH.

Meetings

The NIH seeks to convene two face-to-face TAC meetings on a fiscal year basis, depending on the availability of funds. An NIH official serves as Designated Federal Officer; this person develops a Rules of Order document with the TAC, sets meeting agendas, and attends all TAC meetings. The NIH convenes TAC conference calls as needed and additional meetings may be scheduled depending on need and availability of funds. Pursuant to Section 204 (b) of the Unfunded Mandates Reform Act (2 U.S.C. §1534 (b)), members of the public may be present at committee meetings, i.e., in the audience as observers, but since members of the public are not allowed on the committee, they may not participate in any committee discussions or any other committee business during meetings.

Voting

The NIH TAC operates by consensus and when a consensus cannot be reached, the NIH TAC votes to resolve any differences. Each NIH TAC member (or designated alternate) is allowed one vote.

Quorum

A quorum is established with 50 percent plus one of the filled TAC seats. In the event the NIH TAC is not able to establish a quorum for a meeting, then the Chairperson and Co-Chair in their discretion can arrange to poll members via conference call or another manner. Informational sessions may occur in the absence of a quorum.

Expenses

Each primary TAC member (or the designated alternate, if the primary member is unable to attend) who is not a Federal employee will have travel expenses paid by the NIH for the two face-to-face TAC meetings in accordance with Standard Government Travel Regulations (e.g., two week minimum advance airline reservations, unless prior approval otherwise). The NIH will also pay the travel expenses of the TAC member's technical advisor (who is not a Federal employee) to attend the two face-to-face TAC meetings.

Reports

NIH's Tribal Health Research Office in the Division of Program Coordination, Planning, and Strategic Initiatives ensures that reports of all NIH TAC meetings and recommended actions are made available to NIH leadership. The Office posts minutes and reports to the NIH website and is responsible for archiving all NIH TAC documentation.

Meeting Logistics

The Tribal Health Research Office provides meeting coordination for all NIH TAC meetings.

Termination Date

This NIH TAC charter is in effect as long as the NIH Tribal Consultation Guidance on the Implementation of the HHS Tribal Consultation Policy is in effect, and the charter may be amended as needed.

This page last reviewed on September 13, 2018

Division of Program Coordination, Planning, and Strategic Initiatives • National Institutes of Health • Bethesda, Maryland 20892
NIH...*Turning Discovery Into Health*[®]

Approve the Oneida Business Committee Standard Operating Procedures entitled Complaints Process fo

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: Proprietary - trade secrets/commercial/financial

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: SOP

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



Memorandum

To: Oneida Business Committee

From: Lisa Liggins, Secretary

Date: November 5, 2024

Re: OBC SOP - Complaint Process for Direct Reports to the Oneida Business Committee

Background

The Oneida Business Committee reviewed the attached draft Standard Operating Procedures at the October 2024 BC work session and agreed they should be submitted for formal approval.

This SOP provides the procedure for managing complaints for Direct Reports to the Oneida Business Committee; this SOP has been in place for a number of years and is being updated to reflect current practices.

After BC action, the approved SOP will be sent to HRD for final review as it is personnel related.

Requested Action

1. Approve the Oneida Business Committee Standard Operating Procedure entitled Complaint Process for Direct Reports to the Oneida Business Committee

ONEIDA NATION	TITLE: Complaint Process for Direct Reports to the Oneida Business Committee	ORIGINATION DATE: 11/26/2012 REVISION DATE: 11/13/2024 EFFECTIVE DATE: Upon HRD review
DIVISION: Non-Divisional	APPROVED BY: <i>Oneida Business Committee</i> See attached OBC Meeting Minutes	DATE:
DEPARTMENT: Oneida Business Committee	REVIEWED BY: <i>HRD</i>	DATE:
REVISED: Kristine Hill, Government Operations Manager		PAGE NO: 1 of 4

1.0 PURPOSE

- 1.1 To create a standardized process for handling complaints for employees who are direct reports to the Oneida Business Committee (OBC) in alignment with the Oneida Personnel Policies and Procedures.

2.0 DEFINITIONS

- 2.1 Direct Reports: means an employee of the Oneida Nation who reports directly to the OBC as defined by resolution.¹
- 2.2 Government Operations Manager: means the position that is the liaison from the OBC to the Human Resources Department; this position is part of the Professional Support Staff housed in the Government Administrative Office.
- 2.3 Master File: means the digital location all materials related to the complaint are stored for reference and record keeping.
- 2.4 OBC Officers: means the Chairperson, Vice-Chairperson, Treasurer, and Secretary.
- 2.5 OBC Officers Session: means the monthly sessions for discussion of personnel related matters.

¹ Most recent resolution is resolution # DD-MM-YY-% Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

3.0 WORK STANDARDS

- 3.1 The OBC Officers may authorize a designee, or multiple designees if needed due to recusal of OBC Officers from an investigation.
 - 3.1.1 If designee(s) are required, the Government Operations Manager submits documentation of the determination to the Master File.
- 3.2 The OBC Officers will make every attempt to conclude the investigation within thirty (30) calendar days of receipt.
- 3.3 The Government Operations Manager may schedule special OBC Officers Session(s) to ensure complaints are addressed in a timely manner.

4.0 PROCEDURES

Receiving a Complaint

- 4.1 All complaints must be in a written format, such as a letter or e-mail, and addressed to the OBC Officers.
- 4.2 All complaints must be delivered to the Government Operations Manager for processing immediately.
- 4.3 Within two (2) business days, the Government Operations Manager will:
 - 4.3.1 Date stamp each page of the complaint.
 - 4.3.2 Mark each page of the complaint “Confidential”.
 - 4.3.3 Submit a copy of the complaint to each member of the OBC
 - 4.3.4 Create a Master File.
 - 4.3.5 Submit the complaint to the Master File.
- 4.4 The Government Operations Manager adds the complaint to the next OBC Officers Session agenda for the OBC Officers to review the complaint and to determine if the complaint has merit.
- 4.5 The Government Operations Manager contacts the complainant and provide them with a date and time to meet with the OBC Officers to discuss their complaint.

Determining Merit

- 4.6 If the complaint is determined to have merit:
 - 4.6.1 The Government Operations Manager will submit documentation of the determination to the Master File.
 - 4.6.2 The OBC Officers assign no less than two (2) OBC Officers to a Sub-team to investigate the complaint.
 - 4.6.3 Within two (2) business days of the determination, the Government Operations Manager:

- 4.6.3.1 Provides the complainant with written notice that the complaint is under investigation.
- 4.6.3.2 Submits a copy of the written notice to the Master File.
- 4.6.4 Refer to 4.8.
- 4.7 If the complaint is determined to have no merit:
 - 4.7.1 The Government Operations Manager submits documentation of the determination to the Master File.
 - 4.7.2 Within two (2) business days of the determination, the Government Operations Manager:
 - 4.7.2.1 Provides the complainant with written response indicating the complaint is closed.
 - 4.7.2.2 Submits a copy of the written response to the Master File.
 - 4.7.3 The complaint is closed.

Investigating a Complaint

- 4.8 The Government Operations Manager will facilitate the investigate process using the Complaint Investigation Checklist.
- 4.9 The Sub-team will investigate the complaint.:
 - 4.9.1 Review the complaint to gain a background on the issue(s) presented.
 - 4.9.2 Determine what relevant information is still needed, if any, relating to the complaint.
 - 4.9.3 Initiate the investigation.
 - 4.9.4 Develop and agree to a list of questions which must be answered.
 - 4.9.5 Develop a list of people, including the complainant, to interview.
- 4.10 Upon the conclusion of the investigation, the Sub-team will submit a written report to the next OBC Officers Session. The written report will include:
 - 4.10.1 a summary of the complaint,
 - 4.10.2 investigation methodology,
 - 4.10.3 results of the investigation, and
 - 4.10.4 recommended action(s).
- 4.11 The Government Operations Manager submits the written report to the Master File.
- 4.12 The OBC Officers review the written report and finalize recommended action(s).
 - 4.12.1 The OBC Officers may, by majority:
 - 4.12.1.1 support the recommended action(s); or
 - 4.12.1.2 modify the recommended action(s).
 - 4.12.2 When appropriate, refer to OBC SOP entitled “Disciplinary Process for Direct Reports to the Business Committee”.
 - 4.12.3 Upon finalizing the recommended action(s), the complaint is closed.

- 4.13 Within two (2) business days of the finalized actions, the Government Operations Manager:
 - 4.13.1 Provides the complainant with written response indicating the complaint is closed.
 - 4.13.2 Submits a copy of the written response to the Master File.
 - 4.13.3 Includes a summary of the OBC Officers finalized actions in the OBC Officers Session notes.

Duties and Responsibilities for Investigation

- 4.14 The Sub-team will:
 - 4.14.1 Conduct themselves in accordance with the approved complaint process and may work with the Government Operations Manager if additional assistance is required.
 - 4.14.2 Recuse themselves if a real or perceived conflict of interest exists in accordance with the Conflict of Interest Policy and the Code of Ethics Law.

5.0 RECORDS

- 5.1 Record Maintenance
 - 5.1.1 Complaint records are be maintained by the Government Operations Manager in the Master File.
 - 5.1.2 Records are be held in accordance with the Open Records and Open Meetings Law.

6.0 REFERENCES

- 6.1 Personnel Policies & Procedures, Section V.D
- 6.2 Complaint Investigation Checklist
- 6.3 OBC SOP - Disciplinary Process for Direct Reports of the Business Committee



Memorandum

To: Oneida Business Committee

From: Lisa Liggins, Secretary

Date: November 5, 2024

Re: OBC SOP - Complaint Process for Direct Reports to the Oneida Business Committee

Background

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<i>DIVISION:</i> Non-Divisional	APPROVED BY: <i>Oneida Business Committee</i> See attached OBC Meeting Minutes	DATE:
<i>DEPARTMENT:</i> Oneida Business Committee	REVIEWED BY: <i>HRD</i>	DATE:
<i>REVISED:</i> Kristine Hill, Government Operations Manager		PAGE NO: 1 of 4

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- 2.4 OBC Officers: means the Chairperson, Vice-Chairperson, Treasurer, and Secretary.
- 2.5 OBC Officers Session: means the monthly sessions for discussion of personnel related matters.

¹ Most recent resolution is resolution # DD-MM-YY-% Setting Supervision and Management of Direct Reports to the Oneida Business Committee and Political Appointments

3.0 WORK STANDARDS

- 3.1 The OBC Officers may authorize a designee, or multiple designees if needed due to recusal of OBC Officers from an investigation.
 - 3.1.1 If designee(s) are required, the Government Operations Manager submits documentation of the determination to the Master File.
- 3.2 The OBC Officers will make every attempt to conclude the investigation within thirty (30) calendar days of receipt.
- 3.3 The Government Operations Manager may schedule special OBC Officers Session(s) to ensure complaints are addressed in a timely manner.

4.0 PROCEDURES

Receiving a Complaint

- 4.1 All complaints must be in a written format, such as a letter or e-mail, and addressed to the OBC Officers.
- 4.2 All complaints must be delivered to the Government Operations Manager for processing immediately.
- 4.3 Within two (2) business days, the Government Operations Manager will:
 - 4.3.1 Date stamp each page of the complaint.
 - 4.3.2 Mark each page of the complaint “Confidential”.
 - 4.3.3 Submit a copy of the complaint to each member of the OBC
 - 4.3.4 Create a Master File.
 - 4.3.5 Submit the complaint to the Master File.
- 4.4 The Government Operations Manager adds the complaint to the next OBC Officers Session agenda for the OBC Officers to review the complaint and to determine if the complaint has merit.
- 4.5 The Government Operations Manager contacts the complainant and provide them with a date and time to meet with the OBC Officers to discuss their complaint.

Determining Merit

- 4.6 If the complaint is determined to have merit:
 - 4.6.1 The Government Operations Manager will submit documentation of the determination to the Master File.
 - 4.6.2 The OBC Officers assign no less than two (2) OBC Officers to a Sub-team to investigate the complaint.
 - 4.6.3 Within two (2) business days of the determination, the Government Operations Manager:

- 4.6.3.1 Provides the complainant with written notice that the complaint is under investigation.
- 4.6.3.2 Submits a copy of the written notice to the Master File.
- 4.6.4 Refer to 4.8.
- 4.7 If the complaint is determined to have no merit:
 - 4.7.1 The Government Operations Manager submits documentation of the determination to the Master File.
 - 4.7.2 Within two (2) business days of the determination, the Government Operations Manager:
 - 4.7.2.1 Provides the complainant with written response indicating the complaint is closed.
 - 4.7.2.2 Submits a copy of the written response to the Master File.
 - 4.7.3 The complaint is closed.

Investigating a Complaint

- 4.8 The Government Operations Manager will facilitate the investigate process using the Complaint Investigation Checklist.
- 4.9 The Sub-team will investigate the complaint.:
 - 4.9.1 Review the complaint to gain a background on the issue(s) presented.
 - 4.9.2 Determine what relevant information is still needed, if any, relating to the complaint.
 - 4.9.3 Initiate the investigation.
 - 4.9.4 Develop and agree to a list of questions which must be answered.
 - 4.9.5 Develop a list of people, including the complainant, to interview.
- 4.10 Upon the conclusion of the investigation, the Sub-team will submit a written report to the next OBC Officers Session. The written report will include:
 - 4.10.1 a summary of the complaint,
 - 4.10.2 investigation methodology,
 - 4.10.3 results of the investigation, and
 - 4.10.4 recommended action(s).
- 4.11 The Government Operations Manager submits the written report to the Master File.
- 4.12 The OBC Officers review the written report and finalize recommended action(s).
 - 4.12.1 The OBC Officers may, by majority:
 - 4.12.1.1 support the recommended action(s); or
 - 4.12.1.2 modify the recommended action(s).
 - 4.12.2 When appropriate, refer to OBC SOP entitled “Disciplinary Process for Direct Reports to the Business Committee”.
 - 4.12.3 Upon finalizing the recommended action(s), the complaint is closed.

- 4.13 Within two (2) business days of the finalized actions, the Government Operations Manager:
 - 4.13.1 Provides the complainant with written response indicating the complaint is closed.
 - 4.13.2 Submits a copy of the written response to the Master File.
 - 4.13.3 Includes a summary of the OBC Officers finalized actions in the OBC Officers Session notes.

Duties and Responsibilities for Investigation

- 4.14 The Sub-team will:
 - 4.14.1 Conduct themselves in accordance with the approved complaint process and may work with the Government Operations Manager if additional assistance is required.
 - 4.14.2 Recuse themselves if a real or perceived conflict of interest exists in accordance with the Conflict of Interest Policy and the Code of Ethics Law.

5.0 RECORDS

- 5.1 Record Maintenance
 - 5.1.1 Complaint records are be maintained by the Government Operations Manager in the Master File.
 - 5.1.2 Records are be held in accordance with the Open Records and Open Meetings Law.

6.0 REFERENCES

- 6.1 Personnel Policies & Procedures, Section V.D
- 6.2 Complaint Investigation Checklist
- 6.3 OBC SOP - Disciplinary Process for Direct Reports of the Business Committee

Approve the Oneida Business Committee Standard Operating Procedure entitled Complaint Process for...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: [X] Open [] Executive - must qualify under §107.4-1.
Justification: Proprietary - trade secrets/commercial/financial

3. Supporting Documents:

- [] Bylaws [] Fiscal Impact Statement [] Presentation
[] Contract Document(s) [] Law [] Report
[X] 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
[X] Other: SOP

4. Budget Information:

- [] Budgeted [] Budgeted - Grant Funded [] Unbudgeted
[X] Not Applicable [] Other:

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor:

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



Memorandum

To: Oneida Business Committee

From: Lisa Liggins, Secretary

Date: November 5, 2024

Re: OBC SOP - Complaint Process for Direct Reports to Individual Oneida Business Committee Members

Background

The Oneida Business Committee reviewed the attached draft Standard Operating Procedures at the October 2024 BC work session and agreed they should be submitted for formal approval.

This SOP provides the procedure for managing complaints for Direct Reports to Individual Business Committee Members; for example, this SOP would apply to the Audit Manager who reports to the Audit Committee Chair and to the Chief Financial Officer who reports to the Treasurer.

After BC action, the approved SOP will be sent to HRD for final review as it is personnel related.

Requested Action

1. Approve the Oneida Business Committee Standard Operating Procedure entitled Complaint Process for Direct Reports to Individual Oneida Business Committee Members

ONEIDA NATION	TITLE: Complaint Process for Direct Reports to Individual Oneida Business Committee Members	ORIGINATION DATE: 11/13/2024 REVISION DATE: n/a EFFECTIVE DATE: Upon HRD review
<i>DIVISION:</i> Non-Divisional	APPROVED BY: <i>Oneida Business Committee</i> See attached OBC Meeting Minutes	DATE: 11/13/2024
<i>DEPARTMENT:</i> Oneida Business Committee	REVIEWED BY: <i>HRD</i>	DATE:
<i>AUTHORED:</i> Kristine Hill, Government Operations Manager		PAGE NO: 1 of 3

1.0 PURPOSE

- 1.1 To create a standardized process for handling complaints for employees who report directly to an individual Oneida Business Committee (OBC) member in alignment with the Oneida Personnel Policies and Procedures.

2.0 DEFINITIONS

- 2.1 Government Operations Manager: means the position that is the liaison from the OBC to the Human Resources Department; this position is part of the Professional Support Staff housed in the Government Administrative Office.

3.0 WORK STANDARDS

- 3.1 The OBC member will make every attempt to conclude the investigation within thirty (30) calendar days of receipt.
- 3.2 The Government Operations Manager is available to assist an OBC member with the complaint process upon request.

4.0 PROCEDURES

Receiving a Complaint

- 4.1 All complaints must be in a written format, such as a letter or e-mail, and addressed to the OBC member.
- 4.2 Within two (2) business days of receipt, the OBC members will:
 - 4.2.1 Date stamp each page of the complaint.
 - 4.2.2 Mark each page of the complaint “Confidential”.
 - 4.2.3 Create a complaint file.
 - 4.2.4 Save the complaint to the complaint file.
- 4.3 The OBC member will discuss the complaint with the complainant.

Determining Merit

- 4.4 The OBC member will determine if the complaint has merit.
- 4.5 If the complaint is determined to have merit, within two (2) business days of the determination the OBC member:
 - 4.5.1 Provides the complainant with written notice that the complaint is under investigation.
 - 4.5.2 Submits a copy of the written notice to the complaint file.
 - 4.5.3 Refer to 4.7.
- 4.6 If the complaint is determined to have no merit, within two (2) business days of the determination the OBC member:
 - 4.6.1 Provides the complainant with written response indicating the complaint is closed.
 - 4.6.2 Submits a copy of the written response to the complaint file.
 - 4.6.3 The complaint is closed.

Investigating a Complaint

- 4.7 The OBC member investigates the complaint.
 - 4.7.1 The OBC members may utilize the Complaint Investigation Checklist as a guide.
- 4.8 Upon the conclusion of the investigation, the OBC member saves documentation of their decision to the complaint file. Decision may include a summary of the complaint, investigation methodology, and outcome of the investigation.
 - 4.8.1 When appropriate, the OBC member may refer to Personnel Policies & Procedures, Section V.D.

- 4.9 Within two (2) business days of complaint closure, the OBC member:
 - 4.9.1 Provides the complainant with written response indicating the complaint is closed.
 - 4.9.2 Submits a copy of the written response to the compliant file.

5.0 RECORDS

- 5.1 Record Maintenance
 - 5.1.1 The OBC member will maintain complaint records to comply with the Nation's Personnel Policies and Procedures
 - 5.1.2 Records are be held in accordance with the Open Records and Open Meetings Law.

6.0 REFERENCES

- 6.1 Personnel Policies & Procedures, Section V.D
- 6.2 Complaint Investigation Checklist

Approve the CY-2025 vacancy postings for Boards, Committees, Commissions, Tribally Chartered...

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, Boards, Committees, and Commissions Supervisor on behalf of Secretary, Lisa Liggins 

DATE: November 5, 2024

RE: Board, Committee, Commission, Tribally Chartered Entities, and Standing Committee Vacancies

Background

The purpose of this request is to approve the postings for the CY-2025 vacancies on the boards, committees, commissions, tribally chartered entities, and standing committees.

According to section 105.6-4 of the Boards, Committees, and Commissions law “the Secretary shall request and receive approval from the Oneida Business Committee to post the notice of vacancy.”

This listing applies to appointed positions only and does not include any unknown vacancies (ex. resignations) that may occur throughout the year.

Action requested:

Approve the calendar year 2025 vacancy postings for Boards, Committees, Commissions, Tribally Chartered Entities, and Standing Committees.



Annual BCCs Upcoming Vacancies

Upcoming vacancies for: 2025

End Term Date	Full Name	BCC Name
Mar 31, 2025	SKENANDORE JR., JAMES R	Audit Committee
Mar 31, 2025	ESCAMEA, CARMELITA J	Oneida Community Library Board
Mar 31, 2025	KLIMMEK, CHRISTINE	Oneida Nation Arts Board
Mar 31, 2025	SKENANDORE, PETER J	Oneida Nation Arts Board
Mar 31, 2025	MUSCAVITCH, FREDERICK H	Oneida Nation Arts Board
Mar 31, 2025	COLEMAN, MICHAEL A	Southeastern Wisconsin Tribal Services Advisory Board
Mar 31, 2025	NINHAM, LLOYD D	Southeastern Wisconsin Tribal Services Advisory Board
Jun 30, 2025	ZALIM, JACQUELYN R	Oneida ESC Corporation LLC
Jun 30, 2025	METOXEN, MELISSA F	Oneida Youth Leadership Institute Board
Jun 30, 2025	ELLIS, MARGARET R	Oneida Youth Leadership Institute Board
Jul 31, 2025	SAUER, WILLIAM M	Oneida Police Commission
Jul 31, 2025	VANDENLANGENBERG, BRENDA L	Anna John Resident Centered Care Community Board
Dec 31, 2025	9 MEMBERS	Oneida Election Board - Ad Hoc Committee
Dec 31, 2025	WEBSTER, DALE A	Oneida Nation Veterans Affairs Committee
Dec 31, 2025	BREUNINGER, JOHN L	Oneida Nation Veterans Affairs Committee
Dec 31, 2025	CORNELIUS, GERALD B	Oneida Nation Veterans Affairs Committee

Page: 1 of 1

Approve the 2025 Oneida Business Committee meeting, reporting, and standing schedules

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

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 checked="" type="checkbox"/> Other: supporting schedules | | |

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



Memorandum

TO: Oneida Business Committee

FROM: Aliskwet Ellis, Senior Information Management Specialist

DATE: November 7, 2024

RE: 2025 OBC Standing Schedule

Purpose:

The attached schedules are being presented to the Business Committee in accordance with the Oneida Business Committee Meetings Law:

§117.6-1. *Annual Schedule.* The Oneida Nation Secretary shall present, on or around October of each year, a proposed schedule for regular meetings of the Oneida Business Committee for approval by the Oneida Business Committee.

§117.6-2. *Reporting Schedule.* The Oneida Nation Secretary shall present, on or around October of each year, a proposed schedule for presentation of reports by entities at regular meetings of the Oneida Business Committee for approval by the Oneida Business Committee.

Background:

The schedule was presented at the November 7, 2024, BC Work Session and was agreed upon consensus to forward to the November 13, 2024, regular BC meeting for formal approval.

Requested Action:

Approve the 2025 OBC meeting, reporting, and standing schedule

2025 regular & executive session OBC Meeting Schedule

Regular & Executive Meeting Date ¹	Agenda Request Due Date:
Tues. Jan 7 Exec Wed. Jan 8 Reg	Tues. Dec 31
Tues. Jan 21 Exec Wed. Jan 22 Reg	Tues. Jan 14
Tues. Feb 11 Exec Wed. Feb 12 Reg	Tues. Feb 4
Tues. Feb 25 Exec Wed. Feb 26 Reg	Tues. Feb 18
Tues. Mar 11 Exec Wed. Mar 12 Reg	Tues. Mar 4
Tues. Mar 25 Exec Wed. Mar 26 Reg	Tues. Mar 18
Tues. Apr 8 Exec Wed. Apr 9 Reg	Tues. Apr 1
Tues. Apr 22 Exec Wed. Apr 23 Reg	Tues. Apr 15
Tues. May 13 Exec Wed. May 14 Reg	Tues. May 6
Tues. May 27 Exec Wed. May 28 Reg	Tues. May 20
Tues. Jun 10 Exec Wed. Jun 11 Reg	Tues. Jun 3
Tues. June 24 Exec Wed. Jun 25 Reg	Tues. Jun 17
Tues. Jul 8 Exec Wed. Jul 9 Reg	Tues. Jul 1
Tues. Jul 22 Exec Wed. Jul 23 Reg	Tues. Jul 15
Tues. Aug 12 Exec Wed. Aug 13 Reg	Tues. Aug 5
Tues. Aug 26 Exec Wed. Aug 27 Reg	Tues. Aug 19
Tues. Sep 9 Exec Wed. Sep 10 Reg	Tues. Sep 2

¹ Schedule has be set in accordance with BC resolution 11-13-24-[x]

2025 regular & executive session OBC Meeting Schedule

Tues. Sep 23 Exec Wed. Sep 24 Reg	Tues. Sep 16
Tues. Oct 7 Exec Wed. Oct 8 Reg	Tues. Sep 30
Tues. Oct 21 Exec Wed. Oct 22 Reg	Tues. Oct 14
Wed. Nov 12 Reg*	Tues. Nov 4
Tues. Dec 9 Exec Wed. Dec 10 Reg	Tues. Dec 2

*Due to a holiday Executive Session will be on the Wednesday of the meeting

OBC Work Session Schedule - CY 2025

<u># of Mtgs</u>	<u>Deadline Date</u>	<u>Packet Publish Date</u>	<u>Meeting Day</u>	<u>Meeting Date</u>
1	12/26/2024	12/30/2024	Thursday	1/2/2025
2	1/30/2025	2/3/2025	Thursday	2/6/2025
3	2/27/2025	3/3/2025	Thursday	3/6/2025
4	3/27/2025	3/31/2025	Thursday	4/3/2025
5	4/24/2025	4/28/2025	Thursday	5/1/2025
6	5/29/2025	6/2/2025	Thursday	6/5/2025
7	6/26/2025	6/30/2025	Thursday	7/3/2025
8	7/31/2025	8/4/2025	Thursday	8/7/2025
9	8/28/2025	9/2/2025	Thursday	9/4/2025
10	9/25/2025	9/29/2025	Thursday	10/2/2025
11	10/30/2025	11/3/2025	Thursday	11/6/2025
12	11/26/2025	12/1/2025	Thursday	12/4/2025

Nation Building Schedule - CY 2025

<u># of Mtgs</u>	<u>Deadline Date</u>	<u>Packet Publish Date</u>	<u>Meeting Day</u>	<u>Meeting Date</u>
1	2/13/2025	2/17/2025	Thursday	2/20/2025
2	4/10/2025	4/14/2025	Thursday	4/17/2025
3	6/12/2025	6/16/2025	Thursday	6/19/2025
4	8/15/2025	8/18/2025	Thursday	8/21/2025
5	10/9/2025	10/13/2025	Thursday	10/16/2025
6	12/11/2025	12/15/2025	Thursday	12/18/2025

OBC Officers Session Schedule - CY 2025: Approved August 7, 2024

# of Mtgs	Deadline Dates	Packet	Publish	Meeting Day	Meeting Date
		Dates			
1	No January Meeting - Per 08/07/2024 Officers' Meeting				1/2/2025
2	1/28/2025	1/31/2025		Wednesday	2/5/2025
3	2/25/2025	2/28/2025		Wednesday	3/5/2025
4	3/25/2025	3/28/2025		Wednesday	4/2/2025
5	4/29/2025	5/2/2025		Wednesday	5/7/2025
6	5/27/2025	5/30/2025		Wednesday	6/4/2025
7	6/24/2025	6/27/2025		Wednesday	7/2/2025
8	7/29/2025	8/1/2025		Wednesday	8/6/2025
9	8/26/2025	8/29/2025		Wednesday	9/3/2025
10	9/23/2025	9/26/2025		Wednesday	10/1/2025
11	10/28/2025	10/31/2025		Wednesday	11/5/2025
12	11/25/2025	11/28/2025		Wednesday	12/3/2025

BCC's and OBC Standing Committees 2025 Reporting Schedule

*(Please note: Times are **tentative** and subject to change. Check the OBC agenda for latest update.)*

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Feb 4	Feb 12	May 6	May 14	Aug 5	Aug 13	Nov 4	Nov 12
Entity Name						Tentative Time ¹	
Anna John Resident Centered Care Community Board						8:30 a.m.	
Oneida Community Library Board							
Oneida Environmental Resource Board							
Oneida Nation Arts Board							
Oneida Nation Veterans Affairs Committee							
Oneida Personnel Commission							
Oneida Police Commission							
Pardon & Forgiveness Screening Committee							
Southeastern Oneida Tribal Services Advisory Board							
Oneida Election Board						9:00 a.m.	
Oneida Gaming Commission							
Oneida Land Claims Commission							
Oneida Land Commission							
Oneida Nation Commission on Aging							
Oneida Nation School Board							
Oneida Trust Enrollment Committee							
Finance Committee						On Call	
Legislative Operating Committee							
Audit Committee ²							
Onlayote?a'ká ni? i Committee							

¹ Per BC resolution 12-22-21-A, responsible parties shall be available should questions be presented via on-line resources and shall not be required to present in-person.

² Audit Committee's report is submitted to Executive Session

General Manager – Operational Reports 2025 Reporting Schedule – Open Session

*(Please note: Times are **tentative** and subject to change. Check the OBC agenda for latest update.)*

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Jan 11	Jan 22	April 15	April 23	Jul 15	Jul 23	Oct 14	Oct 22
Division/Department						Tentative Time ¹	
Big Bear Media						8:30 a.m.	
Comprehensive Health							
Comprehensive Housing							
Department of Public Works							
Digital Technology Services							
Education & Training							
Environmental, Land & Agriculture							
Grants							
Human Services							
Tribal Action Plan							

¹ Per BC resolution 12-22-21-A, responsible parties shall be available should questions be presented via on-line resources and shall not be required to present in-person.

OBC Direct Reports 2025 Reporting Schedule

(Please note: Times are **tentative** and subject to change. Check the OBC agenda for latest update.)

Open Session

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Feb 4	Feb 12	May 6	May 14	Aug 5	Aug 13	Nov 4	Nov 12
OBC Direct Report						Tentative Time¹	
Emergency Management						10:00 a.m.	

Executive Session

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date
Feb 4	Feb 11	May 6	May 13	Aug 5	Aug 12	Nov 4	Nov 12
OBC Direct Report						Tentative Time	
Gaming						8:30 a.m.	
Retail Enterprise						9:00 a.m.	
Human Resources						9:30 a.m.	
Internal Security						10:00 a.m.	

Executive Session

<i>Reporting at regular OBC meetings in Executive Session</i>	
Direct Report Area	Frequency
Chief Counsel	1 st regular mtg. each month
General Manager	Every meeting
Intergovernmental Affairs	2 nd regular mtg. each month
Chief Financial Officer	2 nd regular mtg. even months ²

¹ Per BC resolution 12-22-21-A, responsible parties shall be available should questions be presented via on-line resources and shall not be required to present in-person.

² February, April, June, August, October, December

Tribally Chartered Entities 2025 Reporting Schedule

*(Please note: Times are **tentative** and subject to change. Check the OBC agenda for latest update.)*

Open Session

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Feb 18	Feb 26	May 20	May 28	Aug 19	Aug 27	Dec 2	Dec 10
Entity Name							Tentative Time
Bay Bancorporation, Inc.							11:30 a.m. ¹
Oneida ESC Group, LLC.							
Oneida Golf Enterprise							
Oneida Youth Leadership Institute							

Executive Session

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date
Feb 18	Feb 25	May 20	May 27	Aug 19	Aug 26	Dec 2	Dec 9
Entity Name							Tentative Time
Bay Bancorporation, Inc.							1:30 p.m.
Oneida ESC Group, LLC							2:00 p.m.
Oneida Golf Enterprise							2:30 p.m.
Oneida Youth Leadership Institute							3:00 p.m.

¹ Per BC resolution 12-22-21-A, responsible parties shall be available should questions be presented via on-line resources and shall not be required to present in-person.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24- 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, Internal Security Director, 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 11, 2025.

Executive Session Discussion

BE IT FURTHER RESOLVED, for all regular meetings of the Oneida Business Committee, 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 7, 2025.

BC Resolution #
Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion
Schedule
Page 2 of 2

BE IT FURTHER RESOLVED, that the Chair by memorandum, with consultation with the Secretary, may cancel a meeting and provide notice of that action to all Oneida Business Committee members through an e-mail notification and direct the Secretary to develop a Standard Operating Procedures to identify how notice of the cancelation of the meeting shall be processed.

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.

Review pool tournament proposal and determine next steps

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Motion for funding of GTC resolution #09-16-19-A (Roy Skenandore’s pool tournament)

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Louise Cornelius, Gaming General Manager
- Dean ‘DR Pool’ Roeseler, WPBA President
- Raeann Skenandore, Oneida Community Member
- Gene Rasmussen, Oneida Community Member

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input checked="" 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 |
- Other: Pool Tournament Proposal(cover memo), GTC Resolution #09-16-19-A, Contract for sanctioned World Championship, Hotel and Convention 'original' proposal, Hotel and Convention proposal, flyers for similar pool tournaments by DR Pool, Opportunity Attraction Fund

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: Raymond Roy Skenandore, Tribal Member

Primary Requestor: Raymond Roy Skenandore, Table Games Dealer, Oneida Casino

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

GTC Resolution # 09-16-19-A Adoption of Fiscal Year 2020 Budget

- 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 the fiscal responsibility of preparing a budgetary plan for review and approval by the General Tribal Council; and
- WHEREAS,** the Oneida Business Committee developed, for the General Tribal Council's consideration and approval, a comprehensive spending plan, which encompassed the Oneida Business Committee's six (6) unique broad goals: (1) Advancing Onnyote?aka Principles; (2) Exercising Sovereignty; (3) Improving Organizational Changes; (4) Promoting Community Relations; (5) Inspiring Yukwatsistaya; and (6) Encouraging Tsi?niyukwalihoT; and
- WHEREAS,** the comprehensive spending plan included provisions for health care, education, economy, government, land and environment, language, culture, and employment; and
- WHEREAS,** the comprehensive spending plan included additional allocations for operational goals, support systems, debt payments and membership payments; and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-11-12-14-B, *Re-Affirmation of Core Values*, in order to guide its actions: The Good Mind as expressed by Onnyote?aka, Kahletsyalúsla, which is the heartfelt encouragement of the best in each of us; Kanolukhwásla, which is the compassion, caring, identity, and joy of being; Ka?nikuhli-yó, which is the openness of the good spirit and mind; Ka?tshatstasla, which is the strength of belief and vision as a people; Kalihwi-yó, which is the use of the good words about ourselves, our nation and our future; Twahwahtsilaya, which is all of us are family; and, Yukwatsistaya, which is our fire, our spirit within each of us; and
- WHEREAS,** the General Tribal Council further motioned for the Treasurer to continue improving our budgeting actions and making those processes more open to input from the membership, *GTC Meeting Minutes, April 11, 2016*; and
- WHEREAS,** the Oneida Business Committee adopted Resolution # BC-02-08-17-C, *Adoption of the Budget Management and Control Law*, to establish a standardized process for putting the annual proposed budget together; and



Pool Tournament Proposal

11.01.2024

Ray Skenandore and Dean 'DR Pool' Roeseler

Dr Pool Promotions Inc.

1329 Meadowbrook Drive

Watertown WI 53098

(920)206-6355

dean@drpool.net

WPBA President

dean@wpba.com

Cell 920-988-0493

Overview

People of all classes, ages, and genders enjoy the game of pool. The social nature of this sport and the fast-paced gameplay are main reasons why this game is the most played indoor sport in the world!

My father, **Roy Skenandore**, proposed a pool tournament at the tribe's annual budget meeting in 2019. It went to a vote by the General Tribal Council and passed. GTC Resolution #09-16-19-A Adoption of Fiscal Year 2020 Budget. The COVID pandemic put a serious strain on all planning, but this mandate from GTC remains on the table. Sadly my dad did not see this tournament come to full fruition, but I think this is a great idea too, and plan to see things through.

I, Ray Skenandore, won the CSI Wisconsin 8 Ball State Championships (Masters Division) 2 years in a row, at the Ho-Chunk casino in 2022 and 2023. I have previously run many smaller pool tournaments as tournament director. Also I have attended, played, and worked at some of the biggest pool tournaments, such as the World Pool Masters and the US Open 9 Ball Championships.

DR Pool, Dean Roeseler, has been doing business with tribal casinos since 1997. Directing tournaments for 40 years. He wants the same thing many people in Green Bay and throughout Wisconsin want: to have a pool tournament in Oneida.

Goals

1. Promote, organize, set up, administrate, and fully accomplish a DR Pool tournament in Oneida.
 - Many Native casinos in Wisconsin and Michigan have 'DR Pool' pool tournaments at least once a year. Now we will no longer be left out!
2. Bring to Oneida a sanctioned World Pool Championship.
 - Our tribe can gain even more prominence by hosting a World Championship.
 - This has only happened on North American soil one time in the last 40 years.

- BilliardTV will stream the event, and has over 7 million subscribers.

3. Showcase our new Oneida Casino and Hotel as a top destination on a local AND world stage.

Specifications

Components	Price
Roy Skenandore Memorial Tournament prize money	\$15,000
Women's World 8-Ball Championships added prize money	\$85,000
Facility Cost <ul style="list-style-type: none">- Space needed to run both tournaments at the Oneida Hotel convention area	\$54,250
Hotel rooms for staff and dignitaries	\$9,633
Total	\$163,883

Sponsorships

The amateur tournament will be called the "**Roy Skenandore Memorial Tournament**" and will be run as DR Pool tournaments (see attached flyers). This tournament has many divisions for pool players of all skill levels and has been successful at Native American Casinos all throughout Wisconsin and Michigan for over 25 years now and counting.

- **This tournament will have a guaranteed \$20,000** added to the players' prize pool.
- We are asking the tribe for **\$15,000 of this total**. The rest of the money will come from other sponsors. This money will be spread out among the many divisions, including singles, teams, and possibly scotch doubles.

