

# Oneida Business Committee



**Executive Session**  
**8:30 AM Tuesday, September 9, 2025**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

**Regular Meeting**  
**8:30 AM Wednesday, September 10, 2025**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

## Agenda

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*Meeting agenda is available here: [oneida-nsn.gov/government/business-committee/agendas-packets/](https://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**

### **III. ADOPT THE AGENDA**

### **IV. OATH OF OFFICE**

- A. Oneida Election Board - Tina Skenandore**  
Sponsor: Lisa Liggins, Secretary
- B. Oneida Nation School Board - Cary Waubanasum Hawpetoss**  
Sponsor: Lisa Liggins, Secretary
- C. Oneida Trust Enrollment Committee - Jermaine Delgado**  
Sponsor: Lisa Liggins, Secretary
- D. Southeastern Wisconsin Oneida Tribal Services Advisory Board - Lloyd Ninham**  
Sponsor: Lisa Liggins, Secretary
- E. Oneida Trust Enrollment Committee - Norbert Hill, Jr. - Administered Oath of Office on September 03, 2025**  
Sponsor: Lisa Liggins, Secretary

**V. MINUTES**

- A. **Approve the August 27, 2025, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

**VI. RESOLUTIONS**

- A. **Adopt resolution entitled 2025 Tribal Victim Services Set-Aside Grant Application**  
Sponsor: Mark W. Powless, CEO-Nation Services
- B. **Adopt resolution entitled 2023-2026 Term Adoption of Nation Building Strategic Initiatives, Triennial Nation Building Validation and Training Requirements**  
Sponsor: Lisa Summers, Director of Government Administration
- C. **Adopt resolution entitled Continuing to Operate Fiscal Year 2026**  
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
- D. **Adopt resolution entitled Special Recognition William A. Gollnick with Oneida Nation**  
(11:00 a.m.)  
Sponsor: Jennifer Webster, Councilwoman

**VII. APPOINTMENTS**

- A. **Determine next steps regarding one (1) vacancy - Oneida Public Safety and Security Commission**  
Sponsor: Lisa Liggins, Secretary

**VIII. STANDING COMMITTEES****A. FINANCE COMMITTEE**

1. **Accept the August 14, 2025, regular Finance Committee meeting minutes**  
Sponsor: Lawrence Barton, Treasurer
2. **Accept the August 28, 2025, regular Finance Committee meeting minutes**  
Sponsor: Lawrence Barton, Treasurer

**B. LEGISLATIVE OPERATING COMMITTEE**

1. **Accept the August 20, 2025, regular Legislative Operating Committee meeting minutes**  
Sponsor: Jameson Wilson, Councilman
2. **Accept the memorandum regarding the Oneida Personnel Policies and Procedures amendments as information**  
Sponsor: Jameson Wilson, Councilman

3. **Accept the Sanctions and Penalties law adoption packet and determine next steps**  
Sponsor: Jameson Wilson, Councilman

## **IX. TRAVEL REQUESTS**

- A. **Approve the travel request - Councilman Marlon Skenandore - National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace - Seattle, WA - November 15-21, 2025**  
Sponsor: Marlon Skenandore, Councilman
- B. **Approve the travel request - Secretary Lisa Liggins and Councilman Jameson Wilson - National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace - Seattle, WA - November 15-21, 2025**  
Sponsor: Lisa Liggins, Secretary

## **X. NEW BUSINESS**

- A. **Approve the nomination of Vanessa Miller to the USDA Tribal Advisory Committee**  
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

## **XI. EXECUTIVE SESSION**

### **A. REPORTS**

1. **Accept the CEO-Nation Services report (9:00 a.m.)**  
Sponsor: Mark W. Powless, CEO-Nation Services
2. **Accept the Chief Counsel report**  
Sponsor: Jo Anne House, Chief Counsel

### **B. NEW BUSINESS**

1. **Approve the FY-2026 lease agreement modifications - U.S. Health and Human Services-Indian Health Service - file # 2019-1044, #2019-1045, #2019-1046, #2019-1047, #2022-0990**  
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
2. **Review application for one (1) vacancy - Oneida Public Safety and Security Commission**  
Sponsor: Lisa Liggins, Secretary
3. **Approve 77 new enrollments**  
Sponsor: Jermaine Delgado, Chair/Oneida Trust Enrollment Committee
4. **Approve a limited waiver of sovereign immunity - Acellus Educational Services - file # 2025-0925**  
Sponsor: Tonya Webster, Vice-Chair/Oneida Nation School Board

5. **Accept the Green Bay Packers Sponsorship Agreement negotiation report**  
(9:30 a.m.)  
Sponsor: Louise Cornelius, Gaming General Manager
6. **Approve the Tribal Assistance Payment Grant Agreement 2025-2027 - State of Wisconsin-Department of Administration - file # 2025-1029**  
Sponsor: Tehassi Hill, Chairman

## **XII. ADJOURN**

Posted on the Oneida Nation's official website, [www.oneida-nsn.gov](http://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/](http://oneida-nsn.gov/government/business-committee/agendas-packets/)

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

Oneida Election Board - Tina Skenandore

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**Business Committee Agenda Request****1. Meeting Date Requested:** 09/10/25**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:**


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

**5. Submission:**Authorized Sponsor: Lisa Liggins, SecretaryPrimary Requestor: Shannon Davis, Recording ClerkAdditional Requestor: (Name, Title/Entity)Additional Requestor: (Name, Title/Entity)Submitted By: SDAVIS



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 2, 2025

RE: Oath of Office – Oneida Election Board

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### Background

On July 12, 2025 the Oneida 2025 Special Election was held.