The professional tournament will be called the "**Oneida WPA Women's World 8 Ball Championships**." This event is sanctioned by the World Pool-Billiards Association. This tournament will have only one division to decide the 2025 Women's World Champion of 8 Ball pool. This event is invite-only, and invitations will be sent out 6 months in advance (see attached contract).

- This professional tournament must have a minimum of \$125,000 added to the players' prize pool (see attached contract).
- We are asking the tribe for **\$85,000** to become the title sponsor. The rest of the added money will be made up from other sponsors.

Facility Cost

It was highly recommended to look for availability with the Oneida Hotel after the NFL draft and before Packer Season. DR Pool's schedule and the Oneida Hotel were both fully open the first week of July. We then asked for pricing from the Oneida Casino and Hotel Sales Department (see attached proposal marked 'Original'). The initial price to rent the convention space necessary to run both pool tournaments was \$90,000. In an effort to minimize costs, Dr. Pool negotiated a new offer for renting the convention space of **\$57,250** (see attached proposal). This new price has reduced our ask by \$32,750!

Note:

This price is still higher than anticipated based on DR Pool's experience in similar and bigger venues, and in similar and bigger cities all over the Midwest. Also, it should be noted that other casinos in DR Pool's Native American Casino Pool Tour, along with other

venues in the Midwest, give major discounts on rent (including free rent) due to the expected sales on rooms, food and beverage, and gaming at the attached casino.

Accommodations for staff

DR Pool's staff will set-up, provide maintenance, and take down pool tables, lighting, signage, etc. DR Pool will staff officials and referees. Also two hotel rooms are necessary for the WPA representatives for the entirety of the WW8BC (see attached contract). 60 total room nights is \$9633 (\$160.55[room with 15.5% tax] x 60 = \$9633)

Revenue

Components	Revenue
Hotel	\$78,669.50
Food and Beverage	\$75,000
Gaming	\$112,500
Total	\$266,169.50

DR Pool will run both tournaments simultaneously in July of 2025. This is common practice as both tournaments feed into each other, bringing together top professionals with their fanbase. Trying to separate these tournaments would diminish turnout and revenue.

DR Pool's amateur tournaments range in attendance between 100 and 700 players. Actual turnout depends on a few factors, such as added money, time of year, and location/promotion of the event. Being on the top end of the added money spectrum, attached to a casino, and the buzz factor of the accompanying professional women's event are big reasons we expect a great turnout! We are expecting 350 players. Each player is

expected to bring 0.5 attendees with them. Most of these players will be from all over the state of Wisconsin.

In the pro event, we expect 64 players to come to Oneida. Each player is expected to bring 0.5 attendees with them, as many travel alone, but some will bring an entourage, and some are known to bring a translator or media with them as well.

We estimate this event bringing in 250 people on Thursday, 500 people on Friday, 500 people on Saturday, and 250 people on Sunday. This is total players, staff, and attendees.

Non-Gaming

The Wisconsin Economic Development Department (wedc.org) uses a formula to predict the economic impact of each visitor. The direct impact of visitors with a hotel room is \$227/day. This calculation noted hotel, food, gas, and incidentals. (These numbers do not include gaming). As pool is an indoor sport, participants generally remain on site. This puts Oneida Hotel in a great position to capture all of that direct revenue.

DR Pool has negotiated 490 total rooms throughout the first week of July to be block-priced for players and staff at a price of \$139.00 (see attached proposal). Room blocks normally sell out long before the event starts, incentivizing players to make plans early. This room rate plus tax is \$160.55. The direct revenue from these 490 rooms is \$78,669.50.

If each attendee spends \$50 per day on food and drinks, the total revenue added for the weekend would be \$75,000.

Gaming

Gaming revenue is generally not shared, and hard to find. My research shows gaming uses many measuring tools to calculate revenue such as GGR(Gross Gaming Revenue), CPA(Cost Per Acquisition), ARPU(Average Revenue Per User). Since it is unknown which accounting methods are used by the Oneida Casino, these exact projections should come from our gaming experts at the Oneida Casino.

It's worth noting that many pool players don't gamble on player cards so they are not easily tracked individually, but as a group I can't think of a bunch that gambles more! I would like to see the total numbers from the 4th of July week in 2024 for comparison to this upcoming 4th of July week in 2025. Also this fulfills the second part of my father's original motion that already passed the GTC, "consideration for future funding for an annual event to be made on a successful market analysis" (see attached minutes from GTC special meeting 09/16/2019)

I have worked and played in casinos and pool tournaments my whole life and know that pool is synonymous with gambling! I like to play a slot machine before my pool matches to sharpen the quick twitch neurons firing in my brain. I like to play poker and bet on sports in between my pool matches to relax. If I win money at a pool tournament, I love to reward myself by going straight to the casino to test my luck! I am not alone.

I estimate 75% of these people made up of players, staff, and attendees will gamble. And if they put only \$100 each in a machine, a sports book kiosk, or the tables, this adds up to \$112,500 to gaming revenues.

Milestones

Memorial for a great Oneida

Roy Skenandore was a Oneida Army veteran and graduate of UW-Milwaukee. In 1977, Roy and Alice moved to Las Vegas, NV started a family and a new career in gaming. Roy answered the call back to the reservation from his tribe that was starting a new casino in 1991. He was recently honored for his contributions to Indian gaming with a posthumous award received by family at the G2E Gaming conference earlier this year (Oct 2024). Indian Gaming Association Chairman Ernie Stevens spoke at this event in Las Vegas and has reached out about doing this ceremony again in Oneida. This tournament weekend might be perfect for this honor.

World Championship tournament

This professional tournament is one of three disciplines of pool that is offered for world championships. Nine Ball and Ten ball are the other two. Hosting this event would be a

rare opportunity, one that has never happened before in this state and only once before on this continent. DR Pool has a longstanding history of running pool tournaments with Indian casinos. He has offered this International tournament to us first; if we don't move forward with this, someone else will.

Other Opportunities

Entrance Fees

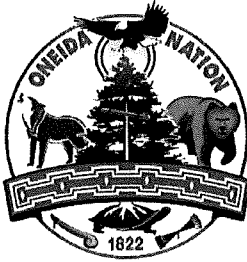
In the professional tournament, maybe the later stages only, there will be entrance fees. Half of all entrance fees will go back directly to the tribe. We estimate this 50% to be \$5000.

Opportunity Attraction Fund

An exciting possible source of outside funding has been recently made available. A friend informed me about a new grant to help bring events like the WW8BC to Wisconsin. The 'Opportunity Attraction Fund' will match dollar for dollar up to \$5 million! I spoke with Ann Deuser at travelwisconsin.com and Sarah Duchemin at Wisconsin Economic Development Corporation (wedc.org), and they both were excited to hear about this event and think it is a perfect fit for this new funding! Although I've loved my past few weeks at the CEC, Sarah Duchemin advised me to hand off the next step of creating an account to the tribe. This is the only way to get the application. I have attached more info regarding this grant.

Anything is possible!

Although this is a one-year ask, DR Pool has rights to the WW8BC for 2 years and will offer this tournament to Oneida again first. This will incentivize putting on a great event even more, and creates the potential to grow. Maybe The tribe could utilize the matching dollars from the state to go even bigger in the near future. This is not limited to only this event, but bigger pool events such as the Mosconi Cup or the U.S. Open.



General Tribal Council

Special Meeting
6:00 p.m., Monday, September 16, 2019
Three Clans Ballroom, Radisson Hotel & Conference Center

Minutes

The General Tribal Council of the Oneida Nation met Monday, September 16, 2019, at a duly called special meeting with 1,808 registered tribal members in attendance.

ONEIDA BUSINESS COMMITTEE ATTENDANCE:

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Secretary Lisa Summers, Treasurer Trish King, Council members: Daniel Guzman King, David P. Jordan, Ernie Stevens III, Jennifer Webster;

Not Present: Councilman Kirby Metoxen;

I. WELCOME (00:00:01)

Janet Malcom brought in the colors. The colors were retired. Joey Powless provided the opening.

II. ANNOUNCEMENTS & CALL MEETING TO ORDER (00:07:08)

Chairman Tehassi Hill called the meeting to order at 6:10 p.m.

III. ADOPT THE AGENDA (00:10:02)

Motion by Pat Cornelius to adopt the agenda as presented with each presentation having a 20-minute time limit; each response have a three (3) minute limit per topic; and that there be no adjournment or recess until the agenda is complete. Seconded by Kathy Mauritz. **Motion carried by hand show of hands**

IV. NEW BUSINESS

A. Budget Introduction to GTC (No requested action) (00:11:47)

Verbal introduction provided by Treasurer Trish King.

B. Fiscal Year 2020 Budget Presentations (No requested action)

1. Financial Overview and Forecast Presentation (00:15:04)

PowerPoint presented by Lawrence Barton, Chief Financial Officer

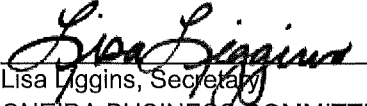
for clarification for General Tribal Council, if you wish to entertain the adoption of the budget with the additional language for the billiards tournament, then you would support that motion. If you would like to continue discussion about the budget, you would need to oppose the motion, so if the motion fails, we are back to having discussion on the budget, so that's just putting it out there so you are aware of how this works. If you vote to approve the suggested motion, essentially tonight's meeting is over. If you want to continue to have discussion on the budget, you need to oppose this motion, just so everybody's aware, that's what's going to happen, so the motion has been -- General Tribal Council has voted to end discussion so we are going to vote on the motion right now so I will read the motion and we'll go by show of hands, and if it's close, we will do a hand count. Motion by Roy Skenandore, seconded by Barry Skenandore, to adopt the General Tribal Council resolution entitled "Adoption of the Fiscal Year 2020 Budget" on page 54 and 55 of the meeting packet, to direct the Oneida Business Committee to engage in the sponsorship of a competitive pool billiards tournament in fiscal year 2020 using their Special Projects budget line or other applicable funding sources as identified by the Treasurer and the CFO to be held in Oneida, and in addition, consideration for future funding for an annual tournament event to be made on a successful market analysis. That is the motion we are voting on. If you support that motion, please raise your hand. Those that are opposed to the motion, please raise your hand, those that are opposed. Those abstaining from the motion, please raise your hand, those abstaining. All right, the motion passes by a pretty significant vote, so thank you again, General Tribal Council. We now have a approved budget for 2020. The next announcement for fiscal year 2020, the budget input session, is scheduled for 2021 is scheduled for Friday, October 25th, 2019 at the Turtle School from 1 to 6 pm. Again, that is a part of the process for developing the 2021 budget, starts pretty much immediately, so please attend if you have additional questions and input.

VI. ADJOURN (02:18:46)

Tehassi Hill: We're looking for a motion to adjourn. We got -- I need a name, motion, I just hear a bunch of yelling. Terry Cornelius makes the motion, seconded by Bob Smith. All those in favor, say "aye". Those opposed. Abstentions. Motion carries. Again, please allow for people with disabilities and people that are elderly to exit first. Please just take your time and allow for an orderly exit.

Costs associated with this meeting						
Printing	Mailing	Security	Room Rental & A/V	Stipends/ Gift Cards	Transcription Services	TOTAL
\$18,378	\$3,788	\$2,410	\$13,040	\$178,700	\$139	\$216,455

Minutes prepared by Secretary Lisa Summers, Oneida Business Committee
 Meeting Transcript prepared by Paulette Binion, The Binion Group LLC
 Minutes approved as presented to GTC on July 24, 2023.


 Lisa Liggins, Secretary
 ONEIDA BUSINESS COMMITTEE

'Original'
PROPOSAL FOR
DR Pool Promotions, Inc.

Proposal Offered By:



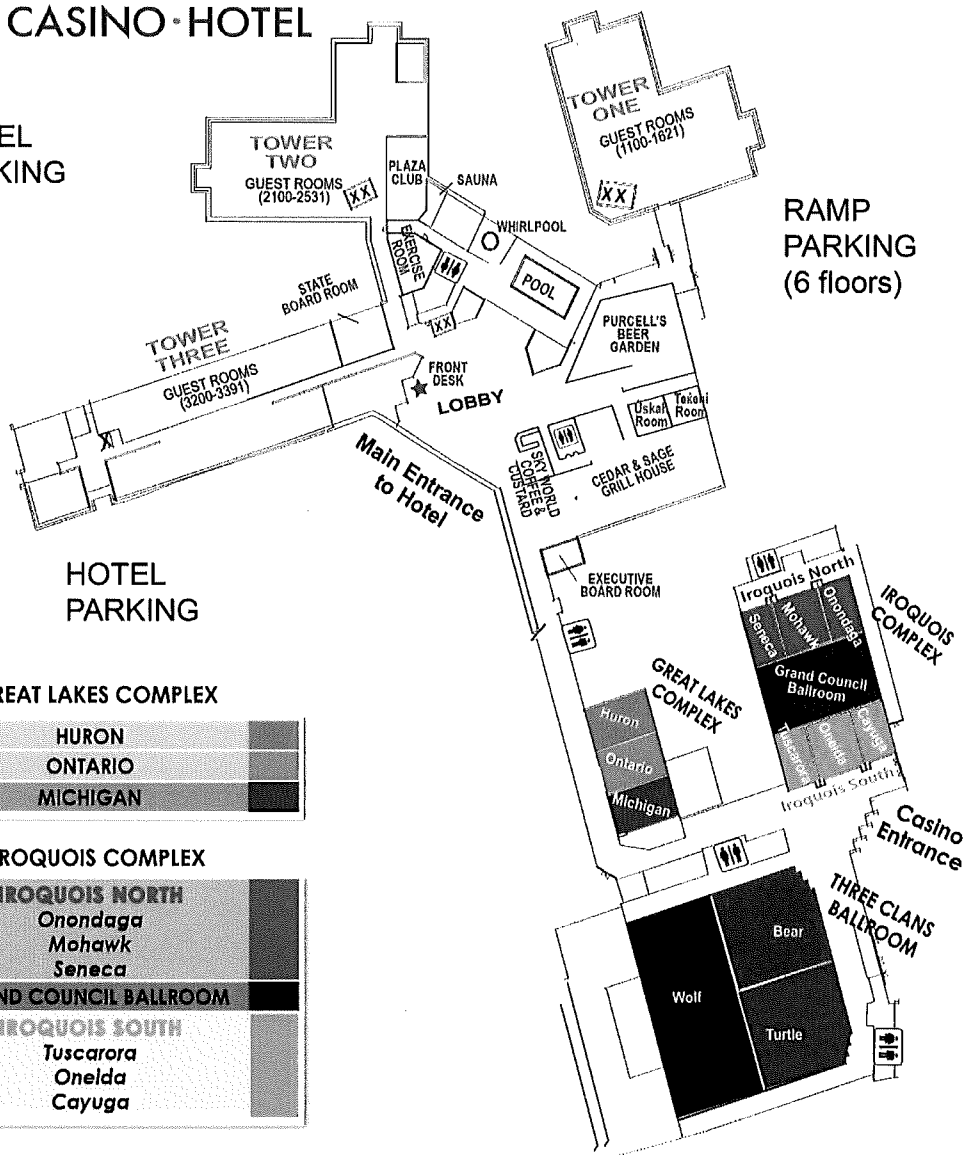
2040 Airport Drive
Green Bay, Wisconsin 54313

Gretel Mytton-Sales Manager
920-405-6412 – Gretel.mytton@oneidahosp.com

Thank you for considering the Oneida Casino Hotel.
We look forward to the opportunity to host your event.



HOTEL PARKING



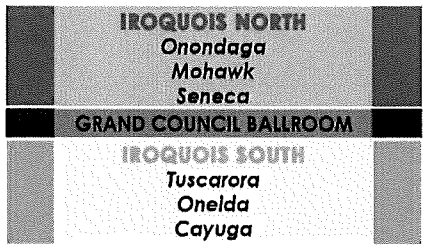
RAMP PARKING (6 floors)

HOTEL PARKING

GREAT LAKES COMPLEX



IROQUOIS COMPLEX



THREE CLANS BALLROOM



- Wake up with us and visit our **Skyworld Coffee & Custard Shop** which is located in the hotel lobby. Where you can enjoy a hot cappuccino, custard or other food options.
- **Cedar & Sage Grill House** has breakfast, lunch, and dinner options with a variety of items, including local/regional options.
- **Noodle Bar** offering lunch and dinner. While you're trying your luck at the Casino, enjoy a taste of the Far East at the Asian Noodle Bar.
- During the summer months, enjoy a cocktail outside at **Purcell's Beer Garden**.
- Our indoor pool is open 24 hours Sunday through Thursday and until midnight on the weekends. Unwind in the whirlpool and sauna or work out in our newly remodeled fitness center.
- Need copies, send a fax, or use of a computer? Our **Business Center** is available 24 hours a day and has a Federal Express pick-up daily Monday through Friday for your urgent delivery needs.

Security:

The Oneida Casino Hotel and Oneida Bingo & Casino have 24-hour security staff. Hotel Managers are all certified in CPR and First Aid.

Shuttle Service:

Complimentary shuttle service is available to/from Austin Straubel airport.

Things to do in Green Bay:

National Railroad Museum – www.nationalrrmuseum.org

Lambeau Field and Green Bay Packers Hall of Fame – www.lambeaufield.com

Oneida Nation Museum – www.oneidanation.org/museum

Green Bay Botanical Gardens – www.gbbg.org

Other Services:

Discover Green Bay (Green Bay's CVB) is available to help with all aspects of your event planning; from transportation and registration to tours and off site event planning assistance at www.greenbay.com.

PROPOSAL FOR DR Pool Promotions, Inc.

Proposal Offered By:



2040 Airport Drive
Green Bay, Wisconsin 54313

Gretel Mytton-Sales Manager
920-405-6412 – Gretel.mytton@oneidahosp.com

Thank you for considering the Oneida Casino Hotel.
We look forward to the opportunity to host your event.

Location:

The Oneida Casino Hotel is nestled in a wooded area directly across from Green Bay's Austin Straubel Airport. It is conveniently located within easy access to all major highways and provides ample, free parking. Complimentary airport shuttle service is also available.

Fully Renovated:

The Oneida Casino Hotel has fully undergone a 21-million-dollar renovation with completely renovated guestrooms that now feature vinyl flooring along with fully renovated lobby, restaurant, bar, swimming pool and now featuring a beer garden. These elements create a cozy atmosphere that is truly unique to the Oneida Hotel and makes the perfect setting for any event.

Guest Accommodations:

Set in a traditional Northeast Wisconsin landscape, the Oneida Casino Hotel offers 391 beautiful rooms complete with amenities such as complimentary internet, hairdryers, iron and ironing board, coffee and coffee makers, and state of the art security key lock system. For those that require them, handicapped accessible rooms are available. We have a 4:00 p.m. check-in time and an 11:00 a.m. check-out time, although if rooms are ready, we will check you in as they become available.



ROOM BLOCKS:

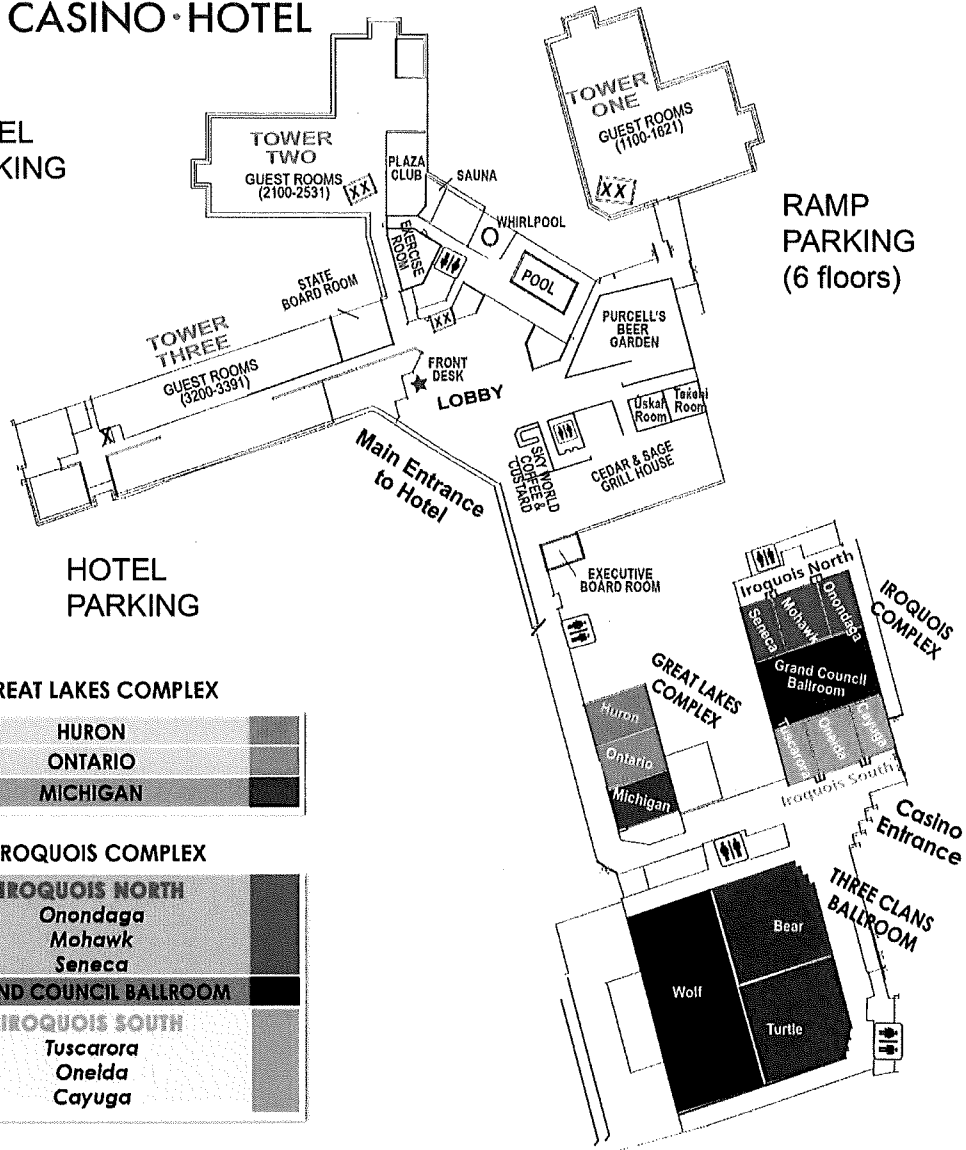
		Mon 06/30/2025		Tue 07/01/2025		Wed 07/02/2025		Thu 07/03/2025	
	Occupancy	Rooms	Rate	Rooms	Rate	Rooms	Rate	Rooms	Rate
Run of House	Single/Double	5	\$139.00	20	\$139.00	35	\$139.00	100	\$139.00
		Fri 07/04/2025		Sat 07/05/2025		Sun 07/06/2025			
	Occupancy	Rooms	Rate	Rooms	Rate	Rooms	Rate		
Run of House	Single/Double	150	\$139.00	150	\$139.00	20	\$139.00		

Complimentary Internet all rooms – Complimentary Parking





HOTEL PARKING



RAMP PARKING (6 floors)

HOTEL PARKING

GREAT LAKES COMPLEX



IROQUOIS COMPLEX



THREE CLANS BALLROOM



Concessions Include: Complimentary internet all meeting space; Complimentary parking.

Additional meeting space is available if your group needs the space. We have a full banquet menu and a variety of configurable meeting space perfect for your needs!

Date	Time	Room	Setup	Event	AGR	Room Rental
Wed, 07/02/25	8:00 AM - 10:00 AM	The 3 Clans Conference Center	Special Setup Instructions	SET	225	
Wed, 07/02/25	8:00 AM - 10:00 AM	Great Lakes Complex	Special Setup Instructions	SET	20	
Wed, 07/02/25	8:00 AM - 10:00 AM	Iroquois Complex	Special Setup Instructions	SET	225	
Wed, 07/02/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	\$750
Wed, 07/02/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	\$2,000
Wed, 07/02/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	\$4,000
Thu, 07/03/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	\$750
Thu, 07/03/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	\$4,000
Thu, 07/03/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	\$2,000
Fri, 07/04/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	\$3,000
Fri, 07/04/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	\$4,000
Fri, 07/04/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	\$2,000
Sat, 07/05/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	\$3,000
Sat, 07/05/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	\$14,000
Sat, 07/05/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	\$8,000
Sun, 07/06/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	\$750
Sun, 07/06/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	\$4,000
Sun, 07/06/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	\$2,000

"All Work and No Play"

The hotel is located adjacent to the Oneida Casino. One of Wisconsin's largest casinos, it features 36 blackjack tables, 2,800-reel slot machines, sports betting, videos and high-stakes bingo complex. Shuttle bus service is also available.

Dining Options & Hotel Amenities:

- Wake up with us and visit our **Skyworld Coffee & Custard Shop** which is located in the hotel lobby. Where you can enjoy a hot cappuccino, custard or other food options.
- **Cedar & Sage Grill House** has breakfast, lunch, and dinner options with a variety of items, including local/regional options.
- **Noodle Bar** offering lunch and dinner. While you're trying your luck at the Casino, enjoy a taste of the Far East at the Asian Noodle Bar.
- During the summer months, enjoy a cocktail outside at **Purcell's Beer Garden**.
- Our indoor pool is open 24 hours Sunday through Thursday and until midnight on the weekends. Unwind in the whirlpool and sauna or work out in our newly remodeled fitness center.
- Need copies, send a fax, or use of a computer? Our **Business Center** is available 24 hours a day and has a Federal Express pick-up daily Monday through Friday for your urgent delivery needs.

Security:

The Oneida Casino Hotel and Oneida Bingo & Casino have 24-hour security staff. Hotel Managers are all certified in CPR and First Aid.

Shuttle Service:

Complimentary shuttle service is available to/from Austin Straubel airport.

Things to do in Green Bay:

National Railroad Museum – www.nationalrrmuseum.org

Lambeau Field and Green Bay Packers Hall of Fame – www.lambeaufield.com

Oneida Nation Museum – www.oneidation.org/museum

Green Bay Botanical Gardens – www.gbbg.org

Other Services:

Discover Green Bay (Green Bay's CVB) is available to help with all aspects of your event planning; from transportation and registration to tours and off site event planning assistance at www.greenbay.com.

SANCTION AGREEMENT

between

The WPBA(Women's Professional Billiard Association)

&

WORLD POOL-BILLIARD ASSOCIATION

THIS AGREEMENT is made and entered into on this 7th day of October 2024 by and between:

The WPBA (Women's Professional Billiard Association) of San Marcos, Texas and
the **World Pool-Billiard Association** registered in South Africa under company number 2016/428148/08 (**WPA**) of South Africa.

Recitals

- A. The WPA is the international governing body for Pool. As a founding member of the World Confederation of Billiard Sports, the WPA is Pool's link to the International Olympic Committee.
- B. The WPBA is a modern company with years of billiards industry experience organizing and promoting Women's pool.
- C. The [CF] has confirmed that it has no objection to the sanctioning.

Objectives

- 1. WPA and WPBA confirm their respective rights and duties regarding the sanctioning, promoting and organizing of one sanctioned event in the U.S. all known as the Women's World 8 Ball Championships (to be referred as the WW8BC) commencing in the year 2025 for 2 years.
- 2. The WW8BC shall only be open to athletes who are:-
 - 2.1. fully paid members of the WPA or one of its Continental Federations or one of those Continental Federation's National Federations,
 - 2.2. in good standing with their respective Continental and National Federations, and
 - 2.3. hold a current WPA Athletes' License.

Term & Renewal

- 3. The WPBA shall conduct the WWC annually between 1 June and 31 August.

Sanction

- 4. The WPBA hereby receives a sanction from the WPA to organize and promote the WW8BC under the conditions set out below.
- 5. This agreement is subject to the WPA Sanctioning Guidelines/Regulations as published by the WPA from time to time (current version attached).
- 6. This agreement is subject to the terms of the WPA Athletes' License as published by the WPA from time to time (current version attached).
- 7. The WPBA agrees that the added prize money for the WW8BC will be not less than USD \$125,000.

8. The Parties shall agree the field size and the prize money.
9. In relation to the field size:
 - 9.1. 50% of the athletes shall be selected from the WPA Global Rankings; and
 - 9.2. the other 50% of the athletes shall be divided between allocations to the WPA's Continental Federations, and the WPBA and (x) wild cards as agreed by the Parties
10. The WPBA shall comply with all sanctioning conditions issued by the WPA Sport's Director in respect of each tournament from one year to the next.
11. In 2025 the \$125,000 prize money will be paid into the WPA Escrow Account as directed by the WPA Sports Director.
12. The WPBA hereby indemnifies and holds harmless the WPA against any liability for payment of the prize money and/or any other costs in relation to the promotion of the event.
13. A graphic WPA logo will be displayed on set with on air announcement of the WPA sanction as a part of all broadcasting of the WW8BC. In addition, the phrase "Sanctioned by the WPA" will be displayed within the closing credits of all live and recorded broadcasts. The WPA logo will also appear on all advertising material, which includes brochures, posters and programs.
14. The Tournaments will be subject to any [hoslaws relevant to the conduct of international sporting events.
15. The WPBA may be required to also display the logos of the CF, the NF and the National and Regional Olympic Committees on advertising material, which includes brochures, posters and programs.

Sanction Fees

16. The WPA will receive an annual sanction fee from *** of USD *** payable at least 60 days before the first of May in each year.

Entry Fees

17. The WPBA may charge the athletes an entry fee of up to USD 400 per athlete per tournament.

Withholding Tax

18. In the event that withholding tax has to be deducted from the athletes' prize money, The WPBA will be responsible for this deduction, in accordance with the [host country] laws, and will provide the athletes concerned with the appropriate tax certificates. The WPA shall ensure that the athletes shall provide the WPBA with all the necessary information to enable the WPBA to comply with the United States of America laws.

Rights and Responsibilities

19. The WPBA shall be solely responsible for the administration, organization, conducting and staging of the events.

20. The WPBA shall pay all costs associated with the staging of the events including, but not limited to, the provision of officials and referees, the venue, playing arena and set, practice facilities at the venue, lighting and the provision of pool tables and equipment. The WPBA shall provide all tournament staffing and officials in conjunction with ACBS's rules and regulations.
21. *** shall pay for all television production costs and shall be the sole and exclusive owner of all media rights in United States and North America including, without limitation, all free and pay television, whether terrestrial, cable or satellite and all inter-active applications whatsoever including, without limitation, pay-per-view, video-on-demand, near video on demand or any other similar applications such as, but not limited to, internet rights.
22. The WPBA grants the WPA an irrevocable global license to republish and use the media rights referred to in the previous paragraph. If the WPA receives any income from republishing or using the media rights it shall pay 50% of the net income (after operating expenses) to the WPBA.

Rules and Regulations

23. The WW8BC will be conducted in accordance with:-
 - 23.1. the WPA Rules and Regulations as published by the WPA from time to time;
 - 23.2. in conformity with the World Confederation of Billiard Sports (**WCBS**) Anti-Doping Rules;
 - 23.3. in conformity with IOC Code on the Prevention of the Manipulation of Competitions; and
 - 23.4. athletes will not be allowed to smoke or drink alcoholic beverages during play.
24. The WPA may, at its discretion, order or require random drug testing of athletes in the WW8BC in accordance with WCBS Anti-Doping Rules. The costs of these tests shall be borne by the Parties equally.

Selection of Athletes

25. All nominated athletes must be in good standing with their National Federation and Continental Federation and the WPA. Athletes who are not in good standing shall not be allowed to play. Athletes who do not have a current WPA Athlete's License shall not be allowed to play.
26. The detailed formats for the WW8BC shall be submitted by the WPBA to the WPA and shall be approved by the WPA. The WPA approval shall not be unreasonably withheld.
27. Before each of the events the WPBA shall be responsible for the draw under the supervision of the WPA.
28. The WPA Sports Director or his appointee shall be responsible with regard to any disputes that arise with respect to the WPA Rules and Regulations during the Women's World Championships.

29. The WPBA shall supply a trophy for the winner and runner up of each of the events.

Travel and Accommodation

30. All travel, accommodation and subsidies of any kind in respect of the athletes for the WW8BC will be the responsibility of any agreement made between the athletes and the respective Continental Federations which they are representing. The WPBA will not be responsible for any travel, accommodation and/or subsistence expenses incurred by the athletes.

Invitation Deadlines

31. The WPBA shall use their best endeavors to send invitations and full details of the WW8BC to the WPA at least six months before the dates of each tournament.
32. A list of WPA nominated athletes must be given to the WPBA at least two months prior to the commencement date of each of the events.
33. The WPA must receive a final list of the athletes at least two weeks in advance of each of the events.

Reports and Media

34. A full report covering all the results from the WW8BC must be sent to the WPA immediately following the completion of each event. Each report shall also include copies of printed media coverage on the event and an electronic copy of all broadcast material. Press releases and/or results from each event must be directed onto international news agencies and also be sent to the WPA.

WPA Representatives

35. During each of the WW8BC the WPA may provide two representatives to be on site during the entire event. The WPBA shall be responsible for the hotel accommodation and logistical expenses (airport and other transfers) for the two WPA Representatives staying in two single rooms during the entire period of each of the WW8BC..

Force Majeure

36. Neither party to this Agreement shall be deemed to be in breach of this Agreement or otherwise liable to the other as a result of any delay or failure in the performance of its obligations under this Agreement if and to the extent that such delay or failure is caused by force majeure (as defined in the next clause) and the time for performance of the relevant obligation(s) shall be extended accordingly.
37. For the purpose of this agreement 'force majeure' means any circumstances not foreseeable at the date of this Agreement and not within the reasonable control of the party in question including without limitation:
- 37.1. any strike lockout or other industrial action nor any shortage of or difficulty in obtaining labor or raw materials;
- 37.2. any destruction temporary or permanent breakdown malfunction or damage of or to any premises plant equipment (including computer systems) or material;

- 37.3. any breach of contract, default of insolvency by or of any third party (including an agent or sub-contractor)'
- 37.4. any action taken by a governmental or public authority of any kind including not granting a consent, exemption, approval or clearance;
- 37.5. any civil commotion or disorder, riot, invasion, war, threat of or preparation for war; or
- 37.6. any fire, explosion, storm, floor, earthquake, subsidence, epidemic or other natural physical disaster.

Indemnity, Insurance and Liability

38. The WPBA agrees to indemnify the WPA and hold it harmless and against all actions, proceedings, costs, damages, claims, demands and liabilities whatsoever which it may suffer or incur by reason of breach of its warranties and representations contained in this Agreement.

Third Party

39. The WPBA may, with the consent of the WPA, assign to a third party its obligation to perform part of the Agreement, however the WPBA shall always remain responsible to the WPA for the fulfillment of its duties. The WPA approval shall not be unreasonably withheld.
40. Any assignment with a third party may not be transferred and sold to any other company without the written consent of the WPA. The WPA approval shall not be unreasonably withheld.
41. The parties are obliged to transfer this Agreement to any possible legal successors.

Termination

42. Either party may terminate this Agreement if the other party is in breach of the agreement and does not remedy the breach within 14 days of a written notice of breach.
43. In addition to the general rights in the previous clause, the WPA may terminate this Agreement without notice if the WPBA does not conduct each of the WW8BC annually.

General

44. By signing of this Agreement, both Parties accept all the terms and conditions.
45. All disputes arising from this Agreement and in connection to it, including disputes relating to the issues of its creation, breach or termination, as well as legal effects arising therefrom, shall be resolved by arbitration in the Court of Arbitration for Sport at Palais de Beaulieu Avenue Bergières 10 CH-1004 Lausanne, Switzerland.
46. The applicable law for this agreement shall be South African.
47. Alterations or amendments to this Agreement can only be done with the mutual written consent of both Parties.

- 48. If any provision of this Agreement is invalid, or unenforceable in any respect, then, to the extent allowed by the applicable regulations, such invalid or unenforceable provision shall not affect the validity of other provisions of this Agreement.
- 49. The Parties agree that the headings of this Agreement exist only for clarity reasons and shall not affect the interpretation of this Agreement in any way.
- 50. This Agreement shall enter into force upon signature. An emailed copy of this Agreement fully executed will be deemed as an original.
- 51. The Parties unconditionally declare that this Agreement contains and represents their real will, that there is no obvious disparity between the rights and obligations of the Parties at the moment of concluding this Agreement, therefore they place their personal signatures on the document as a sign of acceptance of the terms.

Signed by ***** on behalf of the WORLD POOL-BILLIARD ASSOCIATION

.....

Date: 07, October 2024

...

Signed by Dean K. Roeseler on behalf of the WPBA

.....

Date: 07, October 2024

SOARING EAGLE OPEN XXVIII

January 2-5, 2025

\$14,000 ADDED

BASED ON ENTRIES

8-BALL SINGLES

\$2,250 GUARANTEED ADDED

BETWEEN 8-BALL EVENTS

Lower • Thu. Jan 2 - 12pm

FargoRate 500 & Below - \$70 entry

Middle • Thu. Jan 2 - 1pm

FargoRate 575 & Below - \$70 entry

Upper • Thu. Jan 2 - 3pm

FargoRate 730 & Below - \$90 entry

NEW 8 BALL DIVISION

Women Only • Thu. Jan 2 - 11am

FargoRate 450 & Below - \$70 entry

All handicap race charts
are on the entry forms

9-BALL SINGLES

\$2,000 GUARANTEED ADDED

BETWEEN BOTH 9-BALL EVENTS

ALL 9-BALL EVENTS ARE DOUBLE
ELIMINATION DOWN TO THE MONEY ROUNDS
WHERE IT SWITCHES TO SINGLE
ELIMINATION WITH A 1 GAME LONGER RACE

Lower • Fri. Jan. 3 - 3pm

FargoRate 500 & Below - \$60 entry

Upper • Fri. Jan. 3 - 4:30pm

FargoRate 730 & Below - \$60 entry

All handicap race charts
are on the entry forms

8-BALL TEAMS

5-Person Lower • Sat. Jan. 4 - 12pm

FargoRate 2350 & Below (500 max individual Rating)

\$350 Entry • \$2,400 Added based on 24 teams

5-Person Middle • Sat. Jan. 4 - 12pm

FargoRate 2700 & Below (575 max individual Rating)

\$350 Entry • \$3,500 Added based on 32 teams

3-Person Upper • Sat. Jan 4 - 3:30pm

FargoRate 1850 & Below (730 max individual Rating)

\$300 Entry • \$1,750 Added based on 20 teams

4-Person Woman's • Sat. Jan. 4 - 10am

FargoRate 1850 & Below (575 max individual Rating)

\$280 Entry • \$1,600 Added based on 16 teams

Second Chance Divisions available, see entry form

All handicap race charts
are on the entry forms

Matches of earlier events may run into later events, where the later events take priority in scheduling.

Teams must have at least one person with a minimum of 200 games in FargoRate or an Established Rating in other recognized pool organizations. Exceptions may be granted for players with previous DR Pool event history, or where ratings can be obtained from an approved rating system.

Player with less than 200 games in FargoRate will be subjected to an increase in rating before, and/or during events. Please be aware that this can put you in a higher division than what you signed up for.

On-site singles entries are accepted up to 90 minutes prior to event start with an on-site fee of \$15. On-site Team Entries are accepted with established or verified players and must be entered by 9 PM Friday with an on-site fee of \$15/player.

Entry fees include green fee of \$15 for 8-Ball Singles, \$10 for 9-Ball Singles, \$10/player for 8-Ball Teams and an admin fee of \$10 for singles, and \$10/player for teams

Matches could be assigned to 3 or more tables on Sunday or if running behind schedule.

Side pot for all events will be available on-site and must be entered before your first match.

Played on Valley tables with Ridgeback rails. Championship cloth, and Red Circle cue balls.

DR Pool Promotions, Inc. reserves the right to refuse entry and to adjust rating or race at any time.

Also, anyone using Salotto may be asked to make all their Fargo public.

www.soaringeagleopen.com



Online entry available on CompuSport
<https://compsport.us/GS/13818>

\$4/player processing fees for online entries

ENTRY DEADLINES

Online early entry deadline - Friday, Dec. 27

Online late entry deadline - Sunday, Dec. 29

\$10/player late fee for online entries submitted from Dec. 27

Mailed entry postmark deadline - Thursday, Dec 26

No mailed entries after Dec. 26. Must enter online.

HOTEL RESERVATIONS

877-232-4532

Group Code - SE011225

Good till Dec 20, 2024

\$119/Weekday, \$169/Weekend plus tax

MAIL IN THIS FORM ALONG WITH ENTRY FEES MADE PAYABLE TO: DOUG GARN - 2133 24TH AVE S, ESCANABA, MI 49829

Soaring Eagle Casino & Resort • 6800 Soaring Eagle Blvd, Mt Pleasant, MI 48858



DR POOL PROMOTIONS INC.



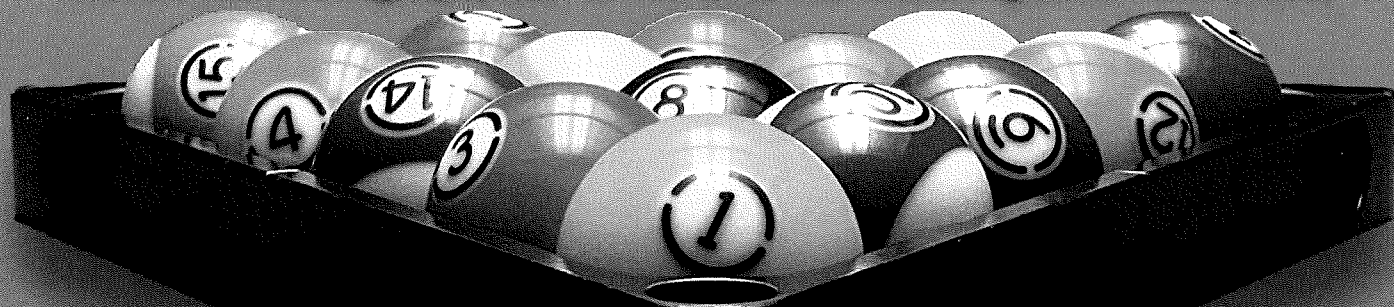
Jacoby Custom Cues, Inc.



\$6,500 NOVEMBER 6-10, 2024

Guaranteed Added

Open to all ACS-League Members from Wisconsin, Michigan, Minnesota, Illinois, and Iowa with two weeks of league play after the start of the new sanctioning season (June 1, 2024)



9-BALL & SCOTCH

- 9-Ball Singles
 - Lower 8-Ball Scotch Doubles
 - Upper 8-Ball Scotch Doubles
- Scotch Doubles teams can be composed of any two players below division caps.

8-BALL SINGLES

- Mixed Lower 8-Ball Singles
- Mixed Middle 8-Ball Singles
- Mixed Upper 8-Ball Singles
- Women's Lower 8-Ball Singles
- Women's Upper 8-Ball Singles

TEAMS

- Mixed Lower 8-Ball Team
 - Mixed Upper 8-Ball Team
 - Women's Lower 8-Ball Team
 - Women's Upper 8-Ball Team
- Mixed Team events: 4-person
Women's Team events: 3-person

More information will be available soon!

ACS AMERICAN CUE SPORTS

- WHEREAS,** the Oneida Business Committee adopted Resolution # BC-09-27-17-B, *Setting the Strategic plan for the 2017-2020 term of the Oneida Business Committee*, expressing the foundation for the strategic plan are to be built on foundations of: Trust, Value-Based Budgeting, Sovereignty Protection, Change Management and Communication; supporting the following six unique broad goals: Advancing Onkyote?a•ka principles, Exercising Sovereignty, Improving Organizational Changes, Promoting Community Relations, Inspiring YukwatsistayΛ, and Encouraging Tsi?niyukwalihoTΛ; and that the Oneida Business Committee support these goals by requesting all direct reports, and all parts of the organization, utilize the concepts as a guide for all organizational needs, actions, planning, and reporting for effective development and measure, and
- WHEREAS,** the Oneida Business Committee adopted Resolution # BC-09-27-17-I, *Strategic Workforce Planning–Budget-Implementation for the Oneida Nation*, which required “additional focus on right-sizing the organization to meet programming and service demands as well as to work within the financial limits of the Oneida Nation, and identified, as a plan to support strategic budget planning, and
- WHEREAS,** the Oneida Business Committee adopted Resolution # BC-10-25-17-E, *Fiscal Years 2019 to 2022 Triennial Strategic Fiscal Planning*, which expands the initiative set forth in Resolution # BC-02-11-15-A to support and enhance efficient and sustainable public financial management which is key to promoting economic sustainability, good governance, social programs and a rising standard of living for all Oneidas: “The goal of sustainability is identified through measures of all activities in enterprises, programs and services to ensure that the revenues and expenses of the Oneida Nation are being utilized in a manner that creates the most effective and efficient use of those revenues or expenditures
- WHEREAS,** the Oneida Business Committee adopted Resolutions # BC-09-27-17-I, *Strategic Workforce Planning – Budget – Implementation for Oneida Nation*, and # BC-03-14-18-D, which clarified the application of Resolution #BC-09-27-17-I by correcting the FTE calculation to include long-term employees, identifying a specific number of FTEs for Tribal operations, and requiring specifications when the FTE cap is met or exceeded; and
- WHEREAS,** the organization has completed a budgeting process of assessment, development, measurement and implementation utilizing programming data, budget trending data, client needs data, and tools which show alignment of the programming to the Nation’s Core values, and Six Unique Broad goals; and
- WHEREAS,** the Oneida Business Committee has reviewed the proposed budget and supports the budget presented to the General Tribal Council as being based on the Core Values, Triennial Strategic Plans, and O.B.C. Six Unique Broad goals; and

NOW THEREFORE BE IT RESOLVED, the Fiscal Year 2020 Budget of \$495,900,878 as defined by the attached document is approved by the General Tribal Council for implementation with review and oversight by the Oneida Business Committee.


NOW THEREFORE BE IT FURTHER RESOLVED, the Oneida Business Committee resolutions # BC-09-27-17-I and # BC-03-14-18-D are reaffirmed by the General Tribal Council as a method of understanding and directing employment levels to meet the organizational needs of the Oneida Nation to generate revenues and protect the health, safety and welfare of members and the Oneida community.

GTC Resolution # 09-16-19-A
Adoption of Fiscal Year 2020 Budget
Page 3 of 3

BE IT FINALLY RESOLVED, that all employment decisions shall be made while avoiding lay-offs as a last resort.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida General Tribal Council, in session with a quorum of 1,808 members present, at a meeting duly called, noticed and held on the 16th day of September, 2019; that the forgoing resolution was duly adopted at such meeting by a majority of those voting and that said resolution has not been rescinded or amended in anyway.



Lisa Summers, Secretary
Oneida Business Committee



OPPORTUNITY ATTRACTION FUND

FLEXIBLE FUNDING TO DRAW OPPORTUNITIES TO WISCONSIN

Attracting major events and programs to Wisconsin can help raise awareness of the state's attributes as a prime destination for travel, business, and living—but attracting these events and programs can be a competitive endeavor among states. In some cases, these opportunities require an investment of funds that will lead to a multiplier effect, as the multiplier program generates economic impact over and above the amount of the up-front investment. In 2023, the state Legislature passed Wisconsin Act 169 directing the Wisconsin Economic Development Corporation (WEDC) to create and administer a fund for this purpose.

How it works

With initial annual funding of \$5 million, the **Opportunity Attraction Fund** will allow Wisconsin to bid against other states or jurisdictions outside Wisconsin to attract opportunities or events that will draw national exposure and drive economic development and visitors to Wisconsin. The program rules also allow for using dollars from the fund to host opportunities and events that are awarded to Wisconsin through this competitive bidding process. Grant sizes will vary based on the project, with a maximum of \$100,000 available for bid-related expenses and up to \$5 million for hosting expenses. Applicants are required to match the grant amount with non-state funds.

Eligibility criteria

Eligible applications for this program include:

- Cities, villages, towns, or counties in Wisconsin
- American Indian Tribes or bands within the state
- Area visitor and convention bureaus
- Business improvement districts
- Private entities

Successful applications will involve events with the potential to drive economic impact, increase tourism, and elevate Wisconsin's profile on a national level.

LEARN MORE

For more information about the Opportunity Attraction Fund, please contact:

Sarah Duchemin

Vice President, Marketing and Brand Strategy

WEDC

sarah.duchemin@wedc.org

Tel: 608.210.6794



Opportunity Attraction Fund Program

Program Guidelines for Fiscal Year 2025			
Lead Division: Marketing and Brand Strategy			
<input checked="" type="checkbox"/> New	<input type="checkbox"/> Revised		
<input checked="" type="checkbox"/> Grant	<input type="checkbox"/> Loan	<input type="checkbox"/> Tax Credit	<input type="checkbox"/> Technical Assistance

Introduction

Background Information: The purpose of the Opportunity Attraction Fund Program is to attract major opportunities and events to the State of Wisconsin, as directed by the Legislature in 2023 Wisconsin Act 169. Until the current legislation was passed, there was not a state-wide effort or fund to assist with the attraction of large, economically impactful events.

Program's Purpose: The purpose of the Opportunity Attraction Fund Program is to attract major opportunities and events to the State of Wisconsin, to improve perception and increased awareness of Wisconsin as a place to travel and live. The Program provides funds for eligible entities to attract to Wisconsin, or host in Wisconsin, events and opportunities that are secured through competitive bidding against other states or jurisdictions outside of Wisconsin. Events or major opportunities secured through this program should drive economic impact within Wisconsin. Additional benefits may include increased travel and tourism activity within the state, as well as out-of-state talent attraction.

Eligibility Requirements

Eligible Applicants: Opportunity Attraction Fund applicants may be:

- A city, village, town, or county.
- An American Indian tribe or band in this state.
- An area visitor and convention bureau.
- A business improvement district.
- A private entity.¹

Eligible Use of Funds: Applicants may use Opportunity Attraction grant funds on a project as specified in the application to attract to Wisconsin, or host in Wisconsin, or both, a major opportunity event that is open to the public, whether or not free of charge². Specifically, grant funds may be used to undertake a project to do one or more of the following:

1. Bid

Bid against other states or jurisdictions outside of Wisconsin to attract an opportunity or event that will draw national exposure and drive economic development and visitors to Wisconsin.³

¹ Wis. Stat. § 238.143(1)

² Wis. Stat. § 238.143(3)(b)

³ Wis. Stat. § 238.143(3)(b)1



Such costs may include, among others, documented out-of-pocket expenses for materials and travel to present the bid, or the use of staff time or outside consultants to prepare a bid.

2. Host

Host an opportunity or event that will attract national exposure and drive economic development and visitors to Wisconsin that the applicant has secured through a competitive bid against other states or jurisdictions outside of Wisconsin.⁴

Such costs may include, among others, sponsorship or other fees required for hosting the event in Wisconsin, costs related to event space and logistic expenses, lodging, catering, and capital investment for infrastructure related to the event, as well as expenses related to marketing the event.

Matching: Grant recipients must provide matching funds equal to the amount of the grant. Matching Funds must be provided from non-state funds.⁵

Available Incentives

FY25: \$5,000,000

Award sizes:

1. Bid

Grants for expenses related to a bid for an event or opportunity may not exceed \$100,000.

2. Host

Grants for expenses related to hosting an event or opportunity may not exceed \$5,000,000.

Activities and Expected Outcomes

Assist three businesses or communities and achieve a 1:1 leverage of other investment.

Impact: Direct and indirect economic impact through increased out-of-state visitor attraction to Wisconsin, national exposure via earned media, tourism and related spending by visitors, event-related spending, and possible capital investment related to an event.

Metrics:

1. Bid

- Leverage – Total.

⁴ Wis. Stat. § 238.143(3)(b)2

⁵ Wis. Stat. § 238.143(4)



- Performance Milestone, bid won/lost for opportunity/event.
- Plans Completed, compiled bid data and pitch completed and delivered.

2. Host

- Leverage – Total.
- Capital Investment.
- Individuals Served/Engaged.
- Performance Milestone, if applicable.

Application Guideline

Timeline: The Opportunity Attraction Fund program has a continuous application process.

Review Considerations: Applicants must support their request with an estimate of projected direct and indirect economic benefits of the proposed opportunity or event to Wisconsin and a related cost-benefit analysis concerning the opportunity or event.⁶To support WEDC's evaluation of impact estimates, applicants must provide a breakdown of any economic events and assumptions used to create their estimate. In addition, all applicants will be expected to provide the following:

- An estimate of the number of event attendees from outside the county and from outside state.
- Estimates of average per visitor spending by category, as well as the basis for those estimates.
- A breakdown of planned capital expenditures, including construction and equipment, that will be made to host the event.

WEDC will consult with the Wisconsin Department of Tourism⁷ prior to making an award under this program and may take the following into account when evaluating applicants:

1. Bid

- Whether or not the event or opportunity is appropriate and desirable for support by the State of Wisconsin.
- Whether or not the applicant has demonstrated sufficient direct and indirect impact to justify WEDC's investment.
- Whether or not the applicant's expected out-of-pocket costs for preparing and submitting its bid are reasonable.
- Whether or not the applicant is based in Wisconsin.

2. Host

- Whether or not the event or opportunity is appropriate and desirable for support by the State of Wisconsin.
- Whether or not the applicant has demonstrated sufficient direct and indirect impact to justify WEDC's investment.

⁶ Wis. Stat. § 238.143(3)(a)

⁷ Wis. Stat. § 238.143(5)



- Whether or not the applicant's expected out-of-pocket costs for preparing and submitting its bid are reasonable.
- Whether or not the applicant is based in Wisconsin.
- The extent to which Wisconsin vendors will be used in supporting the event or opportunity.

How to Apply: An interested applicant should contact a WEDC Account Manager to determine if their project is right for the program. Upon review of the project, and alignment with eligibility criteria, an applicant will be invited to submit their application through Network Wisconsin.

Award Process: The completed application will be assigned to a WEDC underwriter and go through WEDC's awards administration process.

Performance Reporting: Recipients must periodically submit a performance report documenting specific project activities and any other contract deliverables.

WEDC annually selects awards on a sample basis for an audit. All backup to the performance report and financial records are required to be maintained by the Recipient for a period of at least three (3) years after the last performance report is due.

WEDC may impose additional reporting requirements to evaluate project performance and to ensure compliance with contract deliverables.

Opportunity grants are not subject to Wis. Stat. § 238.03(3)(a).⁸

Revision History

Program Inception – Fiscal Year 2025

⁸ Wis. Stat. § 238.143(3)(c)

Enter the e-poll results into the record regarding approving an exception to resolution # BC-01-12-22-A to

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 checked="" 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: BPIGMAN

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Kirby W. Metoxen](#); [Jennifer A. Webster](#); [Jameson J. Wilson](#); [Marlon G. Skenandore](#); [Jonas G. Hill](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [David P. Jordan](#); [Janice M. Decorah](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Maureen S. Perkins](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve an exception to resolution # BC-01-12-22-A to cancel the 11/27/2024 and 12/26/2024 regular BC meetings
Date: Friday, October 18, 2024 4:36:36 PM
Attachments: [BCAR Exception to resolution # BC-01-12-22-A to cancel the 11/27/2024 and 12/26/2024 regular BC meetings.pdf](#)

E-POLL RESULTS

The e-poll to approve an exception to resolution # BC-01-12-22-A to cancel the 11/27/2024 and 12/26/2024 regular BC meetings, **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Aliskwet Ellis
Senior Information Management Specialist
Government Administrative Office

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Thursday, October 17, 2024 9:19 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Maureen S. Perkins <mperkin2@oneidanation.org>
Subject: E-POLL REQUEST: Approve an exception to resolution # BC-01-12-22-A to cancel the 11/27/2024 and 12/26/2024 regular BC meetings

E-POLL REQUEST

Summary:

Business Committee (BC) action is needed to change the schedule adopted by resolution # BC-01-12-22-A.

The BC reviewed the standing meeting schedule for the remainder of calendar year 2024 at the October 11, 2024, BC work session. The BC determined that November 27th and December 26th

regular BC meetings, and their associated executive session discussions, should be cancelled; formal action is required to finalize this determination.

Any items that need to be addressed can be sent to the next regular BC agenda for approval or can be processed via e-poll (if the item is time sensitive). Notice will go out informing the organization/community of the cancellation.

Justification for E-Poll:

An e-poll is being requested to ensure adequate notice is provided to the organization/community regarding the cancellation. Additionally, the BC agreed to process this action via e-poll at the October 11, 2024, BC work session.

Requested Action:

Approve an exception to resolution # BC-01-12-22-A to cancel the November 27, 2024, and December 26, 2024, regular Business Committee meetings and their associated executive session discussions.

Deadline for response:

Responses are due no later than **4:30 p.m., Friday, October 18, 2024.**

Voting:

Use the voting button above, if available; OR
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.

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.

Business Committee Agenda Request

1. Meeting Date Requested:

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 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: | | |

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: | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



Business Committee Agenda Request – Cover Memo

From: Lisa Liggins, Secretary

Date: 10/17/2024

RE: Exception to resolution # BC-01-12-22-A – November 27, 2024, and December 26, 2024, regular Business Committee meetings

BACKGROUND

Business Committee (BC) action is needed to change the schedule adopted by resolution # BC-01-12-22-A.

The BC reviewed the standing meeting schedule for the remainder of calendar year 2024 at the October 11, 2024, BC work session. The BC determined that November 27th and December 26th regular BC meetings, and their associated executive session discussions, should be cancelled; formal action is required to finalize this determination.

Any items that need to be addressed can be sent to the next regular BC agenda for approval or can be processed via e-poll (if the item is time sensitive). Notice will go out informing the organization/community of the cancellation.

REQUESTED ACTION

Approve an exception to resolution # BC-01-12-22-A to cancel the November 27, 2024, and December 26, 2024, regular Business Committee meetings and their associated executive session discussions.

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 Anna John Resident Centered Care Community Board FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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: Lorna Skenandore, Chair/Anna John Resident Centered Care Community Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

Anna John Resident Centered Care Community Board

Approved by official entity action on: 10/9/2024

Submitted by: Lorna Skenandore

OBC Liaison: Jennifer Webster

OBC Liaison: Lawrence Barton

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.

AUTHORITY

The Anna John Resident Centered Care Community Board is responsible for, including, but not limited to:

- (a) Enhancing services between the community, the residents of AJRCCC, their families and the AJRCCC Administration.
- (b) Being involved, visiting, and participating in activities with the residents of AJRCCC.
- (c) Ensuring that the AJRCCC is equipped and staffed in a manner that provided the best services for residents of the AJRCCC.
- (d) Bringing the Board's and AJRCCC residents' concerns and/or complaints to the AJRCCC Administration, as well as the Comprehensive Health Division Director and/or the Oneida Business Committee liaison to the Board.
- (e) Ensuring that the AJRCCC operates within the guidelines and policies governing its operations.
- (f) Ensuring that the AJRCCC maintains a safe and sanitary environment while providing quality care and services to its residents as ordered by each resident's attending physician; and
- (g) Carrying out all other powers and/or duties delegated to the Board by the laws of the Nation.

BCC MEMBERS

Brenda VandenLangenberg
Member
07/31/2025

Shirley "Jeannie" Schuyler
Member
07/31/2027

Valerie Groleau
Member
07/31/2026

Lynn Metoxen
Member
07/31/2028

Lorna Skenandore
Chair
07/31/2026

Jeanette Ninham
Member
07/31/2028

Beverly Anderson
Vice-Chair
07/31/2027

MEETINGS

2nd Wednesday of each month.

5:00 p.m.

Anna John Resident Centered Care Community Congregate Meal Site 2901 S. Overland Dr.
Oneida, WI. 54155

Emergency Meetings: None

CONTACT INFORMATION

CONTACT: Lorna Skenandore

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: ajc-lske@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Anna-John-Resident-Centered-Care-Community-Board>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

Community and organizational buy-in will be formed and economic sustainability will be promoted.

Impact:

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 Business Committee or include the issue on an agenda at the next regular board meeting.

ACCOMPLISHMENT #2

Summary:

Continue to update the education of the Anna John Resident Centered Care Community Board members.

Impact:

Currently the Board receives monthly updates from the Nursing Home Administration about what is happening at the nursing home, and the Board provides feedback and asks questions they may have. September 24, 2024 Brenda VandenLangenberg and Lynn Metoxen were able to attend the Wisconsin Tribal Nations Roundtable on Health Recap.

GOALS

LONG-TERM GOAL #1

Work with the Nursing Home Director and staff to build a stronger relationship and improve communication.

Strong Governing Systems and Cultural Relevancy

Update on Goal:

It has been the intention of the Board to work on building a strong relationship with the Nursing Home Director, and Administration. In the fourth quarter there was huge communication improvements between the board and Comprehensive Health Administration. The Board is looking forward to working with them moving forward and continuing to work collaboratively with them.

LONG-TERM GOAL #2

Promote and support elder community events and to share information that would benefit or promote health services that may be provided by the Anna John Resident Centered Care Community.

Transformational Leadership and Strategic Outlook

Update on Goal:

Attend and provide beneficial information for services that may be provided by or at the Anna John Resident Centered Care Community. The Board approved the new brochure concept and mock-up as provided by Sid White at the September meeting,

LONG-TERM GOAL #3

Attend training and education opportunities to better provide knowledge for Anna John Resident Centered Care Community Board members when it comes to residents of the nursing home.

Cultural Relevancy and Strategic Outlook

Update on Goal:

Request training opportunities from the Nursing Home Director, as well as requesting training and conference information from the Elder Services Manager or the Oneida Nation Commission on Aging. There were two board members that attended the Elder Expo at the Oneida Hotel August 20 & 21, 2024. The Board was also able to have a couple members attend a Wisconsin Tribal Nations Roundtable on Health in September.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$450	1	0	0
August 2024	\$525	1	0	0
September 2024	\$525	1	0	0

BUDGET

FY-2024 BUDGET: \$13,000

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$5,975

This fourth quarter budget was used for stipends.

REQUESTS

OTHER

Assistant Director Of Health (Sid) advised there is a new Director Dr Kaza that was hired and will begin October 1, 2024. They will be updating and providing additional information as far as what services are provided and looking at ways of advertising opening for new residents.

Accept the Environmental Resources Board FY-2024 4th quarter memo

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 |
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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:

- | | | |
|--|--|-------------------------------------|
| <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 on behalf of the Environmental Resources Board 

DATE: October 21, 2024

RE: Oneida Environmental Resources Board FY-2024 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-2024 4th Quarter Report.

Membership:

ERB consists of nine (9) members. There are currently nine (9) vacancies with three (3) year terms.

Background:

- 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.
- On December 7, 2022, the Legislative Operating Committee added several laws to the Active Files List to addresses amendments needed for the dissolution of the Environmental Resources Board and transition of responsibilities

Accept the Oneida Community Library Board FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/12/24

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: Stephanie Metoxen, Chair/Oneida Community Library Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Community Library Board

Approved by official entity action on: 10/23/2024

Submitted by: Stephanie Metoxen

OBC Liaison: Marlon Skenandore

OBC Liaison: Jameson Wilson

PURPOSE

The purpose of the Board is to administer and oversee the administration of the Oneida Community Library in accordance with the laws of the Nation, Chapter 43 of the Wisconsin Statutes, and any policies pursuant thereto.

AUTHORITY

Supporting and endorsing the American Library Association's Library Bill of Rights and freedom to read statement, the Board accepts that its purpose is to assist the Oneida General Tribal Council and library staff:

- (A) To provide quality library and information services to the people of the Oneida community as well as Brown and Outagamie County residents through continuation of existing tribal, county, and inter-library system agreements.
- (B) To encourage and promote the development of library services to meet the informational, educational, cultural, and recreational needs of the Oneida Community Library clients.
- (C) To develop policies which will protect the unique resources held by the Oneida Community Library; specifically, those pertaining to the Oneida/Haudenosaunee and other Native American Nations.
- (D) To promote the use of meeting areas within the Oneida Community Library for socially useful and cultural activities.

The Board shall be responsible for:

- (1) The monitoring of, and advising on, the programs, services and acquisitions of print/non-print materials provided to Oneida Community Library clientele.
- (2) The carrying out of all powers and duties set forth in Wis. Stat., §43.58, as well as any other law, rule, policy, or contractual provision created thereunder.
- (3) The carrying out of any other authority delegated through the laws, policies, rules, and resolutions of the Nation.

BCC MEMBERS

Carmelita Escamea
Member
03/31/2025

Kathleen Cornelius
Member
03/31/2027

Vacant
School Administrator
03/31/2025

Stephanie Metoxen
Chair
03/31/2027

Bridget John
Vice-Chair
03/31/2026

MEETINGS

3rd Monday of each month.

12:00 p.m.

Oneida Community Library 201 Elm St., Oneida, WI. 54155

Emergency Meetings: 0

CONTACT INFORMATION

CONTACT: Stephanie Metoxen

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: Library_Board@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Community-Library-Board>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

To help promote the Oneida Community Library monthly events and any special events.

Impact:

With the Board attending and promoting the libraries monthly events or special events it brings more attention to the library and services and programs they have to offer. This promotes a good strategic outlook and how the library can continue to provide long term services and materials.

ACCOMPLISHMENT #2

Summary:

To help promote technological and social changes that challenge the traditional library experience.

Impact:

The Board is always willing to share what the library has going on and wanting to assist in getting resources out to the community, and willing to work with other areas to help the children and students of the Oneida Community. By doing this it is promoting and encouraging a strategic outlook.

ACCOMPLISHMENT #3

Summary:

Support and encourage the Library Manager in moving forward with Engineering for library updates and the CIP project.

Impact:

With the Board supporting the Library Manager it is encouraging cultural relevancy and a strong strategic outlook for continued cultural relevancy. Currently due to inadequate spacing and security needs, there is limited opportunities for cultural and educational events and information.

GOALS

LONG-TERM GOAL #1

To help promote the Oneida Community Library monthly events and any special events.

Strategic Outlook

Update on Goal:

Help promote and spread the word on future events that the library is planning and collaborating on with other areas.

LONG-TERM GOAL #2

To help promote technological and social changes that challenge the traditional library experience.

Strategic Outlook

Update on Goal:

Help promote and spread the word on cultural and educational events being planned by the library.

LONG-TERM GOAL #3

Support and encourage the Library Manager in moving forward with Engineering for library updates and the CIP project.

Cultural Relevancy and Strategic Outlook

Update on Goal:

Be there to provide any assistance, guidance, or to help in moving the library expansion project forward.

QUARTERLY GOAL #1

To help promote the Oneida Community Library monthly events and any special events

Strategic Outlook

Update on Goal:

There were several events that took place in the fourth quarter: Witness to Fitness, Homeschool Program, Pinch Pots, Elder Hour, Beading Circle, Language Club, Soap Carving, ANIMEE, Teen Takeover. This is just to name a few of many activities.

QUARTERLY GOAL #2

To help promote technological and social changes that challenge the traditional library experience.

Strategic Outlook

Update on Goal:

The Board offered any kind of support to assist in getting the job title of the Library Manager to Library Director to meet industry and State standards. The Board has also began working on updating the libraries code of conduct policy.

QUARTERLY GOAL #3

Support and encourage the Library Manager in moving forward with Engineering for Library updates and the CIP project.

Cultural Relevancy and Strategic Outlook

Update on Goal:

The Board receives updates and helps as needed and/or requested.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$0	0	0	0
August 2024	\$225	1	0	0
September 2024	\$300	1	0	0

BUDGET

FY-2024 BUDGET: \$3,000

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$1,950

The Boards budget is solely for stipends.

REQUESTS

None currently

OTHER

The Board took action and approved the Chair to submit a letter of recommendation and support to change the job title of the Library Manager to Library Director to be alignment with other libraries in the Nicolet Federated Library System.

Accept the Oneida Nation Arts Board FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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: Harmony Hill, Chair/Oneida Nation Arts Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Nation Arts Board

Approved by official entity action on: 11/1/2024

Submitted by: Harmony Hill

OBC Liaison: Lisa Liggins

OBC Liaison: Jennifer Webster

PURPOSE

The Board was established to assist in the promotion of a community that embraces art as a pathway to sovereignty, where traditional and contemporary arts are woven into the fabric of everyday life and embolden a sense of belonging. The Board was further established to provide advisory guidance and support to the Oneida Nation Arts Program ("ONAP"), and to oversee the Dollars for Arts Project ("DAP") in accordance with the DAP Law, the Wisconsin Regranting Program guidelines, and any other governing program guidelines as may be amended from time-to-time hereafter.

AUTHORITY

The powers and duties that have been delegated to the Board include, but are not limited to, the following.

- (1) *Advisory*
 - A. Advise and guide an impactful Oneida Nation Arts Program; and
 - B. Serve as a sounding board and feedback loop to the ONAP Director for matters related to the arts in the Oneida Nation.
- (2) *Advocacy*
 - A. Participate in the arts through teaching, learning, sharing and outreach.
 - B. Support artists in the community through support of and participation in programs, events, arts groups, and activities; and
 - C. Report ONAP/DAP/Board activities and impact to the Oneida Business Committee.
- (3) *Evaluation*
 - A. Evaluate the ONAP by request of the ONAP Director; and
 - B. Provide support for determining impactful measures of ONAP/DAP success.
- (4) *Fiscal*
 - A. Approve policies and procedures for the overall coordination and administration of the Wisconsin Regranting Program and any other governing program guidelines as may be amended from time-to-time hereafter.
 - B. Review and evaluate regranting annually.
 - C. Allocate DAP funds annually and;

- D. Approve Fiscal Sponsorships.
- (5) Carry out all additional powers/duties delegated to the Board through the DAP Law, Boards, Committees and Commissions Law; and any other governing laws, policies, rules and/or resolutions of the Nation

BCC MEMBERS

Fred Muscavitch
Member
03/31/2025

Weeya (Michelle) Calif
Member
03/31/2026

Christine Klimmek
Vice-Chair
03/31/2025

Harmony Hill
Chair
03/31/2027

Pete Skenandore
Member
03/31/2025

Claudia Skenandore
Member
03/31/2027

Kelli Strickland
Member
03/31/2026

MEETINGS

2nd Tuesday in September, December, March, and June.

5:00 PM

Microsoft Teams

Emergency Meetings: None

CONTACT INFORMATION

CONTACT: Sadie Wilson

TITLE: Arts Program Coordinator

PHONE NUMBER: 920-490-3835

E-MAIL: Swilson1@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Nation-Arts-Board>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

Successful management of the annual Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants.

Impact:

There was \$11,500 awarded for the Dollars for Art grants in 2024 which will be matched by the Arts Program with Tribal Contribution. The Board approved some website changed changes for the descriptions of the award types and approved four (4) new applications for Artist Development, Arts Starts, Community Group and Professional Artist. We also approved two (2) new DAP policies for DAP Failure to Turn in Final Grant Report and the DAP Extension Policy.

GOALS

LONG-TERM GOAL #1

Successful management of the annual Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants

Strong Governing Systems

Update on Goal:

The Arts Board members formed sub-committee to review the tribe's DAP law and will continue working on it during the next year.

LONG-TERM GOAL #2

Review the Dollars for Arts law (Title 1. Government and Finances – Chapter 128) and clarify guidelines for applicants to the grant program.

Cultural Relevancy

Update on 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.

QUARTERLY GOAL #1

Successful management of the annual Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants

Strong Governing Systems

Update on Goal:

Reviewing the DAP Law to ensure the Regranting Program guidelines are clear, valid, and applicable to arts grant applicants.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$0	0	0	0
August 2024	\$0	0	0	0
September 2024	\$300	1	0	0

BUDGET

FY-2024 BUDGET:

[Click here to enter Budget](#)

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD:

\$1,200

The budget for this board is only for stipends

REQUESTS

None currently

OTHER

None currently

Accept the Oneida Nation Veteran Affairs Committee FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/2024

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: Gerald Cornelius, Chair

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Nation Veteran Affairs Committee (ONVAC)

Approved by official entity action on: October 8, 2024

Submitted by: John Breuninger

OBC Liaison: Jennifer Webster

OBC Liaison Alternate: Larry Barton

OBC Liaison Alternate: Jonas Hill

OBC Liaison Alternate: Jameson Wilson

PURPOSE

The PURPOSE of the Oneida Nation Veteran Affairs Committee (ONVAC) is to serve as an advisory body to the Oneida Nation's Veteran Services Office in all matters related to the Oneida Nation's veteran's rights, benefits, veteran 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 is the PURPOSE of the ONVAC to assist the Tribal Veterans Services Officer (TVSO) in the formulation and administration of veteran's programs, services, ceremonies, and events as necessary, and to be the advocates for the Chartered Veterans Organizations and other organized veteran groups located on the Oneida Reservation. Furthermore, the ONVAC shall represent the Oneida Nation at the request of the elected Oneida Business Committee (OBC) who have appointed each member to the ONVAC. Finally, the ONVAC shall serve as the responsible party for the management of the Veteran's Memorial site to be officially named by the Oneida Land Commission, in the near future.

AUTHORITY

ONVAC was established by the Oneida Business Committee (OBC) by motion on January 12, 1994, and further established through the adoption of bylaws on October 29, 1997, which were amended on February 13, 2013, and again on November 14, 2023, which the ONVAC approved. The updated bylaws are currently in the process of being approved by the OBC.

BCC MEMBERS

John Breuninger
Secretary
12/31/2025

Jason Kurowski
Member
12/31/2027

Gerald Cornelius
Chair
12/31/2025

Floyd Hill II
Vice-Chair
12/31/2026

Dale Webster
Member
12/31/2025

Deke Suri
Member
12/31/2026

Lynn Summers
Member
12/31/2026

Benjamin Skenandore
Member
12/31/2027

Kerry Metoxen
Member
12/31/2027

MEETINGS

Held every 2nd Tuesday of each month.

5:00 P.M

Oneida Veteran Services Office 134 Riverdale Dr., Oneida, Wisconsin

Emergency Meetings: Zero (0)

CONTACT INFORMATION

CONTACT: Gerald Cornelius/John Breuninger

TITLE: ONVAC Chair & 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>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

Color Guard Activities: Including the 2024 Pow Wow grand entries, the ONVAC presented the colors at 12 activities this quarter. A full listing may be made available upon request.

Impact:

Service to the Oneida People as well as representing the veterans of our community by providing honor to all who have served in the United States Uniformed Services. Taking the leadership role in ceremonies, meetings, funerals, etc., the ONVAC continues to "give back" to the People and community who have supported us for our service. We are recognized as representatives of our Oneida Nation and the United States when we participate in the presentation of the colors at various activities.

Accomplishment #2

Summary:

No Major Activity this Quarter

Impact:

Community engagement and celebrations within our community, showing our veterans are supporting our community. Furthermore, recognizing our four known Oneida Code Talkers keeps the recognition of these individuals and their respective families, along with the ONVAC well within the community's memories.

Accomplishment #3

Summary:

No Major Activity this Quarter

Impact:

In giving we shall receive. Our Oneida Nation Veterans support activities both within and outside of our communities, thereby providing support to the needs and desires of our larger geographic area.

Accomplishment #4

Summary:

Community Breakfast: Each Friday morning, the Oneida Veteran Service Office staff and veteran volunteers (including ONVAC members) prepare and serve breakfast to the veterans and Oneida community members. This breakfast is financed by donations from the attendees.

Impact:

Camaraderie brings a group of people with like interests together to meet, celebrate, visit and EAT! The community breakfasts at the Oneida Veterans Service Office are just the place for all of the above. Starting off as a kind gesture for our community veterans, the breakfast activity now brings many people together each week and, also provides a forum for educational opportunities for the community.

GOALSLong-term Goal #1

Strengthen veteran participation in the Oneida community by the continuation of programs and services which are currently being provided and continuously being available to assist wherever and whenever there is a need.

Responsiveness – Availability to the public and timeous reaction to the needs and opinions of the public.

Update on Goal:

ONVAC members continue to be available to our People and community. We participate in community activities which enhance the community's quality of life.

Short-term Goal #1

Continue to support the efforts to enhance the Veteran Memorial (site) by working with the Oneida Land Commission on the Lease and Naming of the site. Furthermore, working with Tourism and the Oneida Engineering Department on enhancements and improvements as well as replacement of the "paver bricks" and the addition of two new monuments.

Consensus Oriented – Public participation in the planning and implementation of the enhancements with all veterans as well as the Oneida community by providing continuous updates through meetings and multi-media outlets and publications.

Update on Goal:

An "all veteran" meeting was held discussing the Veteran Memorial (site) enhancements currently being completed (construction) with additional meetings as the projects continue. The ONVAC has representatives in the two chartered veteran organizations (VFW & WIVA) and their continuous discussions, plans, etc. continue to occur.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2024	\$525	1		
May 2024	\$675	1		
June 2024	\$525	1		

BUDGET

FY-2024 BUDGET: \$56,874

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$23,117

The ONVAC is working on ribbon shirt designs and caps to procure within this next quarter. Our last enhancements were ten (10) years ago. We will again be sponsoring and hosting the Annual Code Talkers Golf Outing – May 24, 2024, procurement of new flags, travel to requested events/conferences such as; Ira Hayes Memorial in February 2025 and Wisconsin's State of Nations Report.

REQUESTS

None at this time

OTHER

None at this time

Accept the Oneida Personnel Commission FY-2024 4th quarter memorandum

Business Committee Agenda Request

1. Meeting Date Requested: 11/14/2024

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: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Internal Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, Boards, Committees and Commissions Supervisor on behalf of
the Oneida Personnel Commission 

DATE: October 21, 2024

RE: Oneida Personnel Commission Update

The purpose of this correspondence is to provide you with an update on the status of the Personnel Commission, and to seek Oneida Business Committee (OBC) direction on proceeding with the outlined options or determining a different course of action.

Background

On April 11, 2018, the Oneida Business Committee adopted resolution BC-04-11-18-A entitled, Dissolution of Personnel Commission, Tolling all Timelines in Personnel Related Matters, and Directing the Development of Emergency Amendments to Existing Laws. They also adoption resolution BC-04-11-18-B Creation of the Personnel Selection Committee.

On September 12, 2018, the Oneida Business Committee adopted a motion to defer posting the Oneida Personnel Commission vacancies until the updated bylaws are presented and approved by the Oneida Business Committee.

On September 26, 2018, the Oneida Business Committee adopted resolution BC-09-26-18-F entitled, "Rescission of the Dissolution of the Oneida Personnel Commission and Related Emergency Amendments in accordance with General Tribal Council's August 27, 2018, Directive."

This resolution formally recognized General Tribal Council's directive to rescind the actions of the Oneida Business Committee related to the dissolution of the Oneida Personnel Commission, and to rescind the related emergency amendments. As a result, resolution BC-04-11-18-A, which dissolved the Oneida Personnel Commission, was formally repealed and the Oneida Personnel Commission was formally reinstated.

Resolution BC-09-26-18-F (attached) provides details on how the Oneida Personnel Commission's responsibilities will be addressed until such time that the Oneida Personnel Commission is prepared to exercise its authority once again.

Also, on September 26, 2018, a proposed draft of the bylaws was presented to the Oneida Business Committee for consideration. The Oneida Business Committee adopted a motion to defer the Oneida Personnel Commission bylaws to an Oneida Business Committee work meeting for further review and discussion.

On October 16, 2018, the Oneida Personnel Commission bylaws were discussed during the Oneida Business Committee work session, during this meeting the Oneida Business Committee made the decision to defer the Oneida Personnel Commission bylaws to a separate meeting between the Nation's Secretary, the Legislative Operating Committee Chairman, and the staff of the Legislative Reference Office for more in-depth discussion and consideration of ideas.

On November 28, 2018, the Legislative Operating Committee, provided an update to the Oneida Business Committee on the progress of the Oneida Personnel Commission.

On January 9, 2019, the Oneida Business Committee adopted the Oneida Personnel Commission bylaws.

On October 23, 2019, the Oneida Business Committee adopted further amendments to the Oneida Personnel Commission bylaws.

POSTING AND APPOINTMENTS – HISOTRY & CURRENT STATUS

On January 23, 2019, we posted the vacancies for the Oneida Personnel Commission and continued to do so throughout the year until the position were filled.

In the beginning of 2020, OPeC had five (5) members:

- Carole Liggins,
- Sandra Skenadore,
- Carol Smith,
- Daniel Thomas¹ and
- Renee Zakhar.

On March 11, 2020, the Oneida Business Committee appointed Twylite Moore to the Oneida Personnel Commission, however, Twylite was unable to take her oath of office due to the COVID-19 pandemic.

“Motion by Jennifer Webster to appoint Twylite Moore to the Oneida Personnel Commission with a term ending March 31, 2025, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Trish King, Brandon Stevens, Ernie Stevens III, Jennifer Webster

Opposed: Kirby Metoxen

Abstained: Lisa Summers”

¹ Daniel Thomas' term was expiring March 31, 2020, this vacancy was posted January 31, 2020

On March 19, 2020, a COVID-19 there was a Core Decision Making Team Declaration for the Suspension of all non-emergent expenses & stipends and activity by certain boards, committees, and commissions. This declaration included the Personnel Commission.

On April 8, 2020, the Oneida Personnel Commission was placed in temporary closure status by BC Resolution 04-08-20-B. This resolution also discontinued oaths of office.

While in temporary closure status Sandra Skenadore's term expired. This vacancy along with the five (5) Pro tem vacancies have been posted since May 2021. This action results in two (2) regular position vacancy, and continuation of the five (5) Pro tem vacancies. It is notable that all five (5) Pro tem positions were vacant prior to COVID as well.

In April of 2021, the Oneida Business Committee adopted BC Resolution 04-14-21-B, which authorized the boards, committee, and commissions to begin meeting virtually effective June 14, 2021, if needed.

On August 24, 2021, Twylite Moore was administered her oath of office. Ms. Moore is eligible to resume her term until March 31, 2025. At this point in time, all regular positions were filled; however, the five (5) Pro tem positions remained vacant.

On February 9, 2022, the Oneida Business Committee terminated the appointment of Carol Smith, this vacancy was posted immediately after her termination and has remained vacant due to no applicants. This action results in two (2) regular position vacancies, and continuation of the five (5) Pro tem vacancies.

On March 17, 2022, Carole Liggins submitted her resignation effective immediately. This action resulted in three (3) regular position vacancies, and continuation of the five (5) Pro tem vacancies.

On March 31, 2022, Renee Zakhar's term expired this vacancy was posted since February 2022, however, no applications were received. This action resulted in four (4) regular position vacancies, and continuation of the five (5) Pro tem vacancies.

On April 14, 2022, the GAO presented this memorandum at the OBC work session. It was determined that we should continue the status quo with suggestions to announce the vacancies on Facebook Live and an article in the Kalihwisaks.

Between April 2022 and September 2023, the GAO office continued to post the vacancies and provide quarterly updates to the Oneida Business Committee.

On September 27, 2023, the Oneida Business Committee reviewed one application and made the following motion:

“Jonas Hill motioned to request the Secretary to re-notice the four (4) vacancies, noting there were no qualified applicants per 105.7-1.(c)(2), and send the discussion regarding the ongoing Oneida Personnel Commission vacancies to the November 2, 2023, BC Work Session, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Kirby Metoxen, Jennifer Webster, Jameson Wilson
Not Present: Tehassi Hill, Lisa Liggins, Marlon Skenandore”

TRAINING

In accordance with their bylaws §1-7, the Commissioners must complete training prior to participating in any screenings, interviews and/or grievance hearings on behalf of the OPeC.

The Training and Development Department from the Human Resources Area identified training for the Oneida Personnel Commission.

The former Commissioners struggled to complete this training on their own. We haven't had one commissioner complete all the training for full certification² to date. We are asking the Business Committee to consider adding language to their motions when appointing members to the OPeC that they need to receive full certification within 180 days of appointment.

NEXT STEPS

1. The GAO will continue to work on filling the vacant positions.
2. The OBC is reviewing the OPeC bylaws to assess if changes are needed.

Requested Action

Accept this memorandum as an update on the progress of the Oneida Personnel Commission and determine next steps, if needed.

² Full certification allows members to participate in pre-screenings, interviews, and hearings.

Accept the Oneida Police Commission FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 VanBoxtel, Chair/Oneida Police Commission

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Police Commission

Approved by official entity action on: 10/16/2024

Submitted by: Richard VanBoxtel, Chair

OBC Liaison: Lisa Liggins

OBC Liaison: Jonas Hill

PURPOSE

The purpose of the Police Commission is to regulate the conduct of the Oneida Nation law enforcement personnel according to the highest professional standards. The Police Commission was established to provide oversight regarding the activities and actions of the law enforcement operations to provide the greatest possible professional services through its representatives on the Police Commission. The Police Commission is an oversight body and does not involve decision making processes on day-to-day activities of those law enforcement services.

AUTHORITY

The Police Commission has all delegated authority established through the laws, policies, rules, and resolutions of the Nation, including but not limited to, the Oneida Nation Law Enforcement Ordinance.

BCC MEMBERS

William Sauer
Member
07/31/2025

Beverly Anderson
Member
07/31/2026

Dan Skenandore
Vice-Chair
07/31/2027

Richard VanBoxtel
Chair
07/31/2028

George Skenandore
Member
07/31/2029

MEETINGS

4th Wednesday of each month.

5:00 pm

Oneida Police Department 2783 Freedom Rd. Oneida, WI. 54155

Emergency Meetings: None

CONTACT INFORMATION

CONTACT: Richard VanBoxtel

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: Police_Commission@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Police-Commission>

ACCOMPLISHMENTS**ACCOMPLISHMENT #1**

Summary:

One of the Commissions goals is to develop positive relationships with the Oneida Community.

Impact:

The Police Commission has open mandatory monthly meetings with the Police Chief and/or the Assistant Police Chief to review and approve the Oneida Police Department monthly report and to keep the Police Commission informed of all 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 (SOP) and work standards.

ACCOMPLISHMENT #2

Summary:

Develop three (3) community events to promote good relations between the community, Police Commission, and Police Department while measuring attendance at events.

Impact:

The Commission is looking forward to working with and supporting the Police Department in community events throughout the year. It is important to the Commission to have these stable

relationships with both the Oneida Community and the Police Department. Being present at events, participating and being involved helps to promote healthy, safe, and strong bonds with the community and the Police Department.

GOALS

LONG-TERM GOAL #1

The Commission will participate in community events to help create and promote positive, stronger relationships within the Oneida Community and with the Oneida Police Department.

Cultural Relevancy and Strategic Outlook

Update on Goal:

Continue working with the Police Department to develop events quarterly.

LONG-TERM GOAL #2

Each Commissioner will have the opportunity to attend training to become more familiar with law enforcement.

Strong Governing Systems

Update on Goal:

Request any upcoming trainings or conferences that would benefit the Oneida Police Commission and allow them to provide better support and/or guidance to the Oneida Police Department. At this time training will take place beginning in FY2025, due to availability and timing for processing purposes.

QUARTERLY GOAL #1

The Commission will participate in community events to help create and promote positive, stronger relationships within the Oneida Community and with the Oneida Police Department.

Promoting positive community relations

Update on Goal:

The Police Commission was able to tour and see the new Mobil Command Center, there were several events that took place in the fourth quarter such as Ride with the Lights, National Night Out, and Cops @ Culvers, and Safety Town.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$300	1	0	0
August 2024	\$0	0	0	0
September 2024	\$375	1	0	0

BUDGET

FY-2024 BUDGET: \$17,600

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$2,100

The budget for the 4th quarter was solely for stipends.

REQUESTS

None Currently

OTHER

George Skenandore was appointed to the vacant position.

Accept the Pardon and Forgiveness Screening Committee FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/2024

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

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3

FY-2024 4th (Jul - Sep) Quarter Report

PARDON AND FORGIVENESS SCREENING COMMITTEE

Approved by official entity action on: October 14, 2024

Submitted by: Eric Boulanger, Chair

OBC Liaison: Jonas Hill

OBC Liaison: Jennifer Webster

PURPOSE

The purpose of the PFSC is to provide a fair, efficient, and formal process for considering pardons and forgiveness.

AUTHORITY

1-3. *Authority.*

- (a) *Purpose.* The purpose of the PFSC is to provide a fair, efficient and formal process for considering requests for a pardon or forgiveness by:
 - (1) Promulgating internal standard operating procedures necessary to govern its proceedings;
 - (2) Reviewing and processing applications for a pardon or forgiveness in an orderly and expeditious manner;
 - (3) Reviewing an applicant's background investigation report received from the Oneida Human Resources Department;
 - (4) Conducting and presiding over hearings to obtain a pardon or forgiveness from the Nation;
 - (5) Providing formal, written recommendations to the Oneida Business Committee to approve or deny a pardon or forgiveness application;
 - (6) Taking other actions reasonably related to the purpose of the PFSC and;
 - (7) Carrying out all other powers and duties delegated by the laws of the Nation, including, but not limited to, the Pardon and Forgiveness law.
- (b) The PFSC does not:
 - (1) Have authority to enter into contracts; or
 - (2) Have authority to create policy or legislative rules.

BCC MEMBERS

Eric Boulanger
Chair
August 31, 2026

Ronald King Jr
OPD Alternate
August 31, 2026

Julie King
Member HSD Primary
August 31, 2026

Sandra Skenadore
Community at Large, 55+
August 31, 2026

Michelle Madl
Member HSD Alternate
August 31, 2026

Jason Kurowski
Community at Large, 25+
August 31, 2026

Vacant
Community at Large, Alternate 25+
August 31, 2026

Kimberly Skenandore-Goodrich
Community at Large, Alternate 55+
August 31, 2026

MEETINGS

Held every 2nd Monday of February, May, August, and November of each month.

10:00 A.M.

Microsoft Teams

Emergency Meetings: Zero

CONTACT INFORMATION

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>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

We will continue to identify and create SOPs as needed /necessary.

Impact:

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.

Accomplishment #2

Summary:

Our bylaws were successfully amended on April 28, 2021. The amended bylaws streamlined our membership and added minimum age and background check qualification for the community-at-large positions.

Impact:

Creating a transition plan will ensure the Committee will move forward without interruption even in the event all new members are appointed to the Committee.

GOALS

Long-term Goal #1

Create transition plan for new appointed Pardon and Forgiveness Screening Committee members.

Create a transition plan that will ensure the Committee will move forward without interruption even in the event all new members are appointed to the Committee.

Update on Goal:

Terms expired in August 2023. There was a smooth transition from the previous Committee members to the newly appointed members, so pardon and forgiveness applicants don't have any interruption in the pardon and forgiveness process.

Quarterly Goal #1

Create and update standard operating procedures.

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.

Update on Goal:

Our goal is to identify and/or create additional standard operating procedures as is needed/required to effectively carry out our duties and responsibilities. We will schedule work meetings to identify and create additional standard operating procedures. We will implement an annual review process for the standard operating procedures moving forward.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$0.00	0	0	0
August 2024	\$100.00	0	0	2
September 2024	\$0.00	0	0	0

BUDGET

FY-2024 Budget:

No Budget, stipends are paid from BC Special Projects

FY-2024 Expenditures as of end of reporting period:

Zero (0)

Budget utilization and projections do not apply to the Pardon and Forgiveness Screening Committee.

REQUESTS

No requests.

OTHER

Community-at-large 25+ alternate remain vacant. The vacancy is currently posted.

There was one Pardon or Forgiveness application received for the hearing in the 3rd quarter that was rescheduled to August 12, 2024.

Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/2024

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: Diane Hill, Chair

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3

FY-2024 4th (Jul - Sep) Quarter Report

Southeastern Oneida Tribal Services Advisory Board

Approved by official entity action on: October 14, 2024

Submitted by: Lloyd D Ninham, Secretary

OBC Liaison: Kirby Metoxen

Alternate OBC Liaisons: Jonas Hill

Alternate OBC Liaisons: Jennifer Webster

PURPOSE

The Board was established through resolution BC-4-494-A, which was adopted by the Oneida Business Committee on April 4, 1994, pursuant to the authority delegated it under Article IV, Section 1 of the Oneida Nation Constitution.

AUTHORITY

The Board was established for purposes 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:

- a. Acting as an ambassador for the SEOTS program by promoting its mission whenever possible.
- b. Reviewing the SEOTS administration.
- c. Guiding and advising the SEOTS administration.
- d. Adhering to the appropriate chain of command in all relative communications with the Oneida Business Committee; and
- e. Conducting all other powers and/or duties delegated to SEOTS by the laws and/or policies of the Nation.

BCC MEMBERS

Michael Coleman
Vice-Chair
March 31, 2025

Vacant
Member
March 31, 2026

Lloyd Ninham
Secretary
March 31, 2025

Diane Hill
Chair
March 31, 2027

Vacant
Member
March 31, 2025

Caryle Wheelock
Member
March 31, 2027

Harmony Hill
Member
March 31, 2026

MEETINGS

Held every 2nd Monday of each month.

6:00 P.M.

Southeastern Oneida Tribal Services Office at 5233 Morgan Ave, Milwaukee Wisconsin 53220 and via Microsoft Teams

Emergency Meetings: Zero (0)

CONTACT INFORMATION

CONTACT: Diane Hill, Chair

TITLE: Southeastern 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>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

Oneida Cultural Heritage Department has continued to assist SEOTS. Leander Danforth has provided virtual Oneida language classes for the community. The Oneida Cultural Heritage Department collaborated with staff & board members establishing the ten raised garden beds installed in front of the building. SEOTS has provided various classes allowing the community to network and learn new techniques.

Impact:

Support SEOTS mission by engaging with the community to create involvement. Encourage community participation in events provided by SEOTS. Demonstrate community involvement by fostering concerns relative to the ideas and concerns from the community.

Accomplishment #2

Summary:

Engage with the community for services that are available such as, food, health, clothing, etc. July 13th SEOTS Community Picnic at Zablocki Park 12-3pm. SEOTS will provide hamburgers, chips, and water. Cupcakes were donated on behalf of the SEOTS Advisory Board.

Impact:

SEOTS Advisory Board supported SEOTS mission to actively engage with the community to pursue ways to meet the needs and implement programing.

Accomplishment #3

Summary:

Events held in collaboration with other tribal agencies located in Milwaukee. SEOTS Advisory board continues to explore and support community organizations., tentative plans to work with Oneida Occupation Health for CPR classes, and Red Magic.

Impact:

Provide learning resources for individuals and families to better self-sustain.

GOALS

Long-term Goal #1

Participation- fostering a system in which the public feel that they are part of the decision-making process, including freedom of expression and assiduous concern for the best interests of the tribe and community in general.

Support the community by communicating able the resources via social media, word of mouth and mailers.

Being able to communicate with the community openly with multiple options relaying information will lead the way for being able to lay the way for three (3) Good Governance principles to all tribal members that live outside the reservation.

Update on Goal:

The SEOTS Advisory Board Facebook page shares program information which provides tribal members access to services such as Oneida Nation Programs in Oneida and at the SEOTS office, intertribal powwows, and other relevant community events hosted by outside organizations.

Long-term Goal #2

Encourage discussion from community members while participating in community events.

Host and support two (2) annual events per year, one being the summer family community picnic and the other event in fall/winter.

Good Governance Principle: Participation – Fostering a system in which the public feels that they are a part of the decision-making processes including freedom of expression and assiduous concern for the best interests of the Nation and community in general.

Update on Goal:

The SEOTS board is currently collaborating events with the SEOTS Manager. The SEOTS board is actively seeking fundraising efforts that will provide space for a seasonal craft fair.

Quarterly Goal #1

Engage with the community for services available: food, health, clothing, etc.

Being able to engage with the community and encouraging them on how to better care for themselves and the welfare of their descendants.

Update on Goal:

To continue achieving community goals the Advisory Board submitted the FY2024 SEOTS Advisory Board budget to align with BC Resolution #06-14-23-E, maintaining FY2023 levels with no increase.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$300.00	1	0	0
August 2024	\$300.00	1	0	0
September 2024	\$375.00	1	0	0

BUDGET

FY-2024 BUDGET: \$13,615

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$8,376

SEOTS has been participating with several events for the Oneida Community and continues to work with SEOTS Administration in planning future events. Our biggest and most engaged event is the annual community picnic.

REQUESTS

None.

OTHER

None.

Accept Oneida Election Board FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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: Candace House, Chair/Oneida Election Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Election Board

Approved by official entity action on: October 28, 2024

Submitted by: Ray Skenandore, Chair

OBC Liaison: Lisa Liggins

OBC Liaison: Tehassi Hill

PURPOSE

The Board was created to carry out the provisions of the Election Law and Article III, Sections 2 & 3 of the Constitution of the Oneida Nation. The purpose of the Board is to conduct the Nation's elections in compliance with the laws of the Nation and assist with GTC meetings in reference to voting.

AUTHORITY

The Board is responsible to conduct elections and to govern all procedures used in the election process along with attending GTC meetings. The Board has all delegated authority established through the laws, policies, rules, and resolutions of the Nation, including, but not limited to, the Election Law.

BCC MEMBERS

Jermaine Delgado
Member
07/31/2025

Vicki Cornelius
Member
07/31/2026

Linda Dallas
Member
07/31/2027

Ray Skenandore
Chair
07/31/2025

Tonya Webster
Vice-Chair
07/31/2026

Candace House
Member
07/31/2027

Kalene White
Member
07/31/2025

Stephanie Metoxen
Member
07/31/2026

Teresa Schuman
Secretary
07/31/2027

MEETINGS

2nd and 4th Monday of each month.

5:00 P.M.

NHC BC Executive Conference Room, N7210 Seminary Rd, Oneida, WI. 54155

Emergency Meetings: 0

CONTACT INFORMATION

CONTACT: Ray Skenandore

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: Election_Board@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Election-Board>

ACCOMPLISHMENTS**ACCOMPLISHMENT #1**

Summary:

The Election Board will conduct all Oneida Elections in compliance with Oneida Law, Policy and/or Resolution.

Impact:

The 2024 Special Election was done on Saturday, July 20, 2024. There were no requests for recounts, the final report was completed, and the results were ratified at the August 28, 2024 Oneida Business Committee meeting and all newly elected members were sworn in and took their oaths of office on September 11, 2024. The Election Board has three (3) new elected members.

ACCOMPLISHMENT #2

Summary:

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Impact:

The Board has developed a table of contents for all Standard Operating Procedures (SOPs) and determined a priority list of what needs to be reviewed first.

GOALS

LONG-TERM GOAL #1

The Election Board will conduct all Oneida Elections in compliance with Oneida Law, Policy and/or Resolution.

Strong Governing Systems

Update on Goal:

Continue to review and ensure all Oneida Election functions continue to be in compliance with Oneida Law, Policy and/or Resolution.

LONG-TERM GOAL #2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Strong Governing Systems

Update on Goal:

Continue to review and make any amendments to our SOPs and By-Laws annually.

QUARTERLY GOAL #1

The Election Board will conduct all Oneida Elections in compliance with Oneida Law, Policy and/or Regulation

Strong Governing Systems

Update on Goal:

The 2024 Special Election was held on Saturday, July 20, 2024. There were no requests for recounts, and the final report was accepted the results were ratified on August 28, 2024.

QUARTERLY GOAL #2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Strong Governing Systems

Update on Goal:

Due to changes in the way the amendment process is being completed, the Election Board has not been able to work with the Boards attorney and move forward.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$5,706	2	0	4
August 2024	\$1,000	2	0	0
September 2024	\$2,000	1	0	1

BUDGET

FY-2024 BUDGET: \$81,000

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$35,487

In the fourth quarter the expenses were stipends for regular Election Board meeting and GTC meetings as well as election activity, travel, and supplies.

REQUESTS

The Election Board would like to request the \$200 cap be lifted regarding the election activity stipend.

OTHER

Nothing currently

Accept the Oneida Gaming Commission FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 Powless Sr., Chair/Oneida Gaming Commission

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

ONEIDA GAMING COMMISSION

Approved by official entity action on: 11-05-2024

Submitted by: OGC Chairman Mark A. Powless, Sr.

OBC Liaison: Vice Chairman Brandon Yellowbird Stevens

PURPOSE

The Oneida Gaming Commission and its departments collectively promote and ensure the integrity, security, honesty and fairness of the regulation and administration of Gaming.

AUTHORITY

Summarily, the OGC's authority is to effectuate the gaming regulatory purposes of the Oneida Nation Gaming Ordinance (ONGO), Indian Gaming Regulatory Act, Oneida Gaming Minimum Internal Controls, and the Compact. [See the ONGO 501. 6-14. (a)-(w) for enumerated authority and responsibilities.]

BCC MEMBERS

Mark A. Powless, Sr.
Chairman
August 2028

Michelle Braaten
Secretary
August 2027

Reynold (Tom) Danforth
Vice Chairman
August 2025

Jeremy King
Commissioner
August 2029

MEETINGS

1st and 3rd Monday of each month.

9:00 AM

In person at OGC Office: 2669 W. Mason Street or request link for Microsoft Teams participation

Emergency Meetings: None this quarter

CONTACT INFORMATION

CONTACT: Mark A. Powless, Sr.
TITLE: Chairman
PHONE NUMBER: (920) 497-5850
E-MAIL: mpowles5@oneidanation.org
MAIN WEBSITE: Coming soon!

ACCOMPLISHMENTS**ACCOMPLISHMENT #1**

Summary:

AGENT MONTHLY REFRESH ON JOB REQUIREMENTS & TESTING, AS PART OF THE MONTHLY TESTING, AGENTS WERE PROVIDED INFORMATION FOR TITLE 31 IN ADVANCE. THIS IS A JOB REQUIREMENT AND BY ALLOWING THE EMPLOYEES TIME PRIOR TO EDUCATE THEMSELVES AND REVIEW FOR THE ACTUAL TEST, HELPED THEM ACHIEVE A PASSING SCORE. THE EMPLOYEE'S KNOWLEDGE AND RECEIVING THE NECESSARY TOOLS AND RESOURCES TO DO THE JOB, IN RETURN ARE ABOVE AVERAGE.

Impact:

THE IMPACT IS POSITIVE AND LONG-TERM. THIS IS REQUIRED ANNUALLY OF EACH AGENT TO PASS. WORKING ON IMPROVING EACH YEAR IS WHAT THE EMPLOYEES SHOULD STRIVE FOR AND PRODUCE QUALITY WORK.

ACCOMPLISHMENT #2

Summary:

OGC-PATRON DISPUTE PROCESS WAS DRAFTED.

Impact:

THE CREATION OF THE OGC-PATRON DISPUTE PROCESS FACILITATES IMPROVED COMMUNICATION ENSURING THE PATRON THAT THEIR ISSUE WILL BE ADDRESSED AND RESOLVED. IT FURTHER PROVIDES A TRANSPARENT AND FAIR DISPUTE PROCESS, THAT LEADS TO GREATER SATISFACTION, TRUST, AND INTEGRITY OF THE ORGANIZATION.

ACCOMPLISHMENT #3

Summary:

ON SHORT NOTICE, WE INITIATED AND COMPLETED THE BADGING PROCESS FOR ALL ONEIDA HOTEL STAFF TO INCLUDE COMPLETION OF GAMING WORK PERMITS IN ANTICIPATION OF THE HOTEL TRANSITION SCHEDULED FOR OCTOBER 1, 2024.

Impact:

HOTEL STAFF WILL BE CLASSIFIED AS GAMING EMPLOYEES AND PROCESSED AS SUCH. THIS WILL NOW BE AN ADDED ON-GOING RESPONSIBILITY OF OUR DEPARTMENT.

GOALSLONG-TERM GOAL #1 (ALIGNMENT)

REVIEW AND ENSURE ALIGNMENT OF OGC STRATEGIES, ORGANIZATION STRUCTURE, PROCESSES, REWARDS, AND PEOPLE.

Periodic evaluation of alignment creates opportunities to identify necessary and continuous improvement.

Update on Goal:

All departments continue diligently working on internal assessments, particularly relevant to organization structure and position titles to account for the specific regulatory needs of the OGC and improved preparedness of technological advancements of the gaming industry, as well as ever-evolving scams of cheats, fraud, and cybersecurity criminals.

LONG-TERM GOAL #2 (REMODEL)

REMODEL PHYSICAL WORK AREAS/OFFICE SPACES AND VIRTUAL PLATFORMS CONTINUES TO BETTER ACCOMMODATE IMPROVED CROSS-FUNCTIONAL WORKFLOWS AND UPDATED TECHNOLOGY INSTALLATIONS/USAGE.

To support the Nation's vision of a strong economy, it is important to evaluate and make necessary adjustments to how and where we work to be most effective with resources. Leveraging technology and making improvements to our physical and virtual workspaces are integral to the Nation's financial efficacy.

Update on Goal:

Some office equipment was updated to allow staff to work more efficiently and have access to current software and technology needed. Surveillance is working on getting updated quotes to order workstation items needed to replace dilapidated equipment for employee safety and protection.

QUARTERLY GOAL #1 (ALIGNMENT)

STANDARD OPERATING PROCEDURES AND WORKFLOWS TO BE UPDATED AND RELOCATED TO A SHARED PLATFORM FOR ALL OGC DEPARTMENTS AND EMPLOYEES TO REFERENCE.

Updating SOPs and workflows ensure there are accurate, consistent, and repeatable processes in place to reference by which compliance and accountability can be measured and enforced.

Update on Goal:

SOPs are being reviewed and updated, particularly for annual regulatory requirements and obligations. DTS was able to get Teams created for us in the Teams app. Still working on getting the SharePoint/website updated.

QUARTERLY GOAL #2 (REMODEL)

CREATE OGC WEBSITE PAGE TO HOUSE AND SHARE CONTENT THAT INCLUDES ELECTRONIC FORMS/LINKS FOR EMPLOYEE, VENDOR, AND PATRON REFERENCE AND USAGE.

Improving upon how and what we communicate, particularly in the virtual space by leveraging technology, is essential for the OGC and its departments to be proactive in the ever-evolving gaming regulatory industry.

Update on Goal:

Documents are being formatted for ideal content and link reference. DTS has updated that they are ready for us to start sending them the documents we would like readily accessible. Due to scheduling conflicts this is taking longer than expected.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Stipends are only paid to Pro-tems for hearing conflicts of interest that may arise.		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$0	2	0	0
August 2024	\$0	2	0	0
September 2024	\$0	2	0	0

BUDGET

FY-2024 BUDGET: \$5,320,129

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$5,765,058

Expenses to date, are approximately 85% of the total annual budget, which were used to maintain services of the Surveillance, Compliance, Investigations & Licensing, and Administration departments of the OGC. Similar expenses will be incurred next quarter.

REQUESTS

None

OTHER.

None

Accept the Oneida Land Claims Commission FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 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: Chris Cornelius, Chair/Oneida Land Claims Commission

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

FY-2024 4th (Jul - Sep) Quarter Report

ONEIDA LAND CLAIMS COMMISSION (OLCC)

Approved by official entity action on: October 17, 2024

Submitted by: Chris Cornelius, Chair OLCC

OBC Liaison: Brandon Yellowbird-Stevens

OBC Liaison: Lisa Liggins

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 allow 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

AUTHORITY

Created by the Business Committee as directed by the membership. The OLCC shall inform and educate the membership on the issues pertaining to Oneida Nation land claims, seek participation of the membership; and be further responsible for carrying out the following duties: (a) Bring forward concerns and suggestions of the membership regarding the Nation's land claims to the Oneida Business Committee. (b) As part of its advisory procedures, to hold public meetings and undergo outreach to provide an opportunity for the membership to voice their concerns and suggestions regarding the Nation's land claims settlement efforts and to share those concerns/suggestions with the Oneida Business Committee. (c) Study other Indian land claim settlements achieved between tribal, state, and federal governments and disseminate the

information to the membership and the Oneida Business Committee. (d) Manage the budget that the Oneida Business Committee provides to the OLCC in accordance with governing laws and policies of the Nation. (e) Assist the Oneida Business Committee with any land claims arising out of natural resource issues/disputes as requested by the Oneida Business Committee. (f) Carry out all other powers and/or duties delegated to the OLCC through any laws, policies, rules and/or resolutions of the Nation.

BCC MEMBERS

Chris Cornelius
Chair
July 31, 2028

Michael S King
Commissioner
July 31, 2025

Deborah Thundercloud
Vice-Chair
July 31, 2027

Candace House
Commissioner
July 31, 2026

Kerry Kennedy
Secretary
July 31, 2026

MEETINGS

The first and third Thursday of each month.

5:00 P.M.

Norbert Hill Center, Room 338, N7210 Seminary Road, Oneida WI. In Person and Microsoft Teams

Emergency Meetings: Zero (0)

Work Meetings¹: 7

Joint Meetings: Zero (0)

Outreach events: # (3)

CONTACT INFORMATION

CONTACT: Chris Cornelius
TITLE: Oneida Land Claims Commission Chair
PHONE NUMBER: (920) 869-4430
E-MAIL: LandClaims_Comm@oneidanation.org

¹ Work meeting are not paid

ACCOMPLISHMENTS

Accomplishment #1

Summary:

The Oneida Land Claims Commission held an outreach event at Anna John Resident Centered Care Community meal site on July 26, 2024, assisted by community volunteers.

Impact:

Shared overview of Oneida Land Claims Commission duties and responsibilities with the Elders, handed out education books, pamphlets and gathered community input via completed surveys

Accomplishment #2

Summary:

The Oneida Land Claims Commission had a student intern for the summer and had community members assist with organizing the Oneida Land Claims Commission office.

Impact:

The student intern created an organized office setting that has greatly improved our working environment for internal and external customers; improved office efficiency for conducting meetings, working, special events, and outreach.

Accomplishment #3

Summary:

Provided Community outreach event at SEOTS Annual Picnic on August 27, 2024.

Impact:

Shared overview of Oneida Land Claims Commission duties and responsibilities, handed out education books, pamphlets and gathered community input via completed surveys

Accomplishment #4

Summary:

Provided Community outreach event at SEOTS on September 17, 2024.

Impact:

Shared overview of Oneida Land Claims Commission duties and responsibilities, handed out education books, pamphlets and gathered community input via completed surveys

GOALS

Long-term Goal #1

Conduct outreach to our membership. We seek participation from our members. Provide education on all Oneida land Claims, past and present.

This supports the Nation's vision by including the membership in the decision-making process and it also supports the Nation's mission statement to, "strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty.

Update on Goal:

The Commission conducted some community outreach by posting articles and videos on social media and posting information in the Kalihwisaks. The Commission approved extra spending for social media expenses. A questionnaire was developed to interview all the people who have history or firsthand knowledge of our land claims history. One interview was conducted and recorded. This captured history will be utilized in creating educational materials and collect recommendations to go forward.

Long-term Goal #2

Compile and forward membership recommendations, Land Claims research, and the Commissions' recommendations to the Oneida Business Committee on behalf of the membership, as directed by the membership

This supports the Nation's vision by including the membership in the decision-making process and it also supports the Nation's mission statement to, "To strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty."

Update on Goal:

The Commission continues to request to meet with the newly elected Oneida Business Committee; to have annual standing meetings to meet and discuss the Oneida land Claims, our research, and membership recommendations, along with our recommendations. We are currently considering other methods of communication to share information in a timelier manner, such as including some of our recommendations in the quarterly reports (See 'Requests' and 'Other' sections below).

Quarterly Goal #1

Gather input from the Oneida membership regarding Oneida Land Claims.

This supports the Nation's vision by including the membership in the decision-making process and it also supports the Nation's mission statement to, "To strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty."

Update on Goal:

Just as identified in previous quarterly reports, we continue to review all surveys, past and present, to improve them; to gather community input/recommendations, and consensus on our land claims. Land Claims Commissioners worked outside of regular paid meetings, researching survey methods, and consulting with personnel at the CEC (Community Education Center) to create a new survey. The OLCC approved the purchasing of IPADS to improve the community survey process at outreach events.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$800.00	2	0	0
August 2024	\$800.00	2	0	0
September 2024	\$800.00	2	0	0

BUDGET

FY-2024 BUDGET: #93,350.00

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$ 1,684.02

Continue to expand outreach events, to include SEOTS and other Oneida communities; and seek input from other Tribal Nations.

REQUESTS

We request the OBC to make the unresolved New York Land Claims a priority; and to immediately resume talks with our brothers and sisters of the Thames.

We recommend land title searches be completed on all allotted lands, and to cloud land titles on all land determined to have been illegally taken or not returned by the government.

We are requesting a part time administrative assistant to help with all day-to-day activities, projects, and all other job duties, responsibilities, and tasks listed on the previous OLCC Executive Assistant job description that the BCC office cannot do or complete in a timely manner.

Quarterly updates from the Nation's negotiators regarding all settlement efforts is requested.

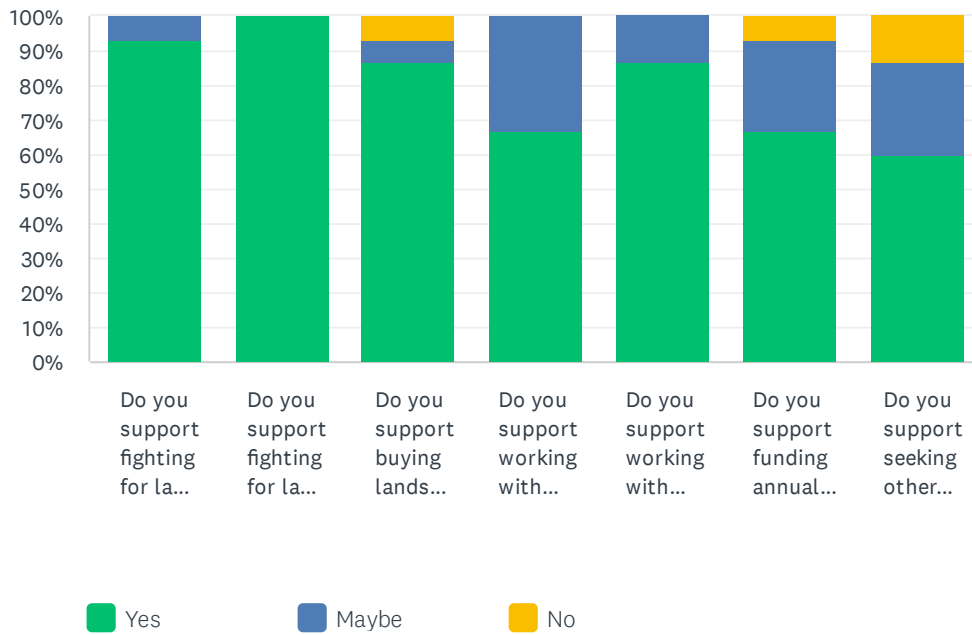
We request the Business Committee and Land Claims negotiators to review and include our Land Claims recommendations, along with the memberships' recommendations in any land negotiations or settlement efforts.

OTHER

Land Claims Recommendations: As a way, to reclaim our land, we support: 1) the direct purchasing of all land within our original treaty territories in New York and Wisconsin, 2) Sending annual letters to the governor of New York, the president of the United States, the Senate on Indian Affairs, the BIA (Bureau of Indian Affairs), the DOI (Department of Interior), and all other lawmakers (i.e. Congressional representatives, both state and federal), regarding our unresolved land claims; in order to lobby the United States that they have a "moral and legal responsibility to provide the Oneidas an alternative remedy" and to give notice we still have unresolved land claims and to request meetings to discuss reparations, an alternative legislative remedy, and a just resolution to the unjust court ruling of laches.

Q1 Please mark your level of support.

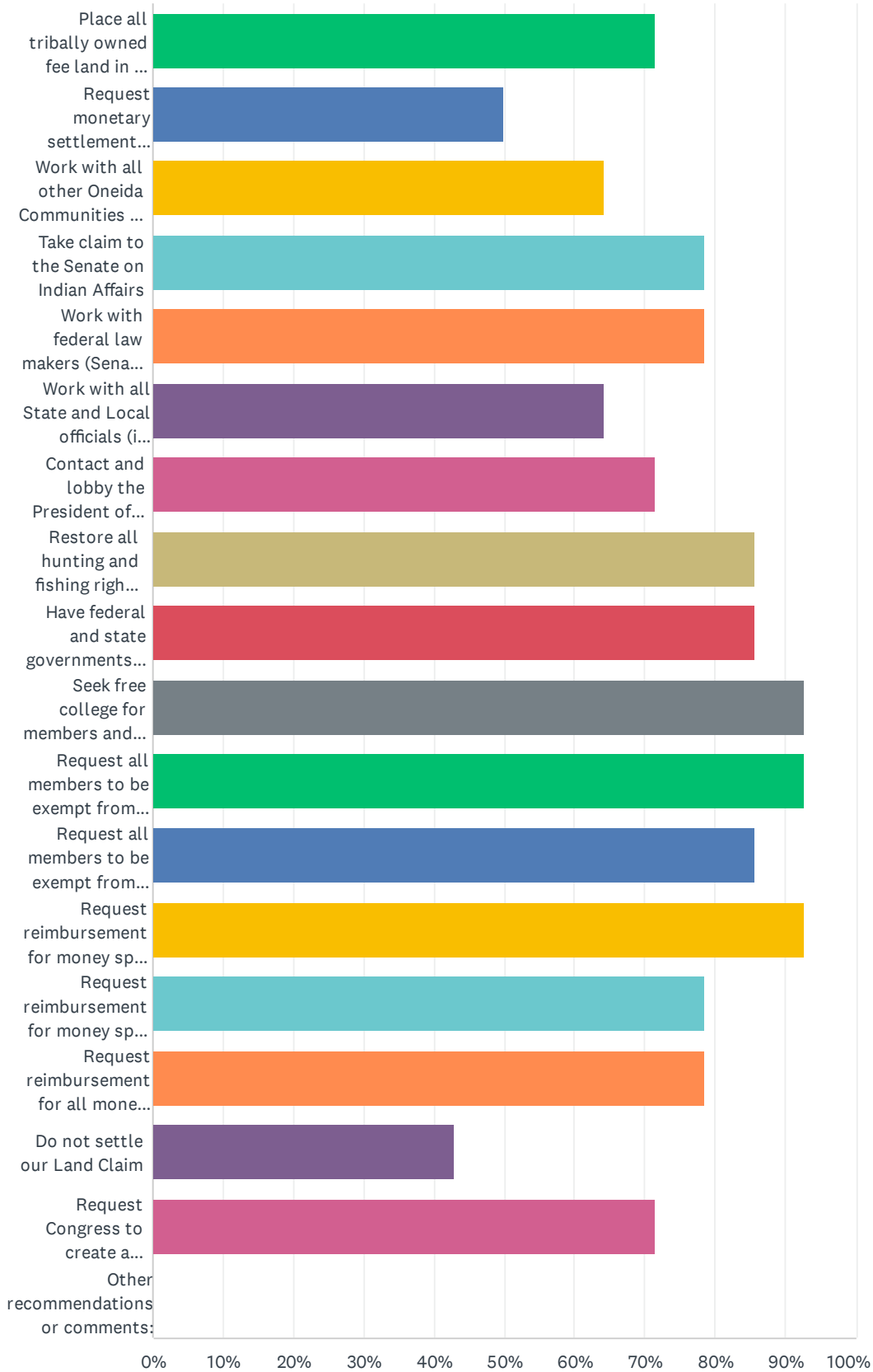
Answered: 15 Skipped: 0



	YES	MAYBE	NO	TOTAL	WEIGHTED AVERAGE
Do you support fighting for land rights and land claims in New York?	93.33% 14	6.67% 1	0.00% 0	15	2.93
Do you support fighting for land rights and land claims in Wisconsin?	100.00% 15	0.00% 0	0.00% 0	15	3.00
Do you support buying lands back within the original treaty territories?	86.67% 13	6.67% 1	6.67% 1	15	2.80
Do you support working with Oneida Nation of the Thames on our land claims case?	66.67% 10	33.33% 5	0.00% 0	15	2.67
Do you support working with other Iroquois nations on land claims issues?	86.67% 13	13.33% 2	0.00% 0	15	2.87
Do you support funding annual trips to the homeland in New York?	66.67% 10	26.67% 4	6.67% 1	15	2.60
Do you support seeking other outside legal opinions on our land claims cases?	60.00% 9	26.67% 4	13.33% 2	15	2.47

Q2 Please make all of the following settlement efforts you support.

Answered: 14 Skipped: 1



ANSWER CHOICES	RESPONSES	
Place all tribally owned fee land in to trust	71.43%	10
Request monetary settlement (i.e. Money)	50.00%	7
Work with all other Oneida Communities in settlement efforts	64.29%	9
Take claim to the Senate on Indian Affairs	78.57%	11
Work with federal law makers (Senate and Congress) to resolve our land claim	78.57%	11
Work with all State and Local officials (i.e. State Governor, State Congress, Local Governments)	64.29%	9
Contact and lobby the President of the United States	71.43%	10
Restore all hunting and fishing rights to Oneida in original treaty territories	85.71%	12
Have federal and state governments return lands back to our nation when they relocate or close facilities, roads, railroad, etc.	85.71%	12
Seek free college for members and descendants from State Colleges and Universities.	92.86%	13
Request all members to be exempt from state taxes no matter where they live	92.86%	13
Request all members to be exempt from federal taxes, no matter where they live	85.71%	12
Request reimbursement for money spent on land claims issues (i.e. legal fees, land purchases, etc.)	92.86%	13
Request reimbursement for money spent purchasing original treaty land back	78.57%	11
Request reimbursement for all money paid in taxes	78.57%	11
Do not settle our Land Claim	42.86%	6
Request Congress to create a committee to address all Native Land Claims	71.43%	10
Other recommendations or comments:	0.00%	0
Total Respondents: 14		

#	OTHER RECOMMENDATIONS OR COMMENTS:	DATE
	There are no responses.	

Q3 Enrollment Number (optional):

Answered: 0 Skipped: 15

#	RESPONSES	DATE
	There are no responses.	

Accept the Oneida Land Commission FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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: Sidney White, Chair/Oneida Land Commission

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sept) Quarter Report

Oneida Land Commission

Approved by official entity action on: 10/28/2024

Submitted by: Fred Muscavitch

OBC Liaison: Tehassi Hill

OBC Liaison: Jennifer Webster

PURPOSE

The 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:

AUTHORITY

The Commission has the authority to carry out all the powers and duties as delegated under the following laws of the Nation:

- (a) The Real Property law;
- (b) The Leasing law;
- (c) The Building Code;
- (d) The Condominium Ordinance;
- (e) The Zoning and Shoreland Protection law;
- (f) The Eviction and Termination law;
- (g) The Landlord-Tenant law;
- (h) The Mortgage and Foreclosure law;
- (i) The Cemetery Law; and
- (j) All any other delegating law, policy, rule and/or resolution of the Nation.

BCC MEMBERS

Vacant
Commissioner
07/31/2025

Marie Cornelius
Commissioner
07/31/2027

Russell Metoxen Jr.
Vice Chair
07/31/2025

Fred Muscavitch
Secretary
07/31/2027

Patricia Cornelius
Commissioner
07/31/2026

Gina Powless-Buenrostro
Commissioner
07/31/2027

Sidney White
Chair
07/31/2026

MEETINGS

Held every 2nd and 4th Monday of each month.

5:00 p.m.

Little Bear Conference Room and Microsoft Teams

Emergency Meetings: No emergency meetings were held this quarter

CONTACT INFORMATION

CONTACT: Brooke Doxtator

TITLE: Boards, Committees, and Commissions Supervisor

PHONE NUMBER: (920) 869-4452

E-MAIL: Land_Commission@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

The Land Commission approved a request from Comprehensive Housing Division to increase the maximum mortgage for a HIP purchase to match the HUD 184 mortgage increase of \$498,257.00 dollars at the Bay Bank.

Impact:

The Homeownership by Independent Purchase (HIP) program allows tribal members to purchase real estate and improvements and the tribe purchases the land. This program simultaneously affords Tribal member's greater independence in the real estate purchase process and increases the available land base for the fee-to-trust process for the tribe. By approving the maximum mortgage amount, tribal members will have better opportunities to purchase real estate in the current competitive market.

ACCOMPLISHMENT #2

Summary:

The Land Commission requested information from the Oneida Law Office about real estate tools to use for land acquisition including clarification about Rights of First Offer, Rights of First Refusal, Waiving Contingencies, and other real estate options.

Impact:

This information and clarification about real estate tools that the Land Commission could use will provide opportunities for flexible buyer approaches to acquiring land and real estate. The Land Commission may consider a review of its acquisition SOPs through work meetings with the Land Management, Law Office, and other professionals who work the field. These work meeting would assist Land Commission members with possibly refining land acquisition priorities, identifying any or potential defects in the acquisition process, and improving communication procedures within the Land Management division and others within the organization and externally with potential sellers.

ACCOMPLISHMENT #3

Summary:

The Land Commission purchased 521.017 acres of land. Currently, Oneida Nation's total land ownership represents 45% of the reservation.

Closed	File #	Property	Name/Address	Acres	Use	Municipality	Price
7/29/2024	03202401V	VandenElzen	W300 Blk Cty EE	86.05	Vacant/Ag	Oneida	\$1,921,275.00
8/9/2024	06202401HIP	Cornelius	2490 Shortcut Rd	0.59	Residential	Hobart	\$59,400.00
8/23/2024	01202201V	Albers Family Trust	W500 Blk Adam Dr	30.411	Vacant	Hobart	\$561,348.40
			Acres	117.051		Purchase	\$2,542,023.40

Impact:

The Land Commission goal is to acquire land and real estate to bolster the Oneida Nation's sovereignty and provide resources for its citizens. The Land Commission is actively pursuing land acquisitions and following the guidance in the 2033 Land Acquisition Plan as approved by GTC.

GOALSLONG-TERM GOAL #1

Provide Open Communication

The Land Commission strives to be open and transparent regarding actions and decisions. Our goal is for regular communication with membership via General Tribal Council meetings and other communication outlets. We want the membership to be informed and engaged with land acquisition, zoning, and land use as it pertains to our Nation.

Update on Goal:

The Land Commission updated our presentation for the recent GTC Meeting. The GTC voted to only have the Land Commission report at the annual meeting.

LONG-TERM GOAL #2

Strengthen Sovereignty

Re-establish roles & responsibilities to fully implement the 2033 Land Acquisition Plan approved by GTC. The 2033 Plan provides an allocation of funds to reacquire land within the Oneida Reservation.

Update on Goal:

We continue to purchase land following the guidance in the 2033 Land Acquisition Plan. In addition we are working with the Oneida Law Office about clarifications and use of various real

estate tools to improve acquisition of land and real estate approaches an improving the internal and external communication strategy.

LONG-TERM GOAL # 3

Promoting Positive Community Relations

The Land Commission heard a request from the Comprehensive Housing Division to consider collaborating with them and other tribal entities to find ways to make home ownership more affordable for tribal citizens. The Commission is anticipating follow-up reports from CHD regarding clarification on roles and authority to design a home construction loan program from other entities including CHD, Finance, Planning, Veterans, and Bay Bank.

Update on Goal:

A collaborative plan for a home construction loan program would alleviate the housing shortage in our community. The plan is anticipated to provide another lending option for tribal citizens to acquire homes through the HIP and FSBO opportunities. It would have a low interest rate to be determined by the Land Commission, and lower contingency requirements for building homes.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$1,150	2	0	0
August 2024	\$1,400	2	0	0
September 2024	\$600	1	0	0

BUDGET

FY-2024 BUDGET: \$16,000

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$14,400

Our budget is used for meeting and hearing stipends.

REQUESTS

None

OTHER

None

Accept the Oneida Nation Commission on Aging FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/2024

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: Winnifred Thomas, Chair

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Nation Commission on Aging

Approved by official entity action on: 10/22/2024

Submitted by: Winnifred Thomas, ONCOA Chair

OBC Liaison: Jennifer Webster

OBC Liaison Alternate: Brandon Yellowbird-Stevens

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 Aging and Disability Services.

AUTHORITY

Pursuant to Section 46.82(4)(a) of the Wisconsin Statutes, the Oneida Business Committee established ONCOA as the advisory and policy development board for the Nation's Tribal Aging Unit, known as Oneida Elder Services, to be knowledgeable and supportive of all programs and services that can meet the needs of the Nation's Elders and to carry out the powers and duties delegated under Wis. Stat., § 46.82, which include, but are not limited to:

- (a) Representing the views, interests, and concerns of the Elders by identifying and promoting ways to:
 - (1) Assist the Oneida Elder Services Program with planning, development, maintenance and coordination of aging programs, long term care, home and community-based services, with a focus on providing Elders with access to services, benefits, opportunities, and ensuring a coordinated and comprehensive effort.
 - (2) Develop a mutually supportive relationship with the aging programs to include, but not be limited to: Greater Wisconsin Agency on Aging Resource (GWAAR), Wisconsin Tribal Aging Unit Association (WTAUA), and Great Lakes Intertribal Tribal Council (GLITC).
 - (3) Review and make recommendations on matters affecting the Nation's Elders to include development and approval of Wisconsin Three Year Aging Plan.
- (b) Working with Oneida Elder Services to plan and develop administrative and program policies in accordance with the state law, Oneida Nation, funding agencies, and within the limits established for programs funded

by the federal or state government for administration by Tribal Aging Units;

- (c) Promoting the views, needs, and concerns of the Elders in Tribal, county, state, and federal policies and decisions;
- (d) Providing information and personal support to individual Elders;
- (e) Promoting opportunities for Elders to contribute to their own welfare and to the welfare of the community;
- (f) Assisting Oneida Elder Services in the development and implementation of an annual comprehensive and coordinated Tribal Aging Plan, including, but not limited to, Title III, Title V, Title VI, and Tribal contribution or funds set aside for Elders;
- (g) Reviewing and making recommendations on actions or proposals relating to matters affecting programs and benefits addressing Elder needs and welfare prior to approval by the Oneida Business Committee;
- (h) Assisting Oneida Elder Services in its efforts to organize, develop, modify, and expand available services and programs for Elders by utilizing all resources;
- (i) Reviewing reports that Oneida Elder Services is required to submit to funding agencies and other reports that ONCOA may deem appropriate;
- (j) Advocating for Elders; and
- (k) Carrying out all other powers and/or duties delegated to ONCOA through the laws, policies, rules and resolutions of the Oneida Nation, as well as state and federal law.

BCC MEMBERS

Mary J Doxtator
Member
July 31, 2025

Carole Liggins
Member
July 31, 2025

Donald White
Member
July 31, 2025

Claudia Skenandore
Vice-Chair
July 31, 2026

Sandra Skenandore
Secretary
July 31, 2026

Winnifred Thomas
Chair
July 31, 2026

Cathy Metoxen
Member
July 31, 2027

Neoma Orsburn
Member
July 31, 2027

Pearl Webster
Member
July 31, 2027

MEETINGS

Meetings are held the 2nd and 4th Tuesday of each month.

1:00 P.M.

Aging & Disability Services Building, Conference Room, 2907 W Overland Road, Oneida WI

Emergency Meetings: None

CONTACT INFORMATION

CONTACT: Winnifred Thomas

TITLE: ONCOA Chair

PHONE NUMBER: 920-770-8813

E-MAIL: oca-wtho@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-andcommissions/elected>

ACCOMPLISHMENTS**ACCOMPLISHMENT #1**

Summary:

Oneida Nation has partnered with the University of Wisconsin in Madison to support Native Americans in Alzheimer's disease research for almost a decade. ONCOA was an early partner in this study. ONCOA worked with Dr Carey Gleason on ideas on how to make Alzheimer's disease and dementia testing easier on the Oneida Nation community instead of traveling to Madison. ONCOA wrote a letter of support for Dr Carey Gleason to express their support for the idea to create research site in Oneida.

Impact:

Having a research site in Oneida would be beneficial to the Oneida community and the University of Wisconsin because with elders not having to travel, there will be more participants for better research.

Accomplishment #2

Summary:

One of the ONCOA members living in Brown County has been appointed to the Brown County Aging and Disability Resource Center to provide tribal input on services and programs available to tribal residents of Brown County. An ONCOA member may also participate on Aging and Disability Resource Center Outagamie County Board.

Impact:

ONCOA members provide tribal input and network with providers to coordinate services for tribal members.

Accomplishment #3

Summary:

Three ONCOA members attended the Great Lakes Native American Elders Association (GLNAEA) Conference hosted by Lac Courte Oreille Casino in Hayward, WI on September 4 & 5, 2024. The conference focused on Alzheimer's/Dementia and helping caregivers learn how to care for the individual, coping with the physical and emotional demands, and caring for yourself.

Impact:

ONCOA members provided input and suggestions for the indigenous elder community and received info on the Alzheimer's/Dementia program that can be shared with Oneida Elders.

Accomplishment #4

Summary:

Five ONCOA members attended the Kunhi-yo "I'm Healthy" Conference hosted by Oneida Hotel in Oneida, WI on August 29, 2024. The conference focused on healing from substance abuse and mental health challenges people experience while in recovery. Generational trauma in Native Americans were also talked about and ways to overcome the trauma and change the generations to come.

Impact:

ONCOA members provided input and suggestions for the indigenous community and shared their experience on generational trauma and healing.

GOALS

Long-term Goal #1

Continue to work on the Strategic Plan for the Oneida Nation Commission on Aging.

Ensure we have the best tools and resources in place to effectively carry out our duties and responsibilities

Update on Goal:

ONCOA will continue to meet to discuss projects and tasks. ONCOA will work to complete short- and long-term goals.

Long-term Goal #2

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.

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.

Update on Goal:

ONCOA will work with the General Manager and his staff on Alzheimer's research and awareness, stroke prevention research and awareness, as well as other long term care services and supportive opportunities for our Nation's Elders.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$1,400.00	2	0	0
August 2024	\$400.00	1	0	0
September 2024	\$1,600.00	2	0	0

BUDGET

FY-2024 BUDGET: \$72,150

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$40,578

ONCOA will continue to fulfill the duties associated with Section 46.82(4)(a) of the Wisconsin Statutes identified in ONCOA Bylaws, the 2024 Elder Expo event coordinated with the Aging & Disability Department later in 2024 and attending conferences/seminars and other functions in the community.

REQUESTS

None

OTHER

None

Accept the Oneida Nation School Board FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Nation School Board

Approved by official entity action on: November 4, 2024

Submitted by: Sacheen Lawrence

OBC Liaison: Marlon Skenandore

OBC Liaison: Lisa Liggins

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.

AUTHORITY

In accordance with the Oneida General Tribal Council's directive, on March 21, 1988, the Board entered into a Memorandum of Agreement ("MOA") with the Oneida Business Committee, delegating certain powers and duties to the Board, which, subject to amendment from time-to-time hereafter, include, but are not limited to...

BCC MEMBERS

Sacheen Lawrence
Chair
7/31/2025

Teresa Schuman
Member
7/31/2027

Katsitsiyo Danforth
Vice Chair
7/31/2026

Melissa Skenandore
Member
7/31/2027

Kathleen Cornelius
Member
7/31/2025

Tracy L. Metoxen
Member
7/31/2027

Candace House
Member
7/31/2025

Enter Board Member Name
Enter Board Member Title, if any
Enter term end date

Enter Board Member Name
Enter Board Member Title, if any
Enter term end date

MEETINGS

1st Monday of each month and 2nd meeting is as needed.

5:00 p.m.

Oneida Nation Elementary School Library or Virtual via Microsoft Teams

Emergency Meetings: 0

CONTACT INFORMATION

CONTACT: Jolene Hensberger
TITLE: Administrative Assistant
PHONE NUMBER: (920) 869-4654
E-MAIL: School_Board@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/education/oneida-nation-school-system/>

ACCOMPLISHMENTS

ACCOMPLISHMENT #1

Summary:

Approved Instructional Coach position for the Oneida Nation School System to work with teachers and students in grades K-12.

Impact:

Position allows for Oneida Nation School System to gather data that will assist with establishing measurements to monitor students' academic progress.

Accomplishment #2

Summary:

Received Six-year Accreditation through Cognia for the Oneida Nation School System.

Impact:

Identify key areas for staff to work on further improvement which includes Eleot student engagement teaching strategies. The focus promotes consistency with class structure and interactive lessons.

Accomplishment #3

Summary:

Students in K-5 will be graded using the State Standard base report card that illustrates specific student goals.

Impact:

Students will be able to have specific developmental goals and measurables to obtain instructional progress.

GOALS

Long-term Goal #1

Develop a ONSS staff pension plan for the staff of the Oneida Nation School System.

This promotes employee morale, competitiveness for recruitment of quality staff, and will be a longitudinal incentive for staff to remain within the school system.

Update on Goal:

The high school principal had been delegated to lead and form an ONSS staff pension plan committee. Future progress updates is pending the approval of FY25 CIP projects.

Long-term Goal #2

Update the Oneida Nation School Board Bylaws and participate in the revision of the Boards, Committees, and Commissions Law Stipend Resolution.

Clear vision in how the School Board operates.

Update on Goal:

Change in the LOC process resulted in School Board removing from LOC active files list.

Quarterly Goal #1

Raise reading level school wide K-12 by 4%.

Aligns with surrounding district initiatives in establishing increased levels of literacy.

Update on Goal:

The Spring of 2024 reading assessments, as measured by the Houghton Mifflin Harcourt (HMH) reading curriculum was 36% of students, 3rd through 11th grades, were on level and above. Third grade measured at 40.7% proficient and above. The BIE State assessments for spring of 2024 measured 25.7% of students were proficient and above, with 3rd grade having 31% proficient and above. The goal is to increase the

HMH assessments up by 4% in the 24 - 25 school year.

Quarterly Goal #2

Increase parent involvement through bi-monthly family engagement activities, and training.

Parent Engagement evenings have been added to the calendar, each month. They will be held from 5 to 7 PM with a meal or snacks at 5 PM, then and activity parents will have as a learning activity. This past Wednesday parents participated in a Brain Power activity with a raffle and meal.

Update on Goal:

Family engagement activities are communicated through text shout outs, social media, and school website postings. Activities have been well attended, as evidenced through sign-in sheets.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$2550	3	0	6
August 2024	\$2800	3	0	10
September 2024	\$800	1	0	0

BUDGET

FY-2024 BUDGET: \$64,952

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD: \$30,600

The School Board utilizes and will continue to utilize its budget for school board trainings, meetings, interviews, and screenings. Each new member is required to complete 40 hours of training, and three members are required to assist in the hiring of school employees.

REQUESTS

School board would like support through internal approvals to attend school board specific training that occurs during the Oneida Nation workday.

OTHER

Oneida Nation School System is continuing to work with Restorative Justice to enforce positive behavior interventions and supports.

Accept the Oneida Trust Enrollment Committee FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 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: Jermaine Delgado, Chair/Oneida Trust Enrollment Committee

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2024 4th (Jul - Sep) Quarter Report

Oneida Trust Enrollment Committee (OTEC)

Text in orange provides instruction; this text will not be included in the printed report.

Approved by official entity action on: 11/04/2024

Submitted by: Venessa Cardish/John Danforth

OBC Liaison: Jameson Wilson

OBC Liaison: [Click here to enter OBC Liaison](#)

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.

AUTHORITY

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds a directed by the GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long- term investor.

BCC MEMBERS

JERMAINE DELGADO

CHAIR

07/31/2022-07/31/2025

JENNIFER HILL-KELLEY

VICE-CHAIR

08/01/2024-07/31/2027

TRACY METOXEN

MEMBER

08/01/2024-07/31/2027

PAMELA NINHAM

MEMBER

07/31/2023-07/31/2026

KIRSTEN VAN DYKE

SECRETARY

07/21/2022-07/31/2025

NORBERT HILL JR.

MEMBER

07/31/2022-07/31/2025

TERESA SCHUMAN

MEMBER

08/01/2024-07/31/2026

DOROTHY NINHAM

MEMBER

07/31/2023-07/31/2026

JAMESON WILSON
MEMBER/LIAISON
07/31/2023-07/31/2026

MEETINGS

3RD MONDAY OF EACH MONTH.

5 PM

HYBRID: IN-PERSON AT ARCHIQUETTE (ENROLLMENT) BUILDING OR VIA TEAMS

Emergency Meetings: N/A

CONTACT INFORMATION

CONTACT: JOHN DANFORTH
TITLE: DIRECTOR
PHONE NUMBER: 920-869-6200
E-MAIL: jdanford7@oneidanation.org
MAIN WEBSITE: [Oneida Nation | Trust Enrollments \(oneida-nsn.gov\)](https://oneida-nation.gov/Trust-Enrollments)

ACCOMPLISHMENTS

Please provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

NOTICE OF PROPOSED RULEMAKING FROM IRS WAS BROUGHT FORWARD TO THE OBC AND LRO, HIGHLIGHTING DEFINING RULES OF THE TRIBAL GENERAL WELFARE EXCLUSION LAW.

Impact:

THE GENERAL WELFARE EXCLUSION LAW DIRECTLY IMPACTS HOW THE ONEIDA NATION IS ABLE TO DISTRIBUTE GWA PAYMENTS. EXPANDING ON GWA CAPABILITIES IS CRITICAL FOR PROGRAMS SUCH AS MINOR TRUST DISTRIBUTONS. IF THE MINOR TRUST PAYMENTS ARE DISTRIBUTED UNDER GWA, IT CAN BE A FURTHER BENEFIT TO THE MEMBER.

ACCOMPLISHMENT #2

Summary: GENERAL WELFARE ASSISTANCE PAYMENTS PROCESSED AND DISTRIBUTED

Impact: MORE MEMBERS ARE UTILIZING THE MEMBERS ONLY PORTAL TO ACCESS AND SUBMIT THEIR GWA APPLICATION. ADDITIONALLY, MEMBERS ARE UTILIZING THE PORTAL TO UPDATE CRITICAL INFORMATION, SUCH AS ADDRESS AND DIRECT DEPOSIT

ACCOMPLISHMENT #3

Summary:

MINOR TRUST VERIFICATION AND PROCESSING

Impact:

MINOR TRUST DISTRIBUTION HAD SOME DISTRUPTIONS IN OCTOBER 2023 WITH REJECTIONS OF DIRECT DEPOSIT. THE ROOT OF THE ISSUE WAS DIGITAL BANKING INSTITUTIONS HAVING LOW THRESHOLDS FOR DAILY OR WEEKLY DEPOSIT LIMITS. THE SIZE OF MOST MINOR TRUST CLAIMS EXCEED THESE LIMITS BUT WOULD PASS A PENNY-TEST VERIFICATION. TRUST ENROLLMENT ELECTED TO NO LONGER ACCEPT DIGITAL BANKING INSTITUTIONS FOR MINOR TRUST DISTRIBUTION AND EXPERIENCED ONLY ONE DIRECT DEPOSIT REJECTION FOR ALL MINOR TRUST DISTRIBUTIONS.

GOALS

Please provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

SECURITY CAMERAS, UPDATE ARCHIQUETTE BUILDING LOCKS

PROVIDE INDOOR AND OUTDOOR SURVEILLANCE FOR THE TRUST ENROLLMENT DEPARTMENT. ADDITIONALLY PROVIDE UPDATED, AUTOMATIC, KEYLESS, LOCKING MECHANISMS FOR DOORS FOR STAFF.

UPDATE ON GOAL:

INSTALLATION OF SURVEILLANCE AND SECURITY MEASURES ARE EXPECTED TO OCCUR IN FY25. A POWER ASSIST DOOR OPENER WAS INSTALLED AT THE MAIN ENTRANCE TO HELP MEMBERS WITH PHYSICAL NEEDS ACCESS THE BUILDING MORE EFFICIENTLY.

LONG-TERM GOAL #2

DEVELOP ELECTRONIC MEMBERS SERVICES ON MEMBERS ONLY PORTAL

EASE OF ACCESS TO INFORMATION AND DOCUMENT SUBMISSION BETTER SERVES ALL TRIBAL MEMBERS, ESPECIALLY THOSE LIVING FURTHER AWAY.

UPDATE ON GOAL: THE MEMBERS ONLY PORTAL CONTINUES TO BE UTILIZED BY MORE MEMBERSHIP TO SUBMIT GWA APPLICATIONS AND UPDATE INFORMATION. THE MEMBERS ONLY PORTAL

CAPABILITIES WILL BE EXPANDED AS ARTIC-IT SOFTWARE IS IMPLEMENTED TO REPLACE POWER8 AND AS/400. THE TRANSITION TO NEW DATA MANAGEMENT SOFTWARE WILL BRING FORWARD FAR MORE CAPABILITIES

QUARTERLY GOAL

ESTABLISH MINOR TRUST DISTRIBUTIONS AS GWA

PROVIDING ENROLLED YOUNG ADULTS AN OPPORTUNITY TO RECEIVE MORE OF THEIR MINOR TRUST FUNDS AND BUILDING UPON FINANCIAL LITERACY.

Update on Goal:

THIS GOAL IS CURRENTLY BEING REVIEWED BY THE ONEIDA LAW OFFICE, WITH POSSIBLE IMPLICATIONS FOR THE FY25 MINOR TRUST DISTRIBUTION.

QUARTERLY GOAL #2

SECURE CIP PROJECT FOR NEW ENROLLMENT BUILDING

ALL 17000 MEMBERS OF THE ONEIDA NATION ARE SERVICED BY TRUST ENROLLMENT. AN UPDATED, ADA COMPLIANT BUILDING, IS BEING REQUESTED TO BETTER SERVE THE TRIBES MEMBERS.

Update on Goal:

A CIP REQUEST WAS INITIATED IN SPRING 2023 AND CONTINUES TO FOLLOW CIP PROCESS FOR REVIEW AND APPROVAL. SEVERAL LARGE CIP PROJECTS ARE BEING PROPOSED TO GENERAL TRIBAL COUNCIL. LARGER, COMMUNITY BASED CIP PROJECTS WILL LIKELY BE PRIORITIZED BY GENERAL TRIBAL COUNCIL. ADVOCATING FOR UPGRADES TO THE TRUST ENROLLMENT FACILITIES WILL CONTINUE TO TAKE PLACE.

STIPENDS

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2024	\$ 1100	1		
August 2024	\$	1		1-New Enrollments Meeting
September 2024	\$	1		

OTEC held meetings in August and September but stipends were not paid out until October.

BUDGET

FY-2024 BUDGET: \$1,193,292

July-Sept \$298, 323

FY-2024 EXPENDITURES AS OF END OF REPORTING PERIOD:

July-Sept \$240,142

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

VARIANCE REFLECTS UNFILLED BUDGETED POSITION. POSITION WAS EXPECTED TO BE POSTED AND FILLED IN FY'24 QUARTER 4 BUT WAS NOT. GOAL IS TO HAVE POSITION POSTED AND FILLED IN QUARTER 1 OF FY2025.

REQUESTS

List any requests to the Oneida Business Committee, use the space below.

Enter request(s), if needed.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Enter other information, if needed.

6. 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:

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: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 Quarter 4 Report

GENERAL MANGER / BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

Status report of Outcomes/Goals

1. Oneida Pow Wow is a great success.
2. Work continues at Amelia Cornelius Culture Park.

Outcome/Goal # 1

Operational Sustainability BBM: Print Operation, Mail Center, Tourism & Kalihwisaks

STAFF: PRINT 5.5 MAIL 3 TOURISM 2.50 KALI 2
(DIRECTOR/ADMIN ASSISTS ALL AREAS)

YTD Sales Recap

FY2024 \$722,713 (1012 jobs printed)

FY2023 \$980,010 (958 jobs printed)

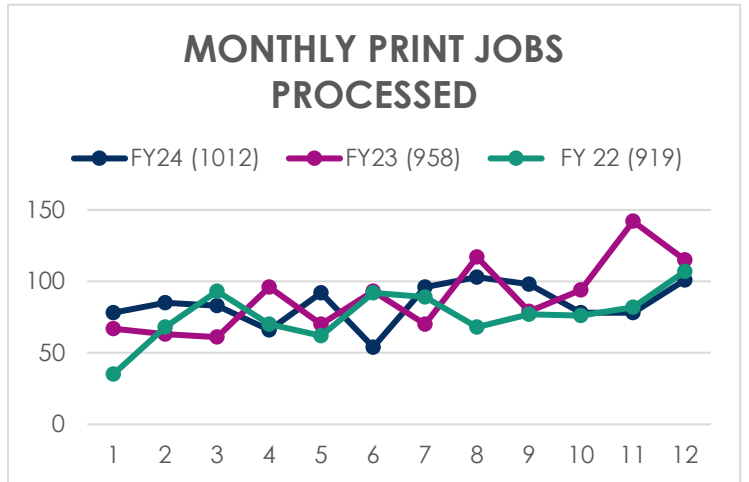
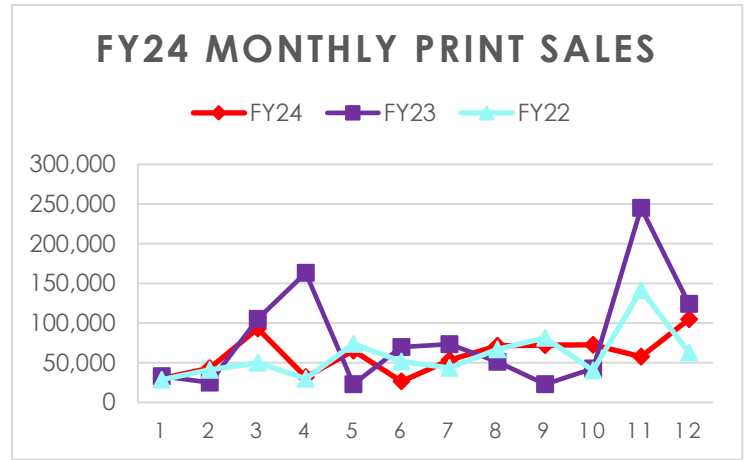
FY2022 \$712,722

Print productions are consistent with FY23 levels.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

ISSUU Interactive publication software research complete

GOAL CHALLENGES: Limited staff to be more proactive with cost saving media options.



Outcome/Goal # 2

Advancing On^yote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

\$2.6M obligation for the Amelia Cornelius Culture Park / Veterans Memorial

- Veterans Wall Memorial area – **Complete**
- NW Corner Upgrades
 - Large Parking Lot w/lights – **Complete**
 - Accessible Sidewalks/stage – **Complete**
 - Visitor Center – Design on hold
- Log Home Area – Accessible sidewalks, ramps – **Complete**
 - Log Home Doors being replaced soon
- Language House – Replace Cul du sac – **Complete**
- Replace DPW Shed - design complete

Budget	\$2,600,000
Engineering Fees, Construction Costs etc.	(\$1,081,356)
Balance	\$1,534,244
<hr/>	
Final Components	
DPW Shed	\$ 400,000
Visitor Center	\$1,100,000

Next Step: General Manager Meeting w/Tourism & Development 10/21/24

Dates set for the 2025 Winter Gathering Pow Wow – January 18.

August 9th or 16th is the date selected for the return of the Family Carnival. Business Unit was set up by accounting. Planning will gear up in November.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL :

Working with GM on next steps.

GOAL CHALLENGES: Continued challenges of staff ratio vs project plans.

Outcome/Goal # 3

Advance Forward using Technology

MEASUREMENT:

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Continue working on the digital store front implementation with limited staff time.
- Working on developing ISSUU, an on-line platform to make print more interactive. Meetings with DTS and Secretary's office productive. Goal is to complete the contract in November and be operational with ISSUU for the Kalihwisaks in December.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue to try to expand media content that connects the Oneida community in a positive way.

GOAL CHALLENGES:

Number one challenge is having enough staff time to prioritize new initiatives.

Contact Info

CONTACT: Michelle Danforth Anderson
TITLE: Marketing & Tourism Director
PHONE NUMBER: 920.496.5624
E-MAIL: mdanfor8@oneidanation.org
MAIN WEBSITE: ExploreOneida.com FB: Oneida Tourism

Accept the Comprehensive Health Division FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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.
4th Quarter Reports for General Manager area.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth Anderson	Lisa Rauschenbach	
Debra Danforth	Shannon Stone	Cheryl Stevens <input type="checkbox"/>
Jason Doxtator	Eric McLester	Tina Jorgensen <input type="checkbox"/>
Leslie Doxtater	Jacqueline Smith	<input type="checkbox"/>

6. 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:

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: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th Quarter Report

ONEIDA COMPREHENSIVE HEALTH DIVISION (OCHD)

Vision: A progressive sustainable health system that promotes tsi?niyukwalihot[^] (Our Ways).

Mission: provide the highest quality, holistic health care to ensure the wellness of OUR Oneida Community.

Values: responsive leadership, safety, communication, culturally sensitive, respect, trust is the foundation.

We are a health system positioned to respond to current and future health challenges while protecting and promoting the holistic health and well-being of our Oneida Community. Services are provided to all members of Federally recognized Tribes in accordance with our Multi-Year Funding Agreement with the Department of Health and Human Services (DHHS) - Indian Health Service (IHS).

Outcome/Goal Outcome/Goal # 1

MEASUREMENT: Strengthening a Comprehensive Provision of Care SD1 (Strategic Direction 1)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Oneida Comprehensive Health Division recent provider additions of **Dr. Moitreyee B. Reddy** Child & Adolescent Psychiatrist, **Dr. Allen W. James** Internal Medicine and Allergy & Immunology Physician, **Maggie L. Hujet, PA** Family Practice Physician Assistant, **Dr. Thanmayi Kaza** Anna John Resident Centered Care Community (AJRCCC) Medical Director, and **Dr. Ken Sakamoto**, General Dentist.

Medication Assisted Treatment (MAT) Pilot Project 'Go Live' with collaboration between Oneida Community Health Center providers **Crystal Peters, NP & Seth Moore, NP** and Behavioral Health **Dr. Yogesh Pareek**.

Oneida Community Health Center (OCHC) **Laboratory** addition of two Hepatitis C tests to the lab test menu. This will allow electronic medical record to order Hepatitis Acute Panel or Hepatitis Acute Panel with Hep C reflex to Hep C Quant by NAAT. Hepatitis C will be individually orderable with or without the reflex to Hep C Quant by NAAT.

OCHC **Radiology** remodel completed.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Dr. Reddy, Psychiatrist, will improve patient access to care at Oneida Behavioral Health services for Child & Adolescent Psychiatry. Previously, OBH scheduling child psychiatry evaluations into January 2025 due to staffing changes in June 2024. Expectation time to improve scheduling child psychiatry evaluations.

Dr. James, Internal Medicine Physician, is a full-time tribal hire. This increases weekly patient access to care by 38% compared to previous position. In addition, Dr. James joined the Quality Improvement Team (QI). He expands services in the allergy and immunology realm.

Hujet, PA, Family Practice Physician Assistant, will offer 'same day' services 5-days per week. She has over 16 years of Emergency Medicine experience. Improvements expected in same-day patient appointments for 'urgent' visits, triage visits, walk-in visits, and expanded clinical services with goal of 60 appointments per week. Fiscally this increases third-party billing & reimbursement while reducing financial obligation through reduced Purchased Referred Care (PRC) visits external of the Division. Expect improved patient access to care for their established provider with centralization of same-day appointments to Hujet, PA.

Dr. Kaza, AJRCCC Medical Director, is in Family Practice with a specialty in Hospice and Palliative Care. Dr. Kaza's hire aligns with the "Care Compare Five-Star Rating of Nursing Homes" awarded in February 2024 from the Centers of Medicare & Medicaid Services. For reference, nursing homes with 5-star ratings are considered to have much higher quality of care. Dr. Kaza is reviewing and revising AJRCCC policy and procedures. Her addition will increase AJRCCC admissions based on facility assessment. The addition of Dr. Kaza aligns with resident request for a female primary care provider. In addition, Dr. Kaza will provide guidance on AJRCCC staff training to enhance quality measures.

Dr. Sakamoto will increase patient access to care in combination with the Dental Department's 'Immediate Opening' pilot project. Expect monthly increase of 39-patients through addition of Dr. Sakamoto. Dental 'Immediate Opening' pilot project placed on hold due to department water leak. This reduced Dental access by two treatment rooms. Repair are currently in the three-bid bidding process for repair. Preliminary pilot project assessment showed an increase in patient appointment utilization and thus an overall increase in access to care. Further pilot assessment is pending quarterly data analysis and treatment room repair. This pilot has the potential to roll out into other Division departments.

MAT Pilot Project goal is to increase OCHD patient population access to a comprehensive approach of treating opioid use disorder. MAT with Suboxone typically involves three phases: induction, stabilization, and maintenance. This pilot project falls into the initial phase of induction where Suboxone is administered usually when the patient is in the early stages of withdrawal. The pilot project is expected to pivot to streamline workflows and quality improvements with continued monitoring in each phase of treatment. Anticipate addition of Moore, NP to MAT team in November 2024. Goal of pilot project is reduce opioid overdoses and provide a humane avenue for individuals to safely manage withdrawal symptoms.

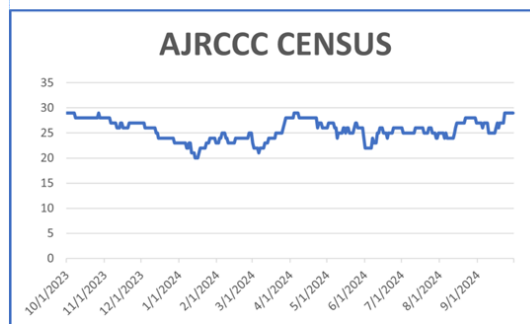
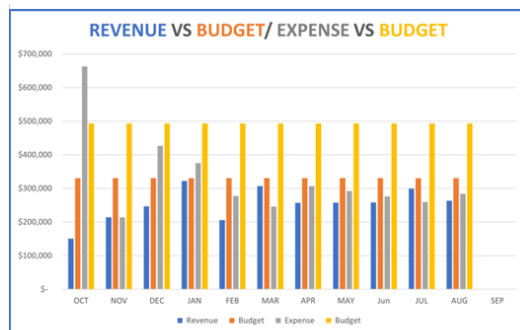
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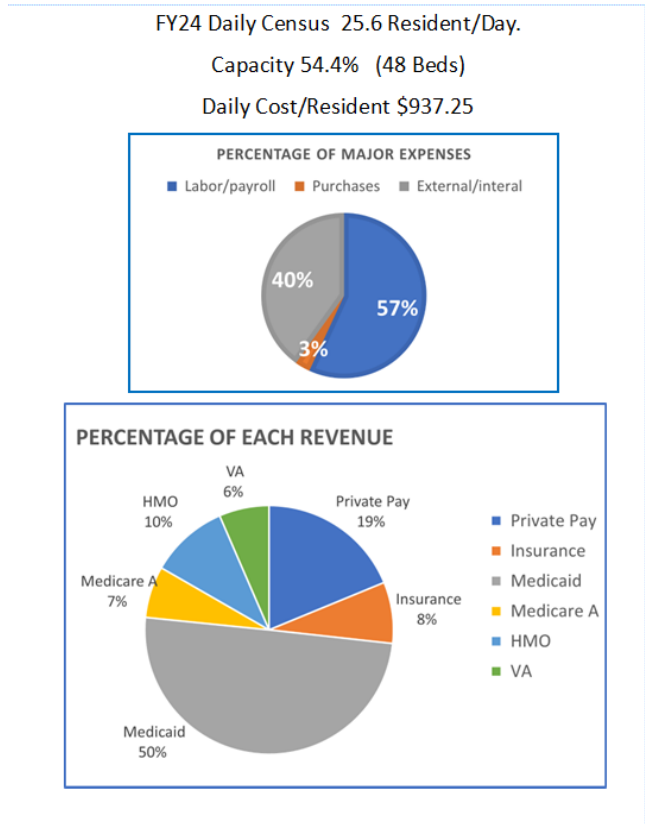
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Outcome/Goal # 2

MEASUREMENT: Advocating and Influencing for Sustainable Financial Planning SD2 (Strategic Direction 2)

Anna John Resident Centered Care Community 4th Quarter Report





ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The FY24 ended with a notable change that will affect AJRCCC residents on Medicaid. Medicaid Treatment of Tribal General Welfare Assistance (GWA) DMS Operations Memo 24-16, GWA payments fall under The Tribal General Welfare Exclusion Act of 2014 added § 139E to the Internal Revenue Code (IRC), which excludes Tribal GWA from taxable income. Effective September 1, 2024, GWA received under the Tribal General Welfare Exclusion Act of 2014 is not counted as income for any category of Medicaid or BadgerCare Plus. This is irrespective of whether the specific GWA program uses income as a factor of eligibility. Any unspent GWA is disregarded as an asset for 12 months following the month of receipt. These policies apply to applications or change reports submitted on or after September 1, 2024, and for renewals due September 1, 2024, or later.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In the past, residents received what was classified as Per Capita annually. Residents on Medicaid had to use these funds as part of their Medicaid monthly liability. Medicaid liability covers the resident's share of the cost to stay at AJRCCC with Medicaid covering the rest. People on Medicaid must use all their monthly income minus \$45.00 towards their liability.

Labor costs continue to rise as there is a shortage of healthcare workers throughout the northeastern Wisconsin area and nationally. In addition, the Centers for Medicare & Medicaid Services (CMS) Minimum Staffing Standards for Long-Term Care Facilities final rule is to provide a minimum of nursing care including Registered Nurse and Nurse Aide per resident day, as well as

24/7 onsite Registered Nurse services. This will increase the demand nationally on these competitive positions. CMS offers the opportunity for facilities to seek exemptions from requirements, specifically in rural settings. AJRCCC census averages 25.6 residents per day. AJRCCC continues to add insurance networks that will allow us to serve more individuals. Resident population trending primarily to short-term stays vs long-term nursing home stays.

AJRCCC budgeted revenue is \$3.64 million with actual revenue \$2.78 million. Variance is \$0.86 million. AJRCCC budgeted expenses are \$11.12 million with actual expenses \$9.03 million. This variance is \$2.09 million savings in expenses. The actual revenue variance is offset by the reduction in expenses by \$1.23 million.

Outcome/Goal # 3

MEASUREMENT: Engaging & Developing an Inclusive and Empowered Workforce Strategic Direction 3 (SD3)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

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OCHD team rolled out an expanded '**Power of Positivity**' (PoP) **Ka?nikuhliyo?shátste?** application. PoP will allow peer-to-peer employee nomination for recognition. Recognition is based on five Oneida culturally based core values. At the end of each month both nominees and nominators are eligible for a zero-dollar employee incentive. Determinations of zero-dollar incentives were

based on employee survey to specific department rankings of 10 choices. This plan was modified from financial incentive to zero-dollar incentive due to balanced budget.

The division expanded on the HRD '**Years of Service**' employee recognition policy. Employees are recognized at multiple levels including department level, Director/Supervisor level, Executive Management Team level, community meetings, and via public relations team. In addition, members of Executive Management Team send personalized emails to employees.

An OCHD **Education Committee** formed to ensure a division wide updated clinical education placement policy. This revised policy prioritizes clinical education placements and offerings to Oneida Nation members, Oneida Nation descendants, Indian Health Service scholarship recipients, veterans, etc.

Division departments of Purchased Referred Care (PRC), Pharmacy, and Employee Health identified **electronic systems** that will streamline and diversify workflows. Each department's system will allow improved turn-around-time of tasks, productivity, and initiatives that will improve patient access to care.

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OCHD plans to utilize the comparison study of the **Mind Garden Burnout Survey** to guide our Executive Management Team, Department Directors, and Department Supervisors in strategic directions for employee relations. Individual department leadership will meet as a team and develop targeted potential areas for growth. The department development plans will then return to Divisions Executive Management Team and report regularly on progress.

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The revamped "**Years of Service**" employee recognition is expected to improve employee morale. It also allows recognition of employee excellence and longevity.

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original recommendation of PureOHS. Once all three systems are installed expectations of accelerating paused initiatives and projects.

Outcome/Goal # 4

MEASUREMENT: Advancing Customer Focused Experience Strategic Direction 4 (SD4)

October is Breast Cancer Awareness Month!

The Radiology Department at the Oneida Community Health Center has created a Breast Cancer Awareness Campaign of our own, to bring down barriers, and create support and access to screening mammograms.

Schedule a screening mammogram (no clinic visit required):

Women 40 & older, call the Radiology Department, 920-869-4847, option 1

Mammography Department Hours:

Monday – Friday, 8 – 3:30, (last available appointment is 3:45 – 4 pm)

Events:

Thursday October 10th, 12 pm – Facebook Live

Wednesday October 30th, 5 pm – Community Meeting

Join us for a meal, gift items, and presentation at AJRCCC



← In honor of our Breast Cancer Survivors, we encourage all who visit the Health Center in October to stop at our display table in the main entrance and put your name on a window cling.

Place that cling on the front windows in honor of your journey.

The clings will stay on the window for the month of October and yours for the taking at the end of the month.

Health Center employees – please place your clings for others to see

Yawáko

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



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Division's August 9th, 2024, Third Quarter **Community Meeting** completed with presenter Division Director Debra J. Danforth. Topics were Summer Intern/Youth Recognition, Integrated Campus Project education, department updates, funding sources, and department 'meet & greet.' The Community Meeting is offered in a hybrid format with ability for community members

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Phase 1 **Phone Tree Modifications** completed. The project goal is increasing patient access to OCHC Triage with quicker answering of calls and increased one-on-one service time. Medical Clinic phone calls improved response time and routing throughout the division. Phase 2 completed relocating Medical Clinic answering staff to improve productivity and increase Medical Clinic footprint for direct patient care. Project optimizes the use of electronic health record (EHR) for communication and documentation of patient interactions.

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EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Division will continue to advance customer focused experience with **quarterly Community Meetings**. The next Community Meeting planned for October 30th, 2024, with Breast Cancer Awareness and Division Updates as topic for discussion. Location is at the Anna John Resident Centered Care Community. Quarterly Community Meeting trends to increasing number of views via digital platform. Plan to integrate YouTube, modify streaming platform, and improve A/V for virtual attendees.

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OCHD hosted two events: **22nd Diabetes Annual Event** and the **Kunhi-Yo Event**. The Diabetes event sold out of 500 tickets with an actual head count of 382 attendees. The event had 285 evaluations completed. Speaker Waylon Pahona, JR presented on Health Active Natives. The Kunhi-Yo Event was held to honor those in recovery from Substance Use Disorder (SUD). The event distributed 204 kits with 612 Fentanyl and 612 Xylazine testing strips into the community. A 'Safe Room' offered on-the-spot mental health and ATODA counseling. Guest speaker Dr. Lyle Ignace presented on Public Health Threats and Opportunities for American Indians and Alaskan Natives in the post-pandemic era.

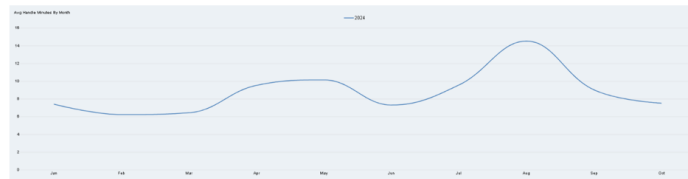


Phone Tree Modifications yielded Medical Clinic phone calls improved response time and routing through division. Project optimizes the use of electronic health record (EHR) for communication and documentation of patient interactions.

Phone Tree Project

Quarter 3	
Total Answered Calls:	10,632
Mean Average Wait Time:	1:51
Triage Calls:	4,372
Inappropriate Calls:	6,260 – 58%
Average Handle Time:	9.08

Average Handle Time 2024 YTD



Quarter 4	
Total Answered Calls:	5,140
Mean Average Wait Time:	1:24, 18% Improvement, Reduced 27 seconds
Triage Calls:	3,191
Inappropriate Calls:	1,949 – 37%, 21% Improvement
Average Handle Time:	11.05, Increase ~2 Minute Patient Time

AJRCCC Advisory Board initiated networking with Wisconsin tribal health boards, health advisory boards, and tribal health administration. This networking provides the opportunity to enhance tribal sovereignty in health care through round table and strategizing.

Contact Info

CONTACT: Debra Danforth RN, BSN
 TITLE: OCHD Division Director
 E-MAIL: ddanfort@oneidanation.org



CONTACT: Karen Lane, DO, FAAP
TITLE: OCHD Medical Director
E-MAIL: klane@oneidanation.org



PHONE NUMBER: 920.869.2711

MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>

Accept the Comprehensive Housing Division FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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.
4th Quarter Reports for General Manager area.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth Anderson	Lisa Rauschenbach	
Debra Danforth	Shannon Stone	Cheryl Stevens
Jason Doxtator	Eric McLester	Tina Jorgensen
Leslie Doxtater	Jacqueline Smith	

6. 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:

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: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th Quarter Report

ONEIDA COMPREHENSIVE HEALTH DIVISION (OCHD)

Vision: A progressive sustainable health system that promotes tsi?niyukwalihot[^] (Our Ways).

Mission: provide the highest quality, holistic health care to ensure the wellness of OUR Oneida Community.

Values: responsive leadership, safety, communication, culturally sensitive, respect, trust is the foundation.

We are a health system positioned to respond to current and future health challenges while protecting and promoting the holistic health and well-being of our Oneida Community. Services are provided to all members of Federally recognized Tribes in accordance with our Multi-Year Funding Agreement with the Department of Health and Human Services (DHHS) - Indian Health Service (IHS).

Outcome/Goal Outcome/Goal # 1

MEASUREMENT: Strengthening a Comprehensive Provision of Care SD1 (Strategic Direction 1)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Oneida Comprehensive Health Division recent provider additions of **Dr. Moitreyee B. Reddy** Child & Adolescent Psychiatrist, **Dr. Allen W. James** Internal Medicine and Allergy & Immunology Physician, **Maggie L. Hujet, PA** Family Practice Physician Assistant, **Dr. Thanmayi Kaza** Anna John Resident Centered Care Community (AJRCCC) Medical Director, and **Dr. Ken Sakamoto**, General Dentist.

Medication Assisted Treatment (MAT) Pilot Project 'Go Live' with collaboration between Oneida Community Health Center providers **Crystal Peters, NP & Seth Moore, NP** and Behavioral Health **Dr. Yogesh Pareek**.

Oneida Community Health Center (OCHC) **Laboratory** addition of two Hepatitis C tests to the lab test menu. This will allow electronic medical record to order Hepatitis Acute Panel or Hepatitis Acute Panel with Hep C reflex to Hep C Quant by NAAT. Hepatitis C will be individually orderable with or without the reflex to Hep C Quant by NAAT.

OCHC **Radiology** remodel completed.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Dr. Reddy, Psychiatrist, will improve patient access to care at Oneida Behavioral Health services for Child & Adolescent Psychiatry. Previously, OBH scheduling child psychiatry evaluations into January 2025 due to staffing changes in June 2024. Expectation time to improve scheduling child psychiatry evaluations.

Dr. James, Internal Medicine Physician, is a full-time tribal hire. This increases weekly patient access to care by 38% compared to previous position. In addition, Dr. James joined the Quality Improvement Team (QI). He expands services in the allergy and immunology realm.

Hujet, PA, Family Practice Physician Assistant, will offer 'same day' services 5-days per week. She has over 16 years of Emergency Medicine experience. Improvements expected in same-day patient appointments for 'urgent' visits, triage visits, walk-in visits, and expanded clinical services with goal of 60 appointments per week. Fiscally this increases third-party billing & reimbursement while reducing financial obligation through reduced Purchased Referred Care (PRC) visits external of the Division. Expect improved patient access to care for their established provider with centralization of same-day appointments to Hujet, PA.

Dr. Kaza, AJRCCC Medical Director, is in Family Practice with a specialty in Hospice and Palliative Care. Dr. Kaza's hire aligns with the "Care Compare Five-Star Rating of Nursing Homes" awarded in February 2024 from the Centers of Medicare & Medicaid Services. For reference, nursing homes with 5-star ratings are considered to have much higher quality of care. Dr. Kaza is reviewing and revising AJRCCC policy and procedures. Her addition will increase AJRCCC admissions based on facility assessment. The addition of Dr. Kaza aligns with resident request for a female primary care provider. In addition, Dr. Kaza will provide guidance on AJRCCC staff training to enhance quality measures.

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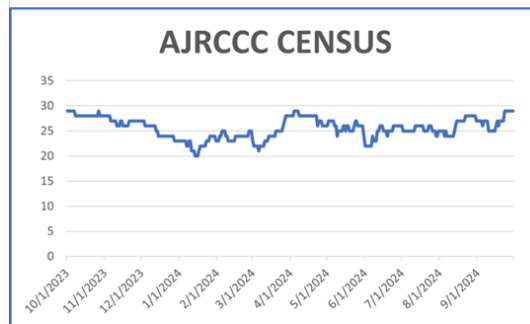
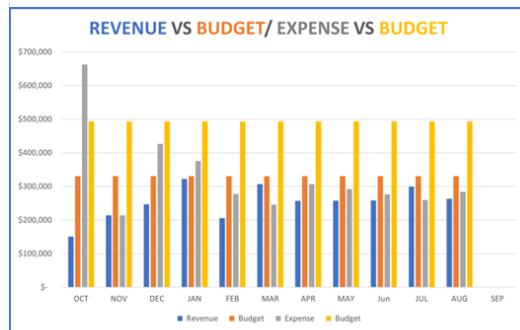
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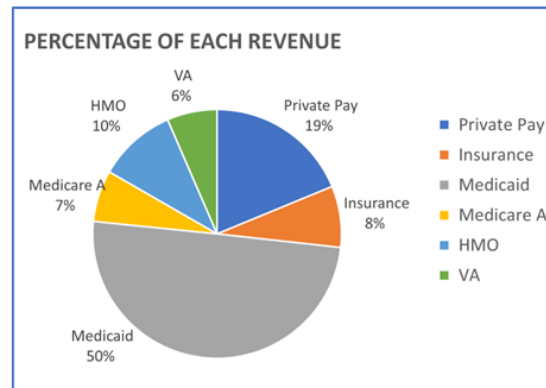
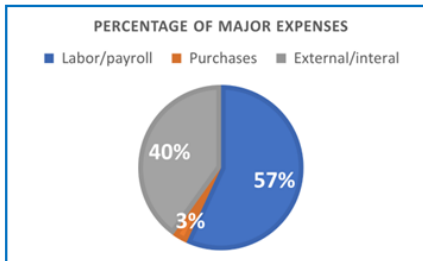
Anna John Resident Centered Care Community 4th Quarter Report



FY24 Daily Census 25.6 Resident/Day.

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Daily Cost/Resident \$937.25



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In addition, the Division will hold an '**Intern Recognition**' and '**Years of Service**' acknowledgement during community meeting. The 'Intern Recognition' aligns with the recently developed Education Committee with focus on public awareness of educational opportunities, collaborating with academic institutions, and the long-term goal as an avenue for recruitment. Survey feedback identified the AJRCCC congregate meal as preferred location. Division will continue department 'meet & greet' for attendees on this date. Plan to consolidate to one survey for each Community Meeting to gather community feedback and utilize to plan future meetings.

OCHD hosted two events: **22nd Diabetes Annual Event** and the **Kunhi-Yo Event**. The Diabetes event sold out of 500 tickets with an actual head count of 382 attendees. The event had 285 evaluations completed. Speaker Waylon Pahona, JR presented on Health Active Natives. The Kunhi-Yo Event was held to honor those in recovery from Substance Use Disorder (SUD). The event distributed 204 kits with 612 Fentanyl and 612 Xylazine testing strips into the community. A 'Safe Room' offered on-the-spot mental health and ATODA counseling. Guest speaker Dr. Lyle Ignace presented on Public Health Threats and Opportunities for American Indians and Alaskan Natives in the post-pandemic era.

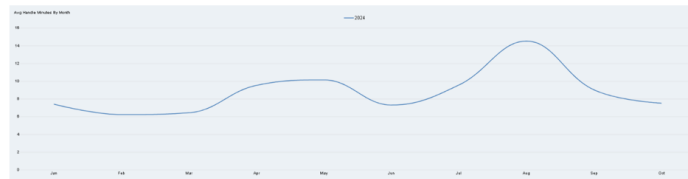


Phone Tree Modifications yielded Medical Clinic phone calls improved response time and routing through division. Project optimizes the use of electronic health record (EHR) for communication and documentation of patient interactions.

Phone Tree Project

Quarter 3	
Total Answered Calls:	10,632
Mean Average Wait Time:	1:51
Triage Calls:	4,372
Inappropriate Calls:	6,260 – 58%
Average Handle Time:	9.08

Average Handle Time 2024 YTD



Quarter 4	
Total Answered Calls:	5,140
Mean Average Wait Time:	1:24, 18% Improvement, Reduced 27 seconds
Triage Calls:	3,191
Inappropriate Calls:	1,949 – 37%, 21% Improvement
Average Handle Time:	11.05, Increase ~2 Minute Patient Time

AJRCCC Advisory Board initiated networking with Wisconsin tribal health boards, health advisory boards, and tribal health administration. This networking provides the opportunity to enhance tribal sovereignty in health care through round table and strategizing.

Contact Info

CONTACT: Debra Danforth RN, BSN
 TITLE: OCHD Division Director
 E-MAIL: ddanfort@oneidanation.org



CONTACT: Karen Lane, DO, FAAP
TITLE: OCHD Medical Director
E-MAIL: klane@oneidanation.org



PHONE NUMBER: 920.869.2711

MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>

Accept the Environmental, Land, & Agriculture Division FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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.
4th Quarter Reports for General Manager area.

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

Michelle Danforth Anderson	Lisa Rauschenbach	
Debra Danforth	Shannon Stone	Cheryl Stevens <input type="checkbox"/>
Jason Doxtator	Eric McLester	Tina Jorgensen <input type="checkbox"/>
Leslie Doxtater	Jacqueline Smith	<input type="checkbox"/>

6. Supporting Documents:


- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
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- Petition
- Travel Documents
- Other:

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: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th Quarter Report

ENVIRONMENTAL, LAND, AND AGRICULTURE

Outcome/Goal # 1

Update current programming and create new programming to provide services to more of the community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

ONF has provided 7,700 pounds of beef and bison products YTD for the Tribal Elder Food Box program. They have two more distribution dates for the 2024 season, in which they will provide an addition 3,900 pounds of protein to the program. Beef and buffalo herd doing well with 47 new buffalo calves and 188 new beef calves being added to the herd. After many of the trees failed to produce this season, Orchard staff are working extremely hard with a regenerative consulting company. They continue to implement an organic spray and mineral supplement regimen to the trees to support healthy, robust trees than are more resilient and more capable of withstanding extreme weather changes and disease for a long-term healthy orchard. There was no pick your own apples this season. The Orchard Retail Store is open with a variety of other wellness items this season, including various salves and creams, tea kits, jams, pickles, and salsas from the Oneida Cannery, Orchard pasture raised eggs, beef from several different Oneida community producers, bison, honey produced from the Orchard bees, as well as a variety of other wellness items like bath bombs and bath salts. All items available in the Orchard Retail Store are sourced locally from community members. The Retail Store is open Mon-Fri, noon-530pm each day. The Cannery staff just wrapped up their intense 2024 Tribal Elder Food Box season, where they have sold almost \$125,000 in product to the program over the last 5 months. Since May, the cannery has produced 6,920 strawberry drinks, 2,300 tea kits, over 4,600 jams, and over 2,300 apple butter units for the program. All of these products went directly into the Tribal Elder Food Box distributions over the summer and directly into our tribal elder homes across the state. Tsyunhehkwa hosted a Buffalo Harvest Event Sept. 9-11, that was very well attended and appreciated by the community. The Farmer's Market is over for the season. The new temporary location at the Hwy 54 roundabout has proven to be a great success as far as increased community engagement and customer participation. A Wild Rice Gathering Demo was provided to the community on the new rice beds. WPP completed it's last Elder Food Box Cooking Demo on September 20, providing a total of 6 cooking demos in Oneida throughout the summer that coordinated with the Tribal Elder Food Box program distributions. At the request of SEOTS, WPP also provided an elder food box cooking demo to elders at the SEOTS location. Positive feedback from the event has led to SEOTS requesting additional programming. The cooking demos have attracted the attention of 'Mitchell Museum of the American Indian'. In an effort to highlight regional tribal food sovereignty programs, they would like to feature these types of efforts. The 2nd Judicare Wills Caravan in 2024 took place August 21 and 22, 2024 at the Conservation/Land Management office. 24 Tribal members were able to complete estate documents for free.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The WPP Program has conducted a comprehensive survey of over 275 community members and based on those results they are creating programming that meets the needs of the community. The success of our departments (ONF, Cannery, Orchard, and Tsyunhehkwa) providing food items for the Elder Food Boxes with traditional and culturally appropriate food for our elders, is something we plan to continue and enhanced in the future.

Outcome/Goal # 2

Use best practices to improve the health of the reservation's environment and the community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Our Resource Conservationist worked with ONF to get their Conservation Stewardship Program (CSP) contract certified. Buffalo pasture expansion EQIP contract was obligated to be paid for by NRCS. Two Regional Conservation Partnership Programs (RCPP), a ONF cattle crossing and a wetland restoration project, were obligated and signed by NRCS.

The Nonpoint Program Manager completed project management on the Van Wychen Grassed Waterway & Crossing. Nonpoint Program Techs mowed and maintained buffers on 145 total acres, tilled and planted 26 acres of cover crops, exceeding our goal of 100 acres a year of maintenance. Environmental collaborated with NEW Water and Outagamie County on multiple projects in agricultural areas that will have a positive effect on water quality.

BMP's used in Trout Creek Headwaters planting have been successfully in allowing proper maintenance. Mowing was completed for all the reforestation projects in September. 15 total woodcutting permits issued for FY2024. Tree tubes for future tree planting received thru LMBO grant in August.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Professional Development: Nonpoint Program coordinated Tractor Safety Training held by Fox Valley Technical College for 11 Division employees over two days in July. Environmental and Land staff attended the BIA Partners in Action Conference held at the Oneida Hotel Aug 6-8.

Communication & Outreach: Oneida Forester hosted the Packers, DNR, and Green Bay Packaging to celebrate the First Down for Trees Program on September 20th at Amelia Cornelius Culture Park. EHSLA Division website was updated for easier customer navigation. Environmental area staff worked to distribute over 80 rain barrels to the community on Aug 2. Reorganization completed for a Communications Specialist position to assist the Division in documenting, reporting and getting the word out to the community on all the programs, projects and restorations Environmental Land and Ag Division works on. Overall Division Re-Org and Name Change is in progress for a better alignment with what the Division is focused on.

Outcome/Goal # 3

Acquire and manage land for the benefit of the community and to strengthen the Oneida Nations Sovereignty.

MEASUREMENT: FY2024 Properties Acquired

Closed	Address	Acres	Use	Municipality
10/30/2023	800 Blk Brookwood Cir	5.097	Forested	Hobart
12/19/2023	Section Line Road	160.79	Ag land	Oneida/Kaukauna
12/21/2023	243 Trout Creek Rd	62.58	Ag land & Res	Oneida
1/31/2024	N5600-N5800 Blk Cty H	49.44	Commercial	Oneida
2/29/2024	Paulson Rd	0.699	Commercial	Ashwaubenon
3/15/2024	N6821 Cty E	6	Residential	Oneida
3/29/2024	200 Blk Cty VV	18.51	Ag land	Oneida
5/6/2024	Cty U	78.71	Vacant	Oneida
5/31/2024	3560 Packerland Drive	10.2	Vacant	Ashwaubenon
5/31/2024	W600 Blk Pearl St	14.55	Vacant	Oneida
7/29/2024	W300 Blk Cty EE	86.05	Vacant/Ag	Oneida
8/9/2024	2490 Shortcut Rd	0.59	Residential	Hobart
8/23/2024	W500 Blk Adam Drive	30.411	Vacant	Hobart

523.63

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

29,406.79 total acres owned, 45% of the reservation. Manure pit at N8047 County U is 85% complete. This will be completely abandoned by November 2024. Receiving a \$78,000 reimbursement from Outagamie County Land Conservation for the abandonment of this pit. 1,000 pheasants released. Over 5000 walleye were released into Oneida Lakes. 154 hazardous tree work orders completed for the year. Estimated savings to the Oneida Elder Community of \$112,710.00. Revised Home Building Opportunity Site Preparation and Demolition SOPs have been approved and are being routed for signature. Drafts created, approved, and sent to Public Meeting for 3 Rules. These are the Land Assessments for the Nation's Decisionmakers to Build an Autonomous Community (LANDBAC), Land Use Licenses, and Easements.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

3 accepted offers totaling 2.28 acres. 9 properties in negotiation totaling 293.73 acres. Certification of 3 Real Property Law Rules, Land Assessments for the Nation's Decisionmakers to Build an Autonomous Community (LANDBAC), Land Use Licenses, and Easements.

Contact Info

CONTACT: Eric McLester, Environmental Land, and Agriculture Division Director

PHONE NUMBER: 920-869-4590

E-MAIL: emclest2@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/resources/environmental>

Photos (optional):



Pheasant Release September 2024 (Mike Arce)



Walleye Fingerlings release Osnuhsa September 2024



Wild Rice Harvest @ Where the Water Birds Nest



Grassed Waterway



Brook Trout release, total of 4,800.

Accept the Public Works Division FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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.
4th Quarter Reports for General Manager area.

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

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Debra Danforth	Shannon Stone	Cheryl Stevens	<input type="button" value="v"/>
Jason Doxtator	Eric McLester	Tina Jorgensen	<input type="button" value="v"/>
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Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 – 4th Quarter Report

Public Works Division/Shannon Stone

Public Works currently includes the following areas/departments:

Public Works Operations – Administration, Automotive/Fleet Management, Facilities, Wells/Septic & Plumbing, Utilities, Custodial, Groundskeeping/Parks

Community Development Area – Engineering, Zoning, GIS/Planning, Tribal Transportation, Indian Preference

Introduction Note:

In March 2024, the Division of Public Works management team went through a TOPS facilitated Strategic Planning process. During the process we established five strategic directions we wanted to move in for the future. These are outlined at the end of this report. Each strategic direction has been assigned to a team to further develop and plan. The teams have begun to layout their action plans for the FY25 initiatives. We will continue reporting on the current goals until the first fiscal quarter FY25. The new strategic directions can be seen at the end of this report.

Outcome/Goal # 1

Develop operational workforce plans within each department and area of Public Works. The plans will address critical issues including staffing requirements, employee retention and development, and succession planning.

Retention of existing employees and recruitment of new employees has been a challenge for DPW leadership, especially the positions of custodians and groundskeepers. Several managers and essential positions are becoming critical as they approach retirement in most of the Public Works departments. Additional tools will become available with the development of Global Human Resources (GHR) over the next 1 to 5 years.

MEASUREMENT:

1. Skill and knowledge requirements identified for each position.
2. Position Descriptions are current, identifying competencies and scope of the position.
3. Career paths are identified and communicated to the employees.
4. Training is identified for position development and advancement in three areas:
 - i. Mandatory Training required by position, policy, or law.
 - ii. Continuing Education for employees to stay current in their area of expertise.
 - iii. Developmental Training including education and developmental tasks.

5. Training programs are provided that include identifying the competencies required for each position and a mechanism to evaluate progress of employees learning them.
6. Succession planning is in place identifying pools of interested employees in the event a strategic or essential position is vacated. Succession Planning will provide opportunities to potential candidates to gain knowledge and skills transfer from experienced employees to prepare them advancement into these positions.
7. Supervisors are engaged with employees through recognition and retention planning.
8. Staffing Plans are developed to identify staff levels and staff level requirements.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In the fourth quarter, Public Works has seen things coming together as we have several changes taking place. In our Utilities department Scott Cottrell has moved from department manager to Lead Wastewater Treatment Plant Operator. Scott remains the "Operator in Charge" which allows us to continue wastewater operations under the EPA permits. John Nicholas has moved into the interim department manager position. This will allow John to become familiar with his new position and responsibilities while he completes his certifications.

We are also moving Kyle C. Skenandore up to Energy Controls Manager in preparation for the retirement of Ray Olson in early January 2025. Kyle is currently the HVAC Supervisor and will be bringing his many years of experience to his new role. He has expressed his desire to stay close to the HVAC work he loves and is excited for the new opportunities this advancement will bring.

In addition to Kyle, Public Works will be adding a position to support technology upgrades and implementation starting with Archibus. Archibus is the tool that manages work order requests, space, maintenance of facilities and asset inventories to name a few things. Our Energy Controls area manages Archibus, and this position will be able to provide more administration support for this technology.

Public Works is also talking to Retail, Land Office, Gaming, and 1822. The recent move of the Oneida Hotel to Gaming has created problems for Gaming Facilities and they have ended a long-standing agreement with Retail to maintain the Packerland One Stop and the Travel Center with the expectation Public Works could take over these responsibilities. The Land Office would like Public Works to take on their buildings more than doubling the number of facilities we currently care for. Public Works is assisting these areas to the extent of our resources will allow. We will reassess the staffing and budgets needed in the future to fully support these requests.

Related to the new strategic plan we have started working on the development of our management team. We believe our success is dependent on our ability to build partnerships which start with trust. We recognize that trust starts with each of us as individuals. We need to build trust with each other, our customers, and those who provide services to us. Only through strong partnerships built on trust will we be able to build better efficient processes to empower our workforce.

To get started we have had open discussions about owning the problems we see. To make ourselves accountable for those things within our control. These are challenging conversations because it puts the ball in our court to look at how our actions impact the actions of others. Some managers have also attended Crucial Conversations training and we will be setting up a Crucial Conversations training specific

to Public Works managers. We need to have the correct mindset and skillset to address processes that so not serve us well.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Continue working with HR to learn and utilize software applications to develop employees.
 - Rewrite position descriptions. In each area there are positions that are changing due to technology and the labor market. We also have under skilled staff that were retained from passed reorganizations but were not retrained to be optimized for their current positions. As a result, their position descriptions were also scaled back but do not meet the needs of the organization. These need to be corrected (Ongoing).
-

Outcome/Goal # 2

Create efficiencies, optimize the use of limited resources, enhance capabilities, and improve Customer Service by evaluating current processes. The focus is on utilizing technology, increasing collaboration, and creating new streamlined process flows to achieve this goal.

MEASUREMENT:

1. Evaluate DPW processes to streamline them for efficiencies.
 - a. Develop and communicate an online Land use review process that can be used by all reviewers and create the various reports needed by Land Management, Development, Housing and the Land Commission. (in progress)
 - b. Evaluate technology and software to reduce technology deficit. (in progress)
 - c. Integrate DPW systems into the main Enterprise Resource Processes (ERP). (To be evaluated)
2. Expand the access and use of GIS data.
 - a. Identify the long-term staffing needs of this area based on what data needs to be updated and maintained.
 - b. Utilize GIS to create the layers of information that will be useful to the varied users of the system. (ongoing)
3. Identify and incorporate other technologies.
 - a. Incorporation of data intelligence from services such as Pacer.ai to assist with strategic planning of infrastructure and business.
 - b. Modernize water utility technologies.
4. GPS systems installed in Oneida Nation vehicles.
 - a. Automotive department is installing GPS on vehicles that support the technology to help maintain accurate vehicle inventories, provide data for maintaining vehicles, and creating efficient routes to reduce gas consumption and carbon emissions. (ongoing)
5. Enhance communication.
 - a. Find opportunities to reach out to the Oneida community.
 - b. Develop informative packets for services to the community.

- c. Provide opportunities for the community to give feedback to DPW.
- d. Work to build internal cooperation and transparency to the organization.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Automotive Department had several presentations with Enterprise Car Rental. Enterprise is offering a leasing program that could save the Nation over \$100,000 per year. The program would allow us to reduce the average age of our fleet from over 11 years per vehicle to less than five years per vehicle. This would greatly reduce the cost of maintenance and ensure our vehicles have the latest safety technology in the vehicles. We are currently working on putting together a request for proposal that would allow us to seek bids from several companies to compare.

Another technology related effort is the review of the Archibus system. Earlier this year we compared Archibus that is currently installed on premise and an updated version that would exist in the cloud. The current version is no longer fully functional and moving to the cloud would be the same process to install another product. So, we are looking at other products that might better serve the organization. Infor Facilities, iWORQ, and City Works are the Facilities Management tools we are comparing to Archibus. DTS is assisting in the development of the project charter and scope of work. This project may start in FY26 as it will take time to fully assess our needs and the needs of the many other areas that use this product.

Public Works also made significant impact on the Three Sisters neighborhood with the opening of the new Three Sisters Park. While there is still a lot of work to be done, the new playground equipment is in place and available for use. Many community members including parents and younger children were quick to visit and make use of the new, safer, and visually exciting equipment. Groundskeeping will be featuring the work being done at our parks and seeking community input on November 8th, 2024 at the VFW building in the evening.

Outcome/Goal # 3

Energy Management is another area we are working on. We are working to create a long-range vision and plan for the Nation's energy management.

MEASUREMENT:

1. Complete a review of past plans and accomplishments.
2. Update the most recent plan to current.
3. Open discussions on seven generation energy plan.
4. Develop plan and timeline.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Energy Team met to discuss adding more specific goals to the Energy Plan. The team would like to present the plan to the BC and Finance Department to gain acceptance. There were several topics of discussion during the meeting including other green options for energy generation. The group talked

about the potential to create a wind farm on our New York properties. At home in Wisconsin, we are moving closer to the approval of the Health Campus microgrid BRIC grant. Soil samples are being assessed to ensure the environment is not negatively impacted.

The final major topic was a discussion about the Energy Law that is being crafted. The law being sponsored by Councilman Wilson could establish safety requirements such as zoning requirements, standards for application, business opportunities, and other protections for the Nation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Next will be the planning for initiatives. In the next couple years, we expect to build the Health Center microgrid and incorporate electric vehicles and vehicles that use alternative fuels in the Nation's fleet. We will also work with programs such as Focus on Energy to assist tribal members to have energy options.

2025-2030 Division of Public Works Strategic Plan

The DPW 2025 – 2030 Strategic Plan was developed in March of 2024. Work for this plan will begin in the fourth quarter of FY2024 (July – September). The plan consists of five Strategic Directions (broad goals) that are moved forward by executing accomplishments planned out annually. Listed below you will see each strategic direction, a general summary of what it entails, and the success indicators and the first-year accomplishments pertaining to the Strategic Direction.

STRATEGIC DIRECTION #1: LOBBYING FOR RESTRUCTURING SYSTEMS TO EMPOWER END-USERS

Summary: The Oneida Nation's systems, built on a lack of trust, are taxing overall productivity of the Division and organization. The Division will lobby for change to empower end-users to do their jobs quickly and efficiently.

Success Indicators: Processes will be streamlined as non-value-added processes or components are eliminated, a sense of partnership will prevail with the rest of the organization, and end-users will be trusted within the processes they are responsible for.

First-Year Accomplishments: Communicate the DPW Strategic Plan to all teams, "Clean your own kitchen" (meaning get your own work correct first), analyze current processes, document specific examples of why change is needed).

STRATEGIC DIRECTION #2: UPDATING & EXPANDING TECHNOLOGY

Summary: The organization's technology solutions are both underutilized and outdated. DPW will implement new solutions to unify the work in the Division and embrace new solutions for the whole organization (HR, Finance, etc.)

Success Indicators: Technology will be current, systems will be connected/ data shared, technology will align with functional need, and DPW will hire or a DTS resource will be assigned to DPW to assist with technology needs.

First-Year Accomplishments: Validate current software use and needs, prioritize software needs and share with DTS, schedule collaboration with DTS, update software/tech per schedule.

STRATEGIC DIRECTION #3: ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY

DPW, internally and externally with other business units, seeks better communication, clarification of purpose and mutual understanding of brand and identity.

Success Indicators: Establish a clear understanding (internally and externally) of DPW functions, PR person in place, and improved relationships with areas in the organization.

First-Year Accomplishments: Inventory and communicate DPW Services, faster completion of services, have a PR person standardizing area information, and decrease negative feedback and improve positive feedback.

STRATEGIC DIRECTION #4: ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES

The Division needs a better developed workforce, including leadership skills, equipment training, and apprenticeships.

Success Indicators: Status reports done and communicated, certifications obtained, and successful project completion.

First-Year Accomplishments: Catalyze a unified training plan for the division, increase each department budget and identify trainings/certifications, complete monitors change out in DPW training room to offer onsite trainings, and more people in apprenticeships.

STRATEGIC DIRECTION #5: IMPROVING & ENHANCING OUR WORK CULTURE & VALUES

DPW seeks to improve and revitalize our work culture, starting with the mission and vision, addressing ethics, and ensuring clear expectations.

Success Indicators: Less or reduced complaints, clear expectations lead to improved employee engagement, everyone will know the vision, mission, and values, employees will be healthier (ergonomics), we will be able to do more with less, and there will be ownership (“not my job” to “it is my job”).

First-Year Accomplishments: Communicate the benefits of taking ownership, define ownership (vision, mission, etc.) and define or explain expectations (the “why” and importance) – value added.

6. Supporting Documents:


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8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
 Date: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th quarter report

DIGITAL TECHNOLOGY SERVICES

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Strategy 1 – Operational Excellence

DTS Goal – Improved Information Technology Service Management (ITSM)

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Increased Effectiveness Scores. **N/A to 10.0**
 - N/A = Not in Place | Not Effective = 0.0-4.9 | Somewhat Ineffective = 5.0-5.9 | Somewhat Effective= 6.0-6.9 | Effective=7.0-10.0
- **Baseline**: Average Score of 6 processes, 6.61
- **Target**: Average Score; 7.0
- **Data Source**: ITRG Management and Governance Framework Assessment (*note, based on COBIT 5 Framework.)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Digital Security Strategy completed – Focus areas: Policy & Processes Governance, Threat Detection & Response, and Digital Security Team Organization, Structure, & Measurement Project Prioritization Processing – Technology projects being assessed and weighted against specific measurements for prioritization. Project listings created for Gaming, Comprehensive Health, and Programs/Org-Wide.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

DTS Re-Org Workshop – 09/30-10/03. Create Digital Technology Steering Committee charter, Security Operations Center (SoC) managed service selection and startup. IT Service Management (ITSM) tool RFP and selection. Consolidation of Gaming, Health, and Programs/Org-Wide project listing.

Strategy 2 Organizational Support

DTS Goal – Prudent Financial Stewardship

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Percentage of projects started with an approved business case
- **Baseline**: 60%
- **Target**: 90%
- **Data Source**: PPM Tool

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

ERP/CRM - Citizen Services; Vendor selection for Enrollments (Database migration, member portal, and GWA payment integration, demos for other business units (Higher Ed, Judiciary, Human Services, and Housing) for Artic IT's Tribal Platform built on Microsoft Technologies. ERP/Data & Analytics – Enterprise Content Management (ECM) RFP for migration away from OnBase.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

ERP/CRM - Citizen Services; Official project kick-off, 10/22/2024. ERP/Data & Analytics - Data Management workshop, early 2025. ERP/HCM – Payroll/WFM completion February/March completion time frame. ERP/Data & Analytics – Enterprise Content Management (ECM) vendor selection.

03 Innovation & Individual Organizational Support

DTS Goal – Improved communications with business unit technology needs.

MEASUREMENT:

- **Key Performance Indicator (KPI)**: IT Satisfaction and Value; Net Promoter Scores
- **Baseline**: IT Satisfaction - 73%, IT Value - 59%
- **Target**: IT Satisfaction - 80%, IT Value - 80%
- **Data Source**: CIO Business Vision Survey

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Gaming Division – Audio/Video infrastructure and display upgrades completed, Oneida Hotel wireless infrastructure upgrade completed, go-live 10/07/2024. Comprehensive Health Division – Pharmacy System RFP and Vendor selection completed. Broadband/SmartCities – SmartAg conference and SmartCity visit for SmartCities report.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Gaming Division – On-Demand Marketplace go-live (October), Oneida Hotel integration into the Nation's technology architecture, infrastructure, and processes.

Broadband/Communications towers – construction to begin soon. Broadband/SmartCities – SmartCities report on concepts, business use cases to be completed October/November time frame. Broadband/Fiber Connectivity – Working with engineering firm to rearchitect the Nation's fiber network for better redundancy and resilience.

Contact Info

CONTACT: Jason W. Doxtator

TITLE: Chief Information Officer

PHONE NUMBER: 920-496-7379

E-MAIL: jdoxtat1@oneidanation.org

MAIN WEBSITE: [Oneida Nation | Digital Technology Services \(DTS\) \(oneida-nsn.gov\)](http://oneida-nation.gov)

6. 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:

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: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th quarter report

EDUCATION AND TRAINING AREA

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Early Childhood Goal: Support kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains.

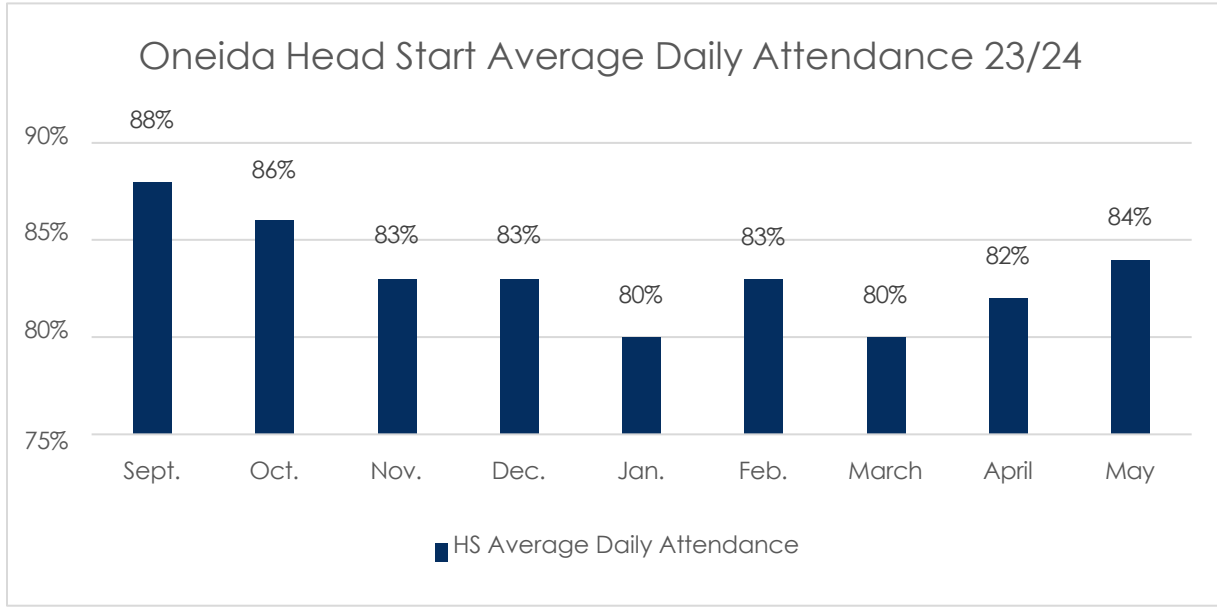
Programs Working on Outcome:

- Child Care
- Head Start/Early Head Start

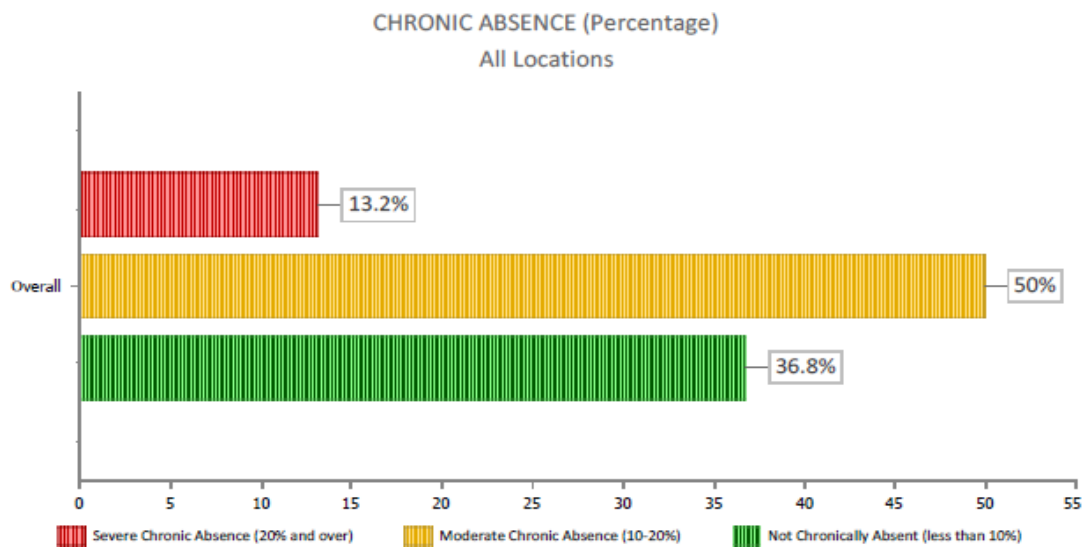
MEASUREMENT:

Head Start/Early Head Start

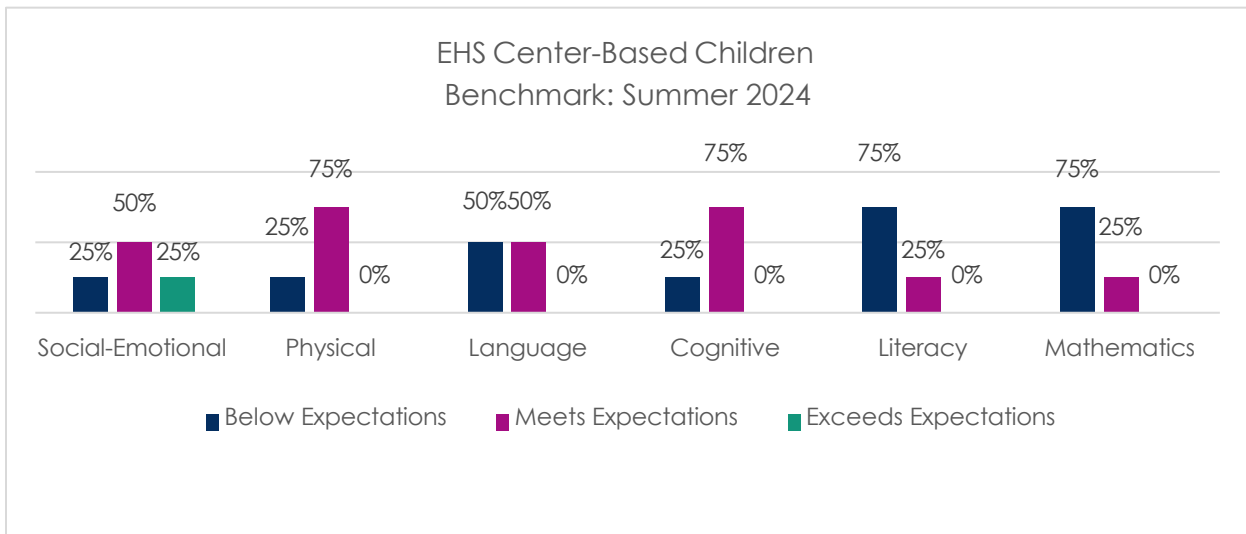
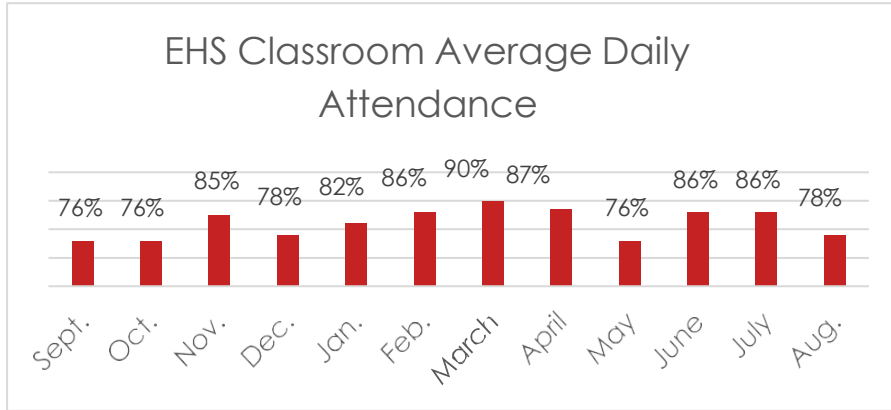
All Head Start/Early Head Start (HS/EHS) children's progress are tracked in an early education teaching database. Classrooms use Teaching Strategies Gold and Child plus software to track classroom and parental interactions. The below scores are being tracked for students to measure progress through the school year.



Head Start Overall Attendance 2023/2024 Program Year

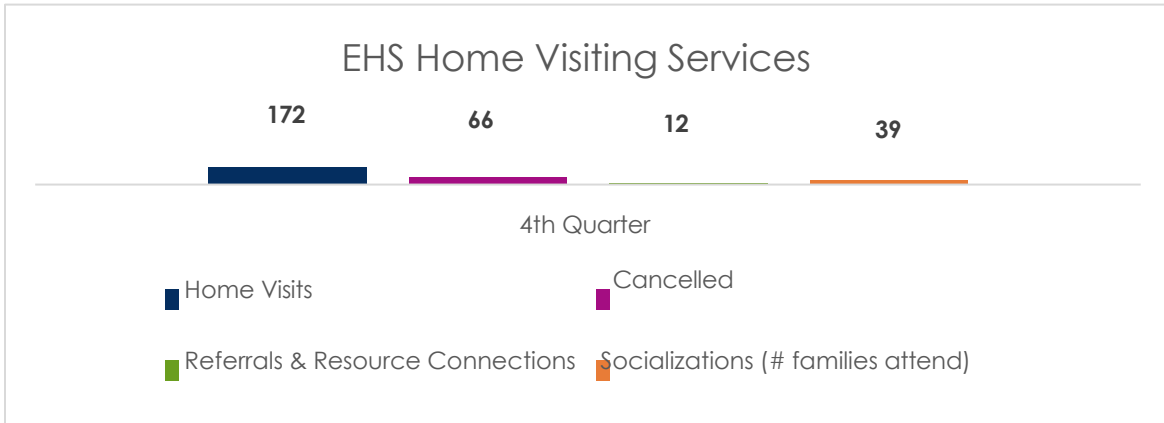


The 4th quarter was summer break for the Head Start (HS) program. From the 2023-2024 school year the highest month of attendance was September with 88% and our lowest attendance was January and March with 80%, and with a yearly average of 83% monthly. Head Start is working towards achieving an average of attendance across the board of 90% for this upcoming school year. The program will be awareness and expressing to families the importance of school participation and attendance.

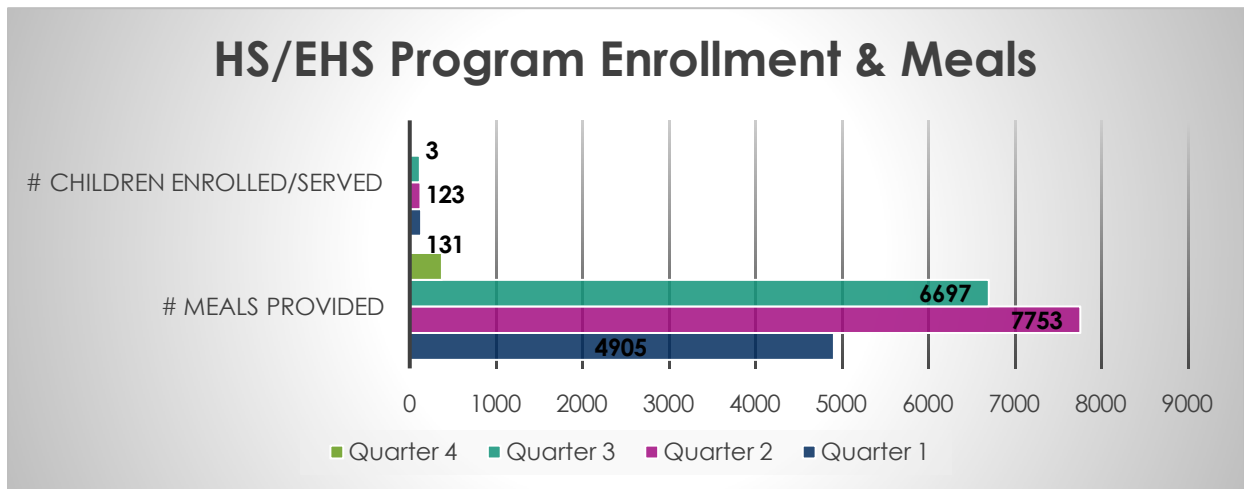


4th quarter scores for Early Head Start benchmark skills have a consistent percentage rate with “Meets Expectations” being above 50% for Social-Emotional, Physical, Language and Cognitive learning domains.

Literacy and Mathematics are the two areas all the students needed to improve in, and the teachers are working with getting those students up to meeting expectations, but it will take time.



Early Head Start (EHS) home visiting program completed 172 home visits during the fourth quarter and provided group socialization experiences with 39 families in attendance, which is an increase of 48% since the third quarter.



In the EHS program, 3 children were served total through the fourth quarter of the 23-24 school year. There were no HS classrooms open during the fourth quarter due to summer break and school was out of session. During the summer, one (1) EHS classroom remained open. At the Three Sisters' location, there were 131 meals served for 3 students.

Childcare

This is measured by staff observation and by using the Teaching Strategies Gold Child Assessment Portfolio. These tools and methods will help staff understand child interactions,

knowledge, and skills to support the child's development and make appropriate referrals for future evaluation. In the 4th quarter, the center developed 45 children portfolios based on teacher observations for each child and created weekly lesson plans to meet developmental needs.

Childcare currently has 5 classrooms open with 41 children attending and serves a total of 35 families. Childcare remains short staffed with 2 Teacher positions vacant.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Head Start/Early Head Start

Our goal for the fourth quarter was to exceed the average of 66% of students who "meet expectations" for kindergarten readiness across all domains. We surpassed our goal by reaching 71% of students who met expectations in kindergarten readiness for this quarter. HS continues to improve student attendance rate as there is a trend for slight declines through the school year.

At the end of the school year, HS had more students who were exceeding expectations in all categories of the domains. For the upcoming 2024-2025 school year the goal is to have more students in the "exceeding expectations" category and more classrooms in the 90% average attendance rate.

Childcare

Seven (7) children have transitioned this 4th quarter. Transitions occur when children are age and developmentally ready for new challenges and with parent's support. Lesson plans are completed weekly by each classroom, they incorporate opportunities and experiences that children need to meet developmental expectations.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Head Start/Early Head Start

HS/EHS will work with the Office of Head Start Education T & TA Specialist to continue training in literacy, math, and cognitive domains. Collaboration with Oneida Behavioral Health will continue for the social-emotional domain. HS is providing professional development for teaching staff to support classroom management which began in October. Student attendance will continue to be monitored as there is a high correlation between meeting expectations in the learning domains and good attendance. When students are doing well in meeting expectations, they are more likely to be ready for kindergarten.

Childcare

Childcare continues to prepare students for successful entrance into kindergarten. Oneida Reads hosted a family night at the center and provided information on the *Right to Read*

film and the importance of kindergarten readiness and early childhood literacy. In the fourth quarter books were provided to families and parents/guardians were encouraged to share time reading to/with their child/children. They are also encouraged to do an art project that correlates to the book. Projects were displayed on the bulletin board at Childcare.

Outcome/Goal # 2

Implement Individual Education Plans (IEP's) for children with educational disabilities.

Programs Working on Outcome:

- Early Intervention
- Head Start/Early Head Start

MEASUREMENT:

Head Start/Early Head Start

At the end of the 2023-2024 school year, Head Start/Early Head Start had 32 (or 38%) of our students on an Individual Education Plan (IEP) or Individual Family Service Plan (IFSP). To start the new school year, we currently have no students in the IEP evaluation process. We continue to work towards 10% of total enrollments slots being filled by children eligible for service under IDEA.

Early Intervention

90% of preschool children who complete Head Start & FACE make successful IEP transitions to Tribal or Public Special Education programs.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Head Start/Early Head Start

HS/EHS continue to work collaboratively with Oneida Early Intervention to refer children with suspected educational delays/disabilities for evaluation. One (1) student in Early Head Start was referred to OEI in the fourth quarter for further evaluation.

Early Intervention

The children who entered kindergarten this year have had their files sent out to public or tribal school as requested. The children who continue either the FACE or Head Start Program have begun their Speech/Language and Occupational therapies according to their IEP's.

OEI has vacancies for one halftime Speech and one Language therapist, and one Early Childhood Education teacher. Currently recruiting through various educational professional associations like WECAN, CESA 7 and referrals.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Head Start/Early Head Start

Oneida Early Intervention will continue to provide speech, occupational and physical therapy service to enrolled HS/EHS students with delays/disabilities or they will refer them out to local school districts if the needs of the child exceed what they can offer. Continued identification and assessment of children suspected of having delays or disabilities will occur. HS/EHS staff will individualize lesson planning for students on an IEP/IFSP.

Early Intervention

Keep providing high quality preschool services for our tribal population so that preschool children can make a smooth transition to tribal or public-school special education programs. Early Intervention will start Triple P Parenting in October 2024 and we have been collaborating with the Oneida Library and Health Center for Child Find events. Our program has also been providing books for the Oneida programs and events.

Outcome/Goal # 3

Student eligible for Youth Enrichment Services (Y.E.S.) in elementary, middle, and high school are on track to graduate and Higher Education Scholarship are awarded for post-secondary education.

Programs Working on Outcome:

- Youth Enrichment Services
- Higher Education

MEASUREMENT:

Youth Enrichment Services

Most activities for the Y.E.S. staff include providing academic and social/emotional student support toward the goal of 100% of the Y.E.S. student graduating from high school; or assisting student in successfully moving to the next grade level.

Higher Education

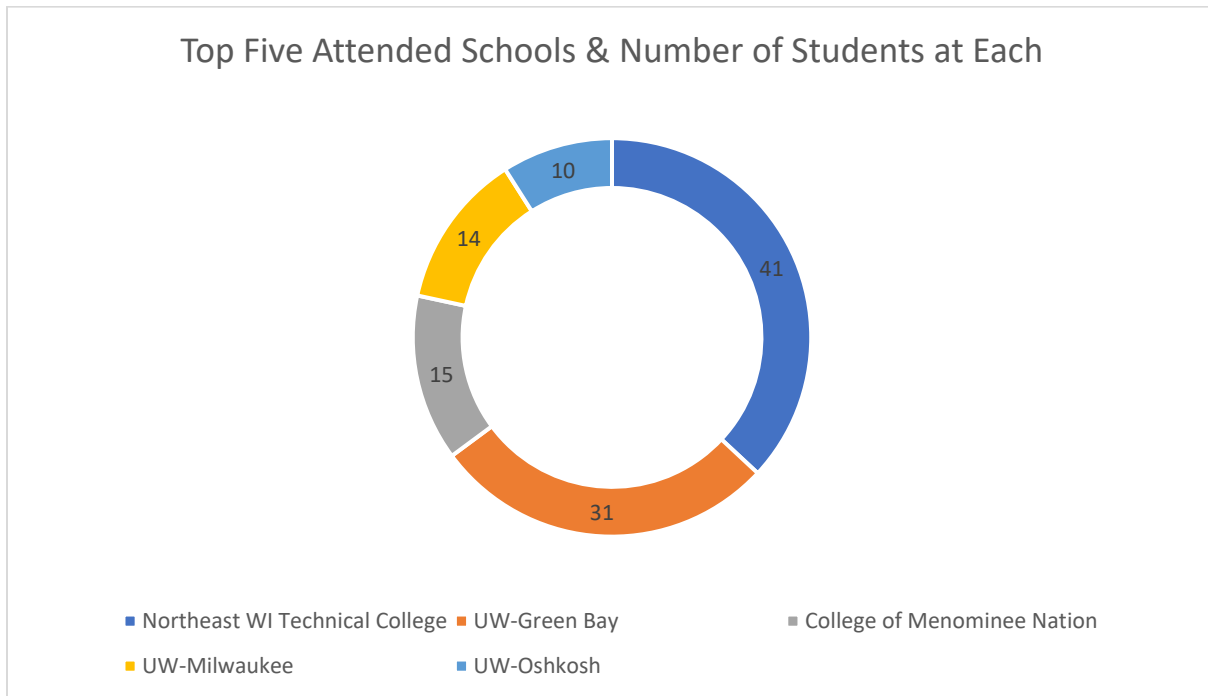
Students who received the Higher Education Grant for Quarter 4 were at the following academic levels:

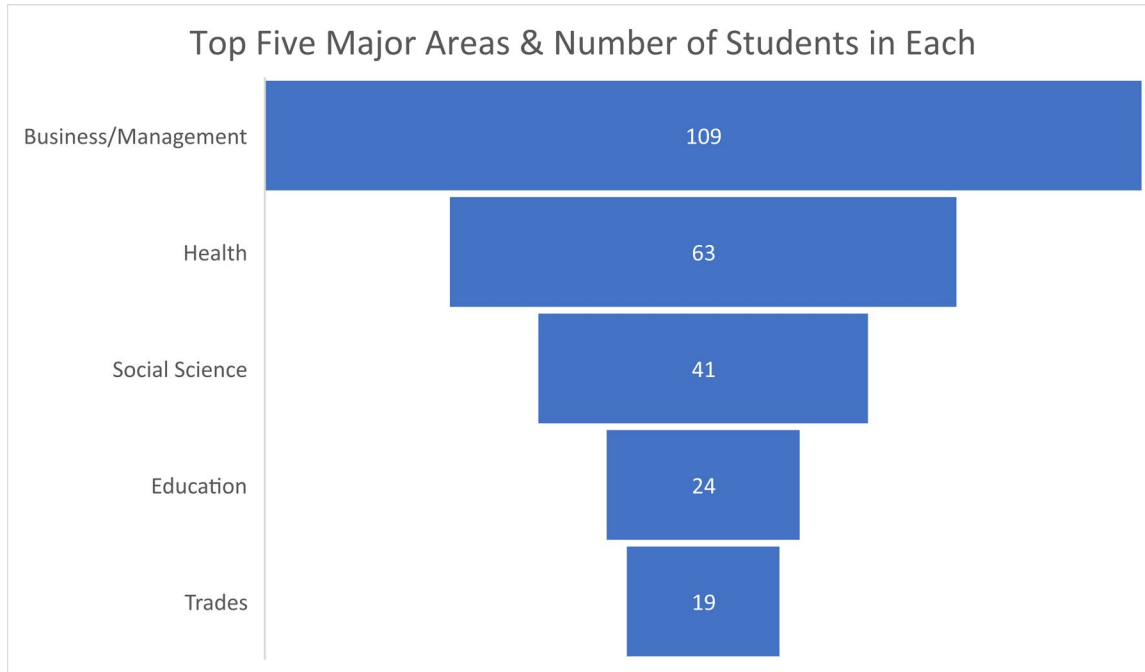
Freshmen 125

Sophomores	95
Juniors	64
Seniors	51
Graduate	52
Doctoral	39

Students were completing the following degrees:

Certificates	6
Technical Diplomas	27
Associate degrees	91
Bachelor's Degrees	212
Master's Degrees	51
Doctoral Degrees	39





ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Youth Enrichment Services

Fourth quarter contacts indicating student support toward the goal of graduation and/or forward movement were:

Monthly Contacts

Y.E.S. Program Month - FY 2024	Unduplicated Count	Contacts	JOM Eligible Students	Non-JOM Eligible Students
July – Staff Layoff				
August – No School				
September	480	4525	414	66

In addition to collaborating with the school staff to provide student support, Y.E.S. Program staff will continue to collaborate with the Yon^haliyo staff and Oneida Behavioral Health staff to provide groups for YES students at some of the schools. To help students feel a sense of belonging YES staff at Seymour and Southwest High School worked with school staff to acknowledge Orange Shirt Day. Many of the staff at these schools wore orange shirts. YES staff will also be working with school staff and students on Rock Your Mocs and Native Heritage Month activities.

YES student enrollment numbers have changed for the new school year and the enrollment numbers are below. There is an increase in the number of YES eligible students due to the change in Johnson O'Malley eligibility criteria that occurred in spring. The criteria previously required the students to be enrolled or ¼ blood degree from a federally recognized tribe. The new criteria include enrolled tribal members or descendants of a parent(s) or grandparent(s) who was enrolled, including documentation of enrollment.

YES Program September 2024 - 2025 Student Count		
Schools	YES Eligible Students (Meeting the JOM Eligibility Criteria)	Students with Incomplete Registration Paperwork
Green Bay King Elementary	57	14
Green Bay Lombardi Middle School	81	20
Green Bay Southwest	113	14
Pulaski Hillcrest	26	6
Seymour Rock Ledge Elementary	126	10
Seymour Middle	67	7
Seymour High	97	5
West De Pere Middle	16	1
West De Pere High School	48	5
Total	631	82

Higher Education

A total of 426 Oneida tribal members were funded with the Oneida Higher Education Grant for 4th quarter for the amount of \$2,898,807. One student graduated in quarter four.

Seventeen students were funded for the College Comeback Program during Quarter 4, totaling \$29,137. Six students who previously utilized College Comeback were put back in good standing during quarter four and are now able to apply for the regular Higher Ed Grant.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Youth Enrichment Services

For the new school year, the Y.E.S Program has hired two elementary school level Y.E.S. Specialists, with two vacancies remaining. The new Specialists are placed at Green Bay's King Elementary School and Pulaski's Hillcrest Elementary. We will continue to work on recruiting Specialists for Green Bay MacArthur Elementary School and Seymour Rock Ledge Primary School. Current Y.E.S. Specialist support continues at the middle and high school levels. August/September staffing changes included the Lombardi Middle School Specialist resigning and the Advocate at Seymour Middle School retiring. Both positions will be posted.

The new elementary school level Specialist positions will be supporting the Oneida Reads initiative, with the long-term goal of assisting Oneida students to be 100% proficient in reading at their grade level. To assist the staff in supporting the Oneida Reads initiative, all Y.E.S. staff participated in two sessions to learn about "Science of Reading" concepts with the Y.E.S. Specialists starting more specific training in the "Science of Reading" methods, they are now receiving LETRS training.

Y.E.S. staff will resume their student support and school staff collaboration when the new school year begins. They will be monitoring attendance, grades, and social emotional well-

being. Additionally, at the high school level, they will be looking for opportunities for student to explore post-secondary/career opportunities.

Application for assistance with school fees were distributed to the YES school families. Those meeting the eligibility requirements will receive assistance with the payment of school fees. To promote student participation in Advanced Placement (AP) classes, the YES Program will also aid with the payment of the AP class test fees. As we get further into the school year, the YES Program will also assist YES Program graduating seniors with graduation fees.

Higher Education

The Higher Education Department will continue to promote the importance and achievability of higher education by visiting area high schools and offering community events such as college fairs and financial aid workshops.

We hope to continue offering the College Comeback Program to help students get back in good standing with the Higher Education Grant and move forward with their educational goals.

Outcome/Goal # 4

Provide culturally sensitive vocational rehabilitation services to Native Americans with disabilities who reside on or near the Oneida Reservation leading to gainful employment consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice to building individual self-sufficiency.

Program Working on Outcome:

- Vocational Rehabilitation Services (OVRs)

MEASUREMENT:

Year 3 Grant Goals

1. Develop individual Plans for Employment (IPE) with 40 VR eligible American Indians with disabilities leading to successful employment outcomes for 15 consumers in year three of the grant.
2. Develop individual Plans for Employment with 8 VR eligible in-school youth and place 4 students in paid community-based work experiences in year three of the grant.
3. Conduct two public awareness events annually.
4. Advertise the OVRs program by writing quarterly articles published in the Kalihwisaks.
5. Success stories will be published quarterly in year two through five.
6. Develop an intake and orientation session for consumers to be conducted on a weekly basis.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

1. 80 IPEs with 20 successful closures.
2. 17 IPEs with students and 6 were employed over the summer.
3. OVRs has completed 4 public awareness events this fiscal year.
4. Advertised OVRs: 4 public awareness events.
5. Three of four, success stories published.
6. Orientation and intake established weekly.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

OVRs will continue to meet and exceed grant goals as we transition into Year 4 grant goals. Our next event with Tsyunhehkwa where we will participate with a number of our consumers in the 31st Annual Harvest and Husking Bee.

Contact Info

CONTACT: Jacqueline Smith
TITLE: Area Manager Education & Training
PHONE NUMBER: 920-869-4037
E-MAIL: jsmith@oneidanation.org
MAIN WEBSITE: Enter website address

Photos (optional):



EHS Home Visits

Accept the Emergency Management FY-2024 4th quarter report

Business Committee Agenda Request

1. **Meeting Date Requested:** 11/13/24

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.

Quarter 4 Emergency Management Report

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

Kaylynn Gresham, Emergency Management Director

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: Provided in G Drive: EM QR4 and EOY Budget | |

8. Submission:

Authorized Sponsor: Tehassi Hill, Chairman 

Primary Requestor: Kaylynn Gresham, EM Director

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

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.

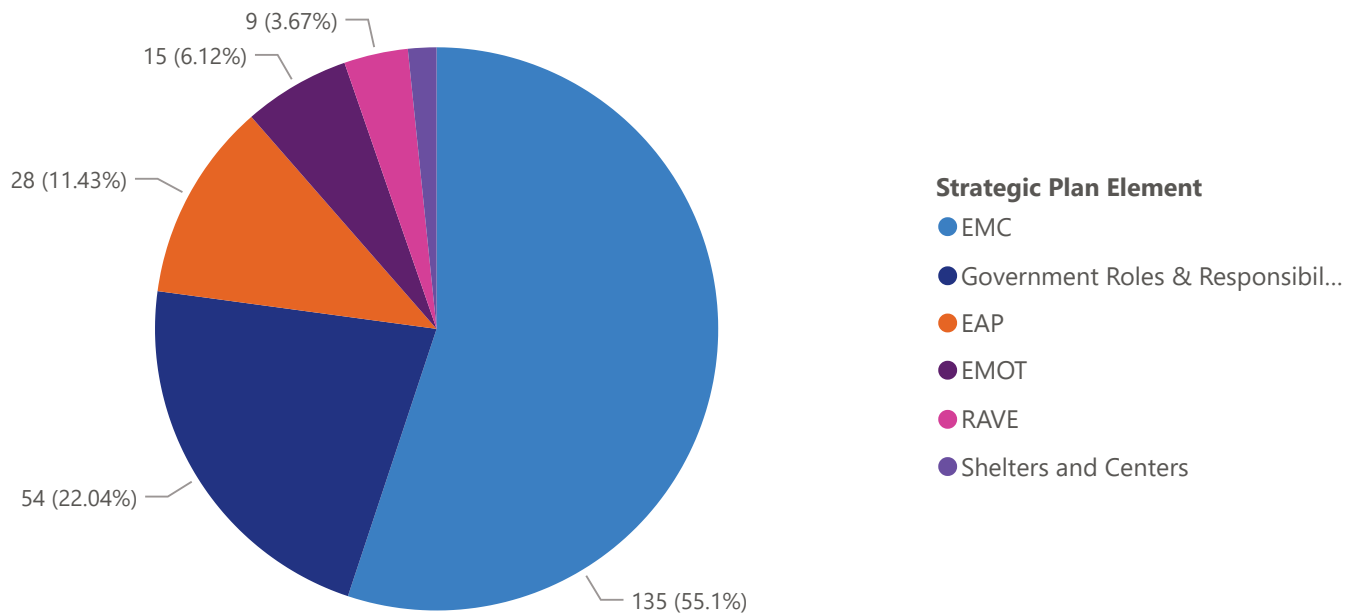
Goal Number	Goal	Activity	Outputs
1	Develop emergency management capacity	Grant applications, budget and staffing request, training and succession plan, technology implementation	Emergency Management (EM) program, staffing model and succession plan is developed and adopted, technology resources are in place
2	Seasonal Review of Shelters and warming & cooling centers.	Vulnerability and needs analysis, meetings, reports and updates.	Locations identified and Departments trained.
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	Emergency Management Operations Team	Identify qualified Team members from across the Oneida Nation organization to have lead roles in their area of expertise.	Letters of commitment, regular scheduled meeting with agendas and minutes.
5	Expand the Capabilities of RAVE alert system	Needs analysis, technology acquisition and deployment, outreach and education.	Emergency notification system reaches intended audience

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

Kaylynn Gresham – Director Emergency Management Department

Objectives and Metrics

Strategic Plan Element



Staff	Job Title	Number of Activities
Kaylynn Gresham	DIR-EMERGENCY MANAGEMENT	133
Tavia James-Charles	COORD-EMERGENCY MGMT	110
Victoria Flowers	COORD-ENVIRONMENTAL COMPLIANCE	2
Total		245

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

Kaylynn Gresham – Director Emergency Management Department

Goal #1 Emergency Management Capacity

Strategic Plan Linkage

Goal	Activity
Emergency Management Operations Team	Identify qualified Team members from across the Oneida Nation organization to have lead roles in their area of expertise.

Activity	Count
BC Meeting	14
Budget and Finance Meeting	5
Emergency Management Team Meetings	15
Reporting	16
Training and Outreach	2
Training or Webinar	83
Total	135

Highlights

AAR Winter Storm Cora
 Center for Domestic Preparedness Online Distance Learning
 Center for Homeland Defense and Security
 CERT Conference 2023 Webinars
 DHS Tribal Quarterly meeting
 Discussion on Resilience in America
 NFL Draft EOC Meeting
 PAICS Class and tear down of model city
 Submit AAR to OBC for July 10 meeting
 Update of FY25 Budget
 WiTEMA Monthly meeting

Employee	Job Title
Kaylynn Gresham	DIR-EMERGENCY MANAGEMENT
Tavia James-Charles	COORD-EMERGENCY MGMT
Victoria Flowers	COORD-ENVIRONMENTAL COMPLIANCE

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

Kaylynn Gresham – Director Emergency Management Department

Goal #2 Seasonal Review of Shelters and Warm and Cooling Shelters

Strategic Plan Linkage	
Goal	Activity
Emergency Management Operations Team	Identify qualified Team members from across the Oneida Nation organization to have lead roles in their area of expertise.
Activity	Comments
Review Shelter Agreements and Requirements	Reviewing current identified shelters and scheduling walk through and exercises
Prep for Sheltering discussion on 8-27	Follow up on shelter walk through and future planning for Shelter establishment
Internal Teams Meeting	Discussion for next steps - Shelter Determination for OLC - Community Room and Gym - Red Cross training for Shelter Set-up - Saff and Community
Red Cross Shelter set-up scenario	Coordination with Red Cross, Shelter set-up scenario scheduled for September 23 at 1 pm at Human Services Building

Employee

Job Title

Kaylynn Gresham DIR-EMERGENCY MANAGEMENT

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

Kaylynn Gresham – Director Emergency Management Department

Goal #3 Emergency Action Plan

Strategic Plan Linkage

Goal	Activity
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	Count of Activity
Emergency Plan Modification or Update	25
Pre-disaster Mitigation Planning	2
Environmental Response	1
Total	28

Highlights	Comments
Cyber Security Plan -add to EAP template	Update EAP template to fix formatting problems Cyber Security addition to EAP
Manure Spill discussion and planning	ENvironmental, Public Health, DRN - response to spill on Tribal Land - investigation and planning
211 - Damage Assessment discussion	Discussion with Brown and Calumet County - use 211 for reporting on damage assessment
EOC Activation Levels and ISM Info - printing	Develop EOC Activation Level poster ISM Community Lifelines chart
EAP update and review	Contact various departments and review their emergency action plans.

Employee	Job Title
Kaylynn Gresham	DIR-EMERGENCY MANAGEMENT
Tavia James-Charles	COORD-EMERGENCY MGMT

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

Kaylynn Gresham – Director Emergency Management Department

Goal #4 Emergency Management Operations Teams

Strategic Plan Linkage

Goal	Activity
Emergency Management Operations Team	Identify qualified Team members from across the Oneida Nation organization to have lead roles in their area of expertise.

Activity	Count of Activity
Environmental Planning	1
Interdepartmental Meeting	13
Public Health Planning	1
Total	15

Project	Comments
CHD RAVE	Discussion with CHD about using RAVE Alerts and working in platform for template updates and instruction on how to develop messaging
Updates on Manure spill and discussion	Follow up with EHSLA on status of spill and next steps
Safe Shelter and Parking Check-in	Insurance issues were discussed as well as the interruption of services given due to the insurance issues.
Meeting at LBDC - Energy Team discussion	Meeting to discuss projects and management costs for Microgrid Grant
Wellness Council	Strategic Plan development - Year two planning
Tribal Climate Change	TEAMS meeting on Tribal Climate Change and Impacts for Oneida
Emergency Action Plan Meeting	teams meeting with Lisa Summers
Meeting with GIS for story map	Teams meeting with PNNL and GIS to discuss transfer of story map
Red Cross Shelter Walk through	Walk through of Civic and discussion of future Shelter Simulation Scenarios for training

Employee	Job Title
Kaylynn Gresham	DIR-EMERGENCY MANAGEMENT
Tavia James-Charles	COORD-EMERGENCY MGMT

FY-2024 Quarterly Report (July 2024 - Sept. 2024)

Kaylynn Gresham – Director Emergency Management Department

Goal #5 RAVE Communication

Strategic Plan Linkage

Goal

Activity

Expand the Capabilities of RAVE alert system

Needs analysis, technology acquisition and deployment, outreach and education.

Project

Comments

Collaborate template building

Building incident templates in collaborate. Work on opt-in campaign. Communications not responding to request to develop campaign - EM developing campaign SOLO

Working in RAVE Platform

Develop lists and templates

Discussion and template creation with Kelly and OCHD

Follow up on OCHD request for RAVE instruction

RAVE Webinar

Rave Webinar- Alert Templates and Sending Alerts. Practicing in Rave with alerts, templates, lists, and polls to continue familiarizing myself.

Employee info follow up

Request for removal and addition. HR and DTS follow up with requests.

RAVE - plan development

Reviewing plan for use of RAVE for messaging - working towards community opt in

RAVE discussion with HR

Total Rewards department, show them how RVE works and how to develop groups/lists for information distribution

RAVE Collaborate training

Training on how to create an event in Collaborate

RAVE Collaborate training

Webinar for RAVE Collaborate

Employee

Job Title

Kaylynn Gresham

DIR-EMERGENCY MANAGEMENT

Tavia James-Charles

COORD-EMERGENCY MGMT

6. Supporting Documents:


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- Budgeted – Tribal Contribution
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8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
 Date: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th Quarter Report

GRANTS OFFICE – GENERAL MANAGER

Status report of Outcomes/Goals

Outcome/Goal # 1

Enhance tribal services/programs with external grant funding of at least \$5 million per year.

MEASUREMENT: Metric used to measure is our excel spreadsheet of funded, denied, and pending grants which shows we are far exceeding our goal of \$5 million per the year, as we are triple that goal this fiscal year. Of this amount below, over \$9 million was new funding not received last year.

	FUNDED	DENIED	PENDING
2020			
TOTAL:	\$10,032,083.33	\$11,819,796.00	
2021			
TOTAL:	\$16,173,541.98	\$17,571,374.78	
2022			
TOTAL:	\$15,914,980.21	\$14,183,484.00	
2023			
TOTAL:	\$16,728,422.03	\$6,430,442.82	
2024			
TOTAL:	\$20,281,241.00	\$9,062,474.00	\$36,106,167.00

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

We continue to assist programs while maintaining a great funding ratio of 43:1 or higher. With Cares/ARPA monies dissipating, we continue to have a high return on Oneida Nation's investment into the Oneida Grants Office. Grants Office staff have been working especially hard these past 4 years with a skeleton staff of 3, as we have another \$36 million in pending.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In meeting and exceeding our goal, the community has seen and benefited from a wide array of services and new and/or expanded programming throughout the community. With the recent hiring of another Grants Specialist, the Grants Office will continue to do our jobs to the best of our abilities with the utmost integrity. We have proven to be greatly beneficial to the Oneida Nation for many years. The Grants Office hails 77 years of experience with only the current 4 staff - Cheryl/34years; Marsha/29 years; Don/12 years' Anna/3 years.

Outcome/Goal # 2

To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.

MEASUREMENT: The measurement for this goal will be seasoned program staff having the knowledge to research, plan, and develop narratives and budgets with less help from the Grants Office staff, allowing us to assist new staff.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Grants Office is currently meeting to update our goals, strategic plan as the Nation progresses, as well as continuing our work on our on-line training modules/documents. We have been working with HRD on our Succession Plan that will provide for a plan to fill our positions as we retire within the next few years.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We will develop on-line training modules or presentations that focus on the on-line grant applications, submissions, and reporting to assist programs in their grant writing activities. Multiple on-line systems are used and are continually being updated. These systems can be confusing and therefore we found that we need to focus on this. With the current workload and only 4 staff with one in training, this may need to be pushed back.

Outcome/Goal # 3

Provide administrative services to programs as they work through their grant programs, including modification, extensions, and progress report.

MEASUREMENT: We will look at what needs to be developed to track grant reporting and administrative activities throughout the grant process from start to finish.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

As federal agencies have asked that we limit our access to these online systems to a few people to avoid technical difficulties occurring with multiple staff having access, the Grants Office will be the only program to oversee online granting systems. A full process, flow chart, and SOPs are currently being worked on to be sent out to Supervisors soon.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Working with programs on the administrative part of a grant can take a large part of our worktime, however these activities are connected with online systems in which the Grants Office may have the only access to. We work closely with grant programs to assure our grants stay in compliance.

Contact Info

CONTACT: CHERYL STEVENS

TITLE: GRANTS MANAGER

PHONE NUMBER: 920-496-7331

E-MAIL: CSTEVEN@ONEIDANATION.ORG

MAIN WEBSITE: <https://oneida-nsn.gov/> - THE GRANTS OFFICE DOES NOT HAVE OUR OWN WEBSITE.

Photos (optional):

Ricing project developed with the Wisconsin Partnership Program (WPP) community impact grant in partnership with UW School of Medicine and Public Health to promote food sovereignty initiatives.



Oneida Farm and Tsyunhehkwá held a buffalo harvest presentation with buffalo provided through an Intertribal Bison Cooperative (ITBC) grant that affords the upkeep and maintenance of these buffalo.

6. 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:

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: 2024.10.15 14:08:09 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 4th quarter report

HUMAN SERVICES DIVISION

Human Services Division includes the following departments:

Aging & Disability Services, Child Support, Cultural Heritage (Traditional Healing, Advising, Archiving, Arts, Library, THPO, & Museum), Economic Support & Community Education Center, Family Fitness & Outdoor Adventure, Family Services, Food Distribution & Emergency Food Pantry, Public Transit, Recreation, Southeastern Oneida Tribal Services (SEOTS), and Veteran Services

Outcome/Goal # 1

Fostering Employee Engagement

MEASUREMENT:

Results of a "Stay" Survey.

Results of engagement surveys. (Completed)

Number of employee recognition nominations.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Human Services Division (HSD) has an employee recognition initiative. Each month, employees nominate employees who have provided leadership, creativity, collaboration, excellent customer service or have exceeded expectations. Each quarter, a random draw of those employees who were nominated results in an incentive. This quarter, there were 145 nominations.

A Stay Survey was created, and link submitted for anonymous participation of HSD employees on 10/8/24. Results from the Employee Engagement and Stay surveys will be used to develop an action plan to improve engagement and identify what we need to do to retain employees.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Support team wellness using evidence-based models that work for other companies.
- Provide fun opportunities for employees.
- Ensure employee alignment through hiring and work shadow opportunities.
- Provide incentives with active involvement/engagement.

Outcome/Goal # 2

Developing Strong Leaders

MEASUREMENT:

iLead Leadership Development program implemented. (Completed)

DiSC Training for all employees. (Completed)

A new employee Division orientation is implemented.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

There were 17 Human Services Division Supervisors, Managers, and Directors that completed the first iLead Frontline Leadership Development Program.

A team is being recruited to work on the new employee Division orientation for FY2025.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Provide consistent, meaningful onboarding & training.
- Institute leadership development.

Outcome/Goal # 3

Empowering Community Engagement

MEASUREMENT:

All events are shared throughout the Division. (Completed)

A Division resource fair is held. (Completed)

Creation of a quarterly Division newsletter. (Completed)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The second HSD newsletter is in progress and will be in mailboxes of households in Brown and Outagamie counties in November. There will be a fall, winter, spring and summer edition every fiscal year providing information to the community. The newsletters will also be located on our Division website.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Market & outreach our services to increase community knowledge of what we provide.
- Promote collaboration with a communication plan & shared events.

Outcome/Goal # 4

Pursuing a Centralized Database

MEASUREMENT:

Software systems are assessed to meet needs.
A system is identified.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Digital Technology Services Project Manager will be setting up a demo of the Microsoft platform for Human Services Division departments.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Create and implement data collection.

Contact Info

CONTACT: Tina Jorgensen, MS, RDN
TITLE: Human Services Division Director
PHONE NUMBER: 920-490-3904
E-MAIL: tjorgens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/divisions/human-services/>

Photos (optional):

Enter caption for photo above.



Ashlee Alicia reading at Family Literacy Event (CEC)



Preparing for Green Corn Soup

6. Supporting Documents:


- Bylaws
- Fiscal Impact Statement
- Presentation
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- E-poll results/back-up
- Petition
- Travel Documents
- Other:

7. Budget Information:

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

8. Submission:

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Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

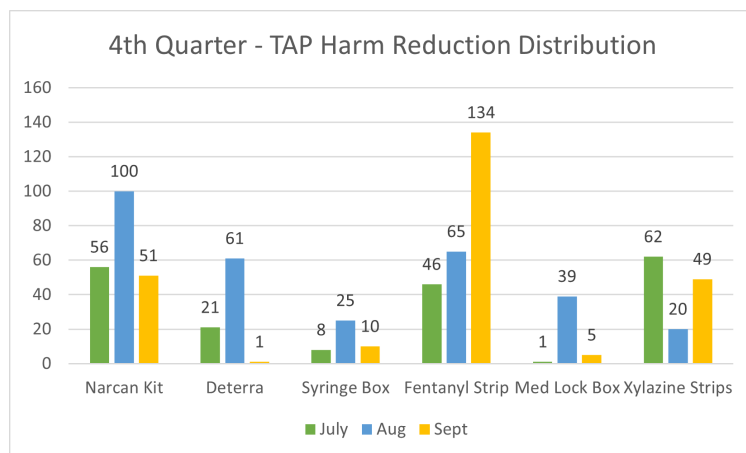
FY-2024 4th Quarter Report

TRIBAL ACTION PLAN

Outcome/Goal # 1

Increase awareness and access to Harm Reduction

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In an effort to save community member's lives, TAP distributes Harm Reduction materials such as Narcan (Naloxone) kits, Deterra drug deactivation pouches, syringe boxes, medication lock boxes and fentanyl testing strips. The TAP staff is State Certified to train Narcan administration and obtains Narcan from the Narcan Direct Program through Oneida Behavioral Health. From July to September 2024, the TAP staff have distributed 207 Narcan kits (2 doses per kit), 83 Deterra pouches, 43 syringe boxes, 245 Fentanyl testing strips, 45 Medication lock boxes and 131 Xylazine testing strips. Within this reporting period, TAP facilitated Narcan Training for the Oneida HeadStart staff and for the Menominee Recovery Retreat campers.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP will continue to educate and promote Harm Reduction awareness for the Oneida Community. The TAP team provides training and distributes Harm Reduction materials bi-monthly at One Stop retail as well at community events. TAP has facilitated Harm Reduction Training and Narcan Training for internal departments as well as external organizations upon request. TAP staff will proceed to provide harm reduction materials, at the lowest threshold possible, to make this life saving medicine available to community members in need.

Outcome/Goal # 2

Update the TAP Goals and objectives

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP staff has taken additional training to utilize the information from the Gathering of Native Americans event in February. TAP is planning small group/committee meetings for November and/or December. We will reestablish a coordinating committee with the support of leadership.

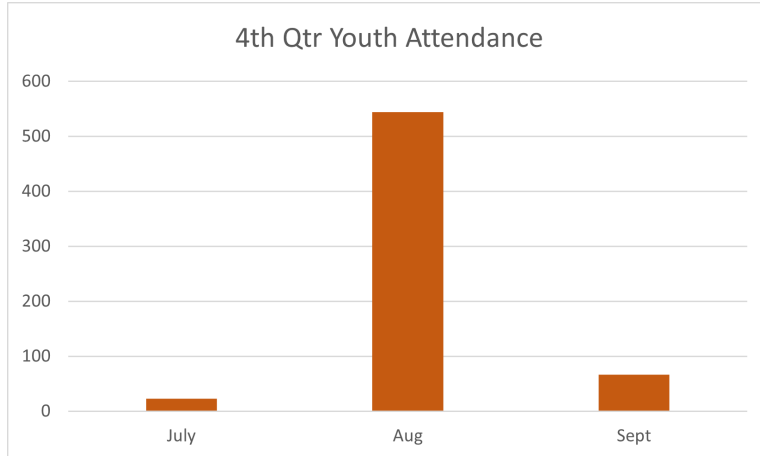
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The coordinating committee is the driving force of the TAP as a living document that changes as the community's needs change. The coordinating committee(s) are vital to ensure the Nation's efforts are aligned with community. The strategic planning process will proceed to develop short term and long-term objectives for the Tribal Action Plan.

Outcome/Goal # 3

Increase Prevention and Awareness for Oneida Youth

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP staff collaborates with various departments to host youth events. At these events, we provide age-appropriate drug and alcohol prevention information and/or activities. In collaboration with Comprehensive Housing Outreach, Recreation, Library, Cultural Heritage, Tourism, and Oneida Community Advocates we coordinate events. During this reporting period TAP facilitated a vaping presentation and a field with Recreation Summer program. Collaborated for the Back-to-School Event as well as National Nite Out. TAP engaged many youth during September for National Recovery Month events.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP's continued presence with youth will ensure youth have a safe space to engage in healthy activities with culture to reinforce TAP's mission and goals. Culture is prevention and we'll continue to promote and encourage Oneida culture in our efforts. In a collaborative effort with Cultural Heritage, we'll continue to have ceremony education with an upcoming Midwinter Ceremony Teachings event as well as Kalihwiyo. TAP will continue to collaborate with multiple departments to coordinate youth events to expand our prevention efforts. Upcoming collaborative events include Boo Bash, Among Us Live event and Native American Heritage Month events.

Contact Info

CONTACT: Leslie Doxtater

TITLE: Tribal Action Plan Manager

PHONE NUMBER: 920.490.3916

E-MAIL: ldoxtat1@oneidanationation.org

MAIN WEBSITE: [Oneida Nation | Tribal Action Plan \(oneida-nsn.gov\)](https://oneida-nation.gov)

Photos (optional):



TAP at Lights of Hope Walk 2024



Rally for Recovery Speaker



Recovery Day of Service – Breakfast for the Vets

Accept the Finance Committee FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the Finance Committee FY24 4th Quarter Report to the BC

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

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: Lawrence Barton, Treasurer

Primary Requestor: Melissa Alvarado, Budget Manager

FINANCE COMMITTEE

FY24 – Fourth Quarter Report (July to September 2024)

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 procurement 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 three BC Council Members Jennifer Webster, Jonas Hill, and Lisa Liggins; the Treasurer, Lawrence Barton who chairs the meetings; Chief Financial Officer, RaLinda Ninham-Lamberies who acts as the Vice-Chair; Gaming General Manager, Louise Cornelius; Purchasing Director, Sarah White; and a Community Elder Member (position is currently vacant). Chad Fuss, Assistant Gaming CFO is an alternate for the GGM.

MEETINGS: Meetings are held twice a month, on the Thursday after a regularly scheduled BC meeting. In the 4th Quarter, the Finance Committee held six regular meetings on: July 11th & 25th; Aug. 15th & 29th; and Sept. 12th & 26th, 2024. There was two work sessions July 11th & Sept. 12th.

GOALS: The two identified goals of the Finance Committee are as follows:

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.

INTERNAL OPERATIONS/DEPARTMENT ACTIVITIES

In the 4th Quarter the Finance Committee reviewed and approved one hundred sixty (160) requests from the organization for a total of \$119,439,243.72. The requests consisted of FY25 Blanket Purchase Orders, FY24 Blanket Purchase Order Increases, Purchase Order Increases, Gaming & Program Capital Expenditures, Change Orders, Vendor/various service contracts, and Construction 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 eighteen (18) informational items and internal reports including: FC Monthly Reports; Government to Government Agreements, and Slot Lease/Percentage/Free Trial Games.

INVESTMENT UPDATES

There were no updates in the Fourth Quarter.

ONEIDA FINANCE FUND

The Finance Committee reviews Oneida Finance Fund (OFF) requests at their first meeting of each month. The Fiscal Year 2024 funding for use is \$56,502.00. Per the FC Community Fund criteria all approved funding requests represent the following categories:

- 1.) Self-Development;
- 2.) Community Events; and

The Oneida Finance Fund was depleted in the 3rd Quarter; therefore, no Oneida Finance Fund requests were reviewed in the 4th Quarter. There were four product requests this quarter in the amount of 86 cases. Attached is a listing of 4th Quarter requests.

FINANCE COMMITTEE DONATIONS

The Finance Committee reviews Donation requests at their second meeting of each month. The Donation allocation for Fiscal Year 2024 is \$100,000. 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 seven Donation requests in the Fourth Quarter for a total of \$18,500.00 leaving an end balance of \$7,449.30. See attached summary.

FY 2024 Oneida Finance Fund

FOURTH QUARTER FUND REQUEST

Q4	Mtg Date	Name of Requester	Req. Category	Title /Description	Req Amount	FC Action
1	No More Funding					

FOURTH QUARTER PRODUCT REQUESTS

	Mtg Date	Name of Requester	Req. Category	Title /Description	Req Amount	FC Action
1	7/11/24	Terry Thomas	CommEvent	CHD National Night Out 8/6/24 - Refreshments	24 Cases	Approved
2	9/12/24	Nick Webster	CommEvent	Oneida Sobriety Round Up 10/12/24 - Refreshments	25 Cases	Approved
3	9/12/24	Kyle Wisneski	CommEvent	31st Annual Harvest & Husking Bee 10/5/24 - Refreshments	25 Cases	Approved
4	9/17/24	Lora Skenandore	CommEvent	Oneida Apostolic Church Annual Fall Rummage Sale Fundraiser Event - Refreshments	12 Cases	Approved

Finance Committee Donations

FY 2024– Allocation & Expenditures

Budgeted Amount - \$100,000.00

<u>1st Quarter Requests</u>	<u>Amount Approved</u>
1. Safe Shelter Inc.	\$3,000.
2. Oneida Nation Veteran Services Department	\$3,000.
3. WI Alzheimer's Association	\$3,000.
4. Bay Port Dance Team	\$3,000.
5. NATOW	<u>\$3,000.</u>
	\$15,000. Total
	1st Qtr. Balance \$85,000.

<u>2nd Quarter Requests</u>	<u>Amount Approved</u>
1. Great Lakes Native American Elder Assoc.	\$3,000.
2. Exceptional Equestrians Company	\$3,000.
3. Brown County Blackjacks	\$3,000.
4. Feeding America Eastern WI Inc.	\$3,000.
5. National Tribal Trial College	\$3,000.
6. Friends of Women in Recovery	\$3,000.
7. Encompass Early Education & Care Inc.	\$3,000.
8. Museum of Wisconsin Art Inc.	\$3,000.
9. VFW Post 7784	\$3,000.
10. Mandolin Foundation Limited	\$3,000.
11. YWCA of Green Bay Inc.	<u>\$3,000.</u>
	\$33,000. Total
	2nd Qtr. Balance \$52,000.

<u>3rd Quarter Requests</u>	<u>Amount Approved</u>
1. UW Green Bay Foundation	\$1,500.
2. Robert Cornelius Post #7784-VFW Auxiliary	\$1,254.70
3. CASA of Brown County	\$3,000.
4. Brain Center of Green Bay	\$2,500.

5. Holy Apostles Church	\$2,796.
6. NATHPO	\$3,000.
7. St. John Homeless Shelter	\$3,000.
8. Cerebral Palsy Inc.	\$3,000.
9. Bay Navigators Special Olympics Team	\$3,000.
10. NeighborWorks Green Bay	<u>\$3,000.</u>
	\$26,050.70 Total

3rd Qtr. Balance \$25,949.30

4th Quarter Requests

Amount Approved

1. Apricity	\$3,000.
2. Freedom House Ministries Inc	\$3,000
3. American Indian Chamber of Commerce of WI	\$3,000.
4. Big Brothers Big Sisters of Northeast WI	\$2,500.
5. Northeast WI Black Sheep	\$3,000.
6. The Megan Kelley Foundation	\$1,000.
7. The Bellin Health Foundation	<u>\$3,000.</u>
	\$18,500.00 Total

4th Qtr. Balance \$7,449.30

**FINANCE COMMITTEE DONATIONS
QUARTERLY FUND BALANCE BY CATEGORY**

FIRST QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$40,000.	\$6,000.	\$34,000.
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$60,000.	\$9,000.	\$51,000.
	<u>\$100,000.</u>	<u>\$15,000.</u>	<u>\$85,000.</u>
SECOND QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$34,000.	\$3,000.	\$31,000.
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$51,000.	\$30,000.	\$21,000.
	<u>\$85,000.</u>	<u>\$33,000.</u>	<u>\$52,000.</u>

THIRD QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$31,000.	\$4,050.70	\$26,949.30
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$21,000.	\$22,000.00	(-\$1,000.00)
	<u>\$52,000.</u>	<u>\$26,050.70</u>	<u>\$25,949.30</u>
FOURTH QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$31,000.	\$0	\$26,949.30
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$21,000.	\$18,500.00	(-\$19,500.00)
	<u>\$52,000.</u>	<u>\$18,500.00</u>	<u>\$7,449.30</u>

Accept the Legislative Operating Committee FY-2024 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 11/13/24

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 2024 Fourth 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 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 |
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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> | | |

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: Jameson Wilson, Councilmember

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 Fiscal Year 2024 Fourth Quarter Report July 2024 – September 2024

Legislative Operating Committee Strategic Directions

The Legislative Operating Committee completed strategic planning and set forth the following strategic directions to provide clarity and direction on the Legislative Operating Committee's legislative efforts during the 2023-2026 legislative term:

- Improving relationships through communication;
- Improving internal processes and strategy;
- Educating and engaging stakeholders, including youth; and
- Implementing efficient use of technology.

Legislative Operating Committee Action on Legislative Requests

During the FY24 Fourth Quarter the Legislative Operating Committee added no legislative items to its Active Files List. The Legislative Operating Committee denied one (1) legislative item during the FY24 Fourth Quarter.

On September 4, 2024, the Legislative Operating Committee accepted the request for amendments to the Workplace Violence law as information, noting the Workplace Violence law is already on the Active Files List. On the same day, the Legislative Operating Committee denied the request to add the Oneida General Welfare law amendments to the Active Files List.

FY24 Fourth Quarter Legislative Accomplishments

During the FY24 Fourth Quarter the Legislative Operating Committee brought forward the following legislative items for amendment:

Back Pay Law Amendments

On July 24, 2024, the Oneida Business Committee adopted amendments to the Back Pay law, now known as the Back Pay and Reinstatement law, through adoption of resolution BC-07-24-24-C. The purpose of the Back Pay and Reinstatement law is to set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation's laws. [2 O.C. 206.1-1]. The amendments to the Back Pay law:

- Include a new section in the law which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as:
 - Requirement to hold a position pending litigation [2 O.C. 206.4-1];

- Amending the position description or eliminating the position pending an employee appeal [2 O.C. 206.4-2];
- Reinstatement to the position the employee was involuntarily separated from [2 O.C. 206.4-3];
- Clarify that back pay calculations shall be made using the employee's last wage in the position which they were terminated from [2 O.C. 206.5-1]; and
- Clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay [2 O.C. 206.5-2(d)].

Vehicle Driver Certification and Fleet Management Law Amendments

On September 25, 2024, the Oneida Business Committee adopted amendments to the Vehicle Driver Certification and Fleet Management law through the adoption of resolution BC-09-25-24-B. The purpose of the Vehicle Driver Certification and Fleet Management law is to establish standards that certify employees, elected and appointed officials, and volunteers to drive a fleet vehicle or personal vehicle on official business and regulate the use of all vehicles owned and leased by the Nation. [2 O.C. 210.1-1]. Amendments to the Vehicle Driver Certification and Fleet Management law are being sought to remove the responsibility of the Fleet Management Department to purchase fleet vehicles. [2 O.C. 210.6-1].

FY24 Fourth Quarter Administrative Accomplishments

During the FY24 Fourth Quarter the Legislative Operating Committee brought forward the following administrative accomplishments:

Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements Amendments

The Legislative Operating Committee certified and forwarded the Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements Amendments to the Oneida Business Committee. On August 14, 2024, the Oneida Business Committee adopted the amendments to the Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements.

Petition: L. Blackowl - New Recreation/Community Center Build

The Legislative Operating Committee approved the statement of effect for the Petition: L. Blackowl - New Recreation/Community Center Build drafted by the Legislative Reference Office and forwarded it to the Oneida Business Committee. The Oneida Business Committee accepted the statement of effect on August 14, 2024.

FY24 Fourth Quarter Community Outreach Efforts

Focusing on its efforts to enhance community involvement through outreach and communication, during the FY24 Fourth Quarter the Legislative Operating Committee held one (1) community outreach event.

On September 4, 2024, from 5:30 p.m. through 7:30 p.m. the Legislative Operating Committee held a community meeting in the Norbert Hill Center's cafeteria. Topics discussed during the community meeting included brief overview of the legislative process as well as a discussion of the development of two (2) new laws for the Nation: a Limited Liability company law and a Probate law. The purpose of this community meeting was to provide an opportunity for open discussion in which people could share comments, questions, or suggestions on potential issues that should be addressed regarding the topics discussed.

The Legislative Operating Committee intends to hold community outreach events on a quarterly basis and encourages everyone to attend and participate in future community outreach events.

FY24 Fourth Quarter Legislative Highlights

The Legislative Operating Committee would like to highlight its work on the following legislative items during the FY24 Fourth Quarter:

Business Corporations Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held three (3) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Computer Resources Ordinance Amendments

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter. On July 1, 2024, the Legislative Operating Committee conducted an e-poll to approve the Computer Resources Ordinance amendments public meeting packet and forward the Computer Resources Ordinance amendments to a public meeting to be held on August 21, 2024. Then on July 17, 2024, the Legislative Operating Committee conducted an e-poll to enter into the record the results of the July 1, 2024 e-poll entitled, Approval of the Computer Resources Ordinance Amendments Public Meeting Packet. On August 21, 2024, a public meeting was held. No individuals provided oral comments during the public meeting. The public comment period was then held open until August 28, 2024. No individuals provided written comment during the public comment period. On September 4, 2024, the Legislative Operating Committee approved the public comment review memorandum, draft, and legislative analysis for the proposed amendments to the Computer Resources Ordinance, and approved the fiscal impact statement request memorandum and forwarded the materials to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by September 18, 2024. On this day the Legislative Operating Committee also entered into the record the results of the July 17, 2024, e-poll entitled, Approval of the Canceled July 17, 2024 LOC Meeting Materials. The Legislative Operating Committee received the fiscal impact statement from Finance on September 24, 2024.

Culturally Significant Event Participation Program Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Environmental Review Law

This item is sponsored by Kirby Metoxen and Jonas Hill. The Legislative Operating Committee held two (2) work meeting during the FY24 Fourth Quarter regarding this legislative matter. On July 17, 2024, the Legislative Operating Committee conducted an e-poll to accept the memorandum from James Snitgen and remove the Environmental Review Law from the Active Files List. On September 4, 2024, the Legislative Operating Committee entered into the record the results of the July 17, 2024, e-poll entitled, Approval of the Canceled July 17, 2024 LOC Meeting Materials.

Eviction and Termination Law Amendments

This item is sponsored by Jonas Hill and Marlon Skenandore. On July 1, 2024, the General Tribal Council adopted a motion to accept item VII.A. [*VII.A Accept update regarding the Eviction and Termination law*] and VII.B. as information.

Furlough Law Amendments

This item was sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

GTC Government Participation GWE Law

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Guardianship Law Amendments

This item is sponsored by Marlon Skenandore. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Higher Education Scholarship Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Independent Contractor Policy Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Investigative Leave Policy Amendments

This item is sponsored by Marlon Skenandore. On July 17, 2024, the Legislative Operating Committee conducted an e-poll to accept the legislative analysis for the proposed amendments to the Investigative Leave Policy. On July 30, 2024, the Legislative Operating Committee conducted an e-poll to approve the public meeting packet for the Investigative Leave Policy amendments and forward the Investigative Leave Policy amendments to a public meeting to be held on September 13, 2024. On September 4, 2024, the Legislative Operating Committee entered into the record the

results of the July 17th and July 30th e-polls. A public meeting was held on September 13, 2024. No one provided public comment during the public meeting. The public comment period was then held open until September 20, 2024. No one provided written comments during the public comment period.

Landlord Tenant Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 18, 2024, the Legislative Operating Committee approved the draft of the Landlord Tenant law amendments and directed that a legislative analysis be developed.

Law Enforcement Ordinance Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held three (3) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee approved the draft of the proposed amendments to the Oneida Law Enforcement Ordinance and directed that a legislative analysis be completed.

Layoff Policy Amendments

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Oneida General Welfare Law Amendments.

This item was sponsored by Jameson Wilson and Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee accepted the memorandum entitled, Removal of the Oneida General Welfare Law from the Active Files List, and removed the Oneida General Welfare law from the Active Files List.

Oneida Life Insurance Plan Law Amendments

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee accepted the memorandum entitled, One (1) Year Review of the Oneida Life Insurance Plan Law, and approved the draft of proposed amendments to the Oneida Life Insurance Plan law and directed that a legislative analysis be developed. On September 18, 2024, the Legislative Operating Committee approved the legislative analysis for the proposed amendments to the Oneida Life Insurance Plan law.

Oneida Personnel Policies and Procedures

This item is sponsored by all members of the Legislative Operating Committee. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Probate Law

This item is sponsored by Kirby Metoxen, Jameson Wilson, Marlon Skenandore. The Legislative Operating Committee held five (5) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee held a community meeting in which the development of a Probate law was a topic for discussion.

Real Property Law Amendments

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Recycling and Solid Waste Disposal Law Amendments

This item is sponsored by Kirby Metoxen and Jonas Hill. The Legislative Operating Committee held four (4) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Renewable Energy Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Taxation Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Tribal Sovereignty in Data Research Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Two Spirit Inclusion Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Uniform Commercial Code

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Workplace Violence Law Amendments

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

FY24 Fourth Quarter Legislative Operating Committee Meetings

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 and on Microsoft Teams.

The Legislative Operating Committee held the following meetings during the FY24 Fourth Quarter:

- September 4, 2024 – Regular meeting; and
- September 18, 2024 – Regular meeting.

In addition to attending the Legislative Operating Committee meetings in person, individuals provided the opportunity to attend the Legislative Operating Committee meeting through Microsoft Teams. Anyone 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 FY25 First Quarter

During the FY25 First Quarter the Legislative Operating Committee will focus its legislative efforts on the following matters:

- Hold an additional LOC Community meeting.
- Adoption of the Computer Resources Ordinance amendments.
- Adoption of the Investigative Leave Policy Amendments.
- Hold public meeting for the Oneida Life Insurance Plan Law Amendments.

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.

In addition to the assisting the Legislative Operating Committee with the development of legislation, the Legislative Reference Office also:

- Drafts statements of effect for Oneida Business Committee and General Tribal Council resolutions;
- Drafts statements of effect for General Tribal Council resolutions petitions;
- Drafts and provides other assistance to various department and entities of the Nation with administrative rulemaking;
- Drafts and provides other assistance to various department and entities of the Nation with bylaws; and

- Manages all other administrative duties and recordkeeping for the Legislative Operating Committee.

During the FY24 Fourth Quarter the Legislative Reference Office was staffed by the following individuals:

- Clorissa N. Leeman, Senior Legislative Staff Attorney.
 - Contact: cleeman@oneidanation.org
- Carolyn Salutz, Legislative Staff Attorney.
 - Contact: csalutz@oneidanation.org
- Grace Elliott, Legislative Staff Attorney.
 - Contact: gelliott@oneidanation.org

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:

- Jameson Wilson, LOC Chairman
jwilson@oneidanation.org
- Kirby Metoxen, LOC Vice-Chairman
kmetox@oneidanation.org
- Jennifer Webster, LOC Member
jwebste1@oneidanation.org
- Jonas Hill, LOC Member
jhill1@oneidanation.org
- Marlon Skenandore, LOC Member
mshenan1@oneidanation.org



The Legislative Operating Committee from left to right: Kirby Metoxen, Jameson Wilson, Jennifer Webster, Marlon Skenandore, Jonas Hill.