On August 13, 2024 the Oneida Business Committee accepted the 2025 Special Election Final Report and declared the official results.

Tina's oath was scheduled for the Oneida Business Committee meeting on August 27, 2025, however, she was unable to attend, so her oath has been rescheduled for September 10, 2025.

Oneida Election Board – Tina Skenandore.

§ 105.9-1 All appointed and elected positions are official upon taking an oath during a regular or special Oneida Business Committee meeting, or at an alternative time and location as determined by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon taking the oath.

Oneida Nation School Board - Cary Waubanasum Hawpetoss

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**Business Committee Agenda Request****1. Meeting Date Requested:** 09/11/25**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:**


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

**5. Submission:**Authorized Sponsor: Lisa Liggins, SecretaryPrimary Requestor: Shannon Davis, Recording ClerkAdditional Requestor: (Name, Title/Entity)Additional Requestor: (Name, Title/Entity)Submitted By: SDAVIS



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 2, 2025

RE: Oath of Office – Oneida Nation School Board

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### Background

On July 12, 2025 the Oneida 2025 Special Election was held.

On August 13, 2025 the Oneida Business Committee accepted the 2025 Special Election Final Report and declared the official results.

Cary's oath was scheduled for the Oneida Business Committee meeting on August 27, 2025, however, she was unable to attend, so her oath has been rescheduled for September 10, 2025

Oneida Nation School Board – Cary Waubanasum Hawpetoss.

§ 105.9-1 All appointed and elected positions are official upon taking an oath during a regular or special Oneida Business Committee meeting, or at an alternative time and location as determined by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon taking the oath.



Oneida Trust Enrollment Committee - Jermaine Delgado

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**Business Committee Agenda Request****1. Meeting Date Requested:** 09/10/25**2. General Information:**Session: ☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: DRAFT materials/discussion

**3. Supporting Documents:**

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|--|--|---|
| <input type="checkbox"/> Bylaws                          | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input checked="" 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>          |  |   |

**4. Budget Information:**


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

**5. Submission:**Authorized Sponsor: Lisa Liggins, SecretaryPrimary Requestor: Shannon Davis, Recording ClerkAdditional Requestor: (Name, Title/Entity)Additional Requestor: (Name, Title/Entity)Submitted By: SDAVIS



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 2, 2025

RE: Oath of Office – Oneida Trust Enrollment Committee

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### Background

On July 12, 2025 the Oneida 2025 Special Election was held.

On August 13, 2025 the Oneida Business Committee accepted the 2025 Special Election Final Report and declared the official results.

Jermaine's oath was scheduled for the Oneida Business Committee meeting on August 27, 2025, however, he was unable to attend, so his oath has been rescheduled for September 10, 2025.

Oneida Trust Enrollment Committee –Jermaine Delgado.

§ 105.9-1 All appointed and elected positions are official upon taking an oath during a regular or special Oneida Business Committee meeting, or at an alternative time and location as determined by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon taking the oath.

Southeastern Wisconsin Oneida Tribal Services Advisory Board - Lloyd Ninham

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**Business Committee Agenda Request**

**1. Meeting Date Requested:** 09/10/25

**2. General Information:**

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.  
Justification: DRAFT materials/discussion

**3. Supporting Documents:**

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

**4. Budget Information:**

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| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input 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



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 2, 2025

RE: Oath of Office – Southeastern WI Oneida Tribal Services Advisory Board

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### Background

On August 27, 2025, the Oneida Business Committee appointed Lloyd Ninham to the Southeastern Wisconsin Oneida Tribal Services Advisory Board.

§ 105.9-1 All appointed and elected positions are official upon taking an oath during a regular or special Oneida Business Committee meeting, or at an alternative time and location as determined by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon taking the oath.

Oneida Trust Enrollment Committee - Norbert Hill, Jr. - Administered Oath of Office on September 03, 2025

## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

2. General Information:

Session: ☒ Open ☐ Executive – must qualify under §107.4-1.  
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 3, 2025

RE: Oath of Office – Oneida Trust Enrollment Committee

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### Background

On August 13, 2025, the Oneida Business Committee approved the final election results for the 2025 special election.

Norbert Hill Jr.'s oath was scheduled for the Oneida Business Committee meeting on August 27, 2025; however, he was unable to attend. Other arrangements to administer his oath were made in accordance with the Boards, Committees, and Commissions law.

“§ 105.9-1 (b) If an oath is administered outside of an Oneida Business Committee meeting, a quorum of Oneida Business Committee members shall be present to witness the oath.”

On September 03, 2025, Secretary Lisa Liggins administered the oath of office to Norbert Hill Jr. The following Oneida Business Committee members present: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore, Jennifer Webster, Jameson Wilson.

Approve the August 27, 2025, regular Business Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

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 checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

4. Budget Information:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input 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

**DRAFT****Oneida Business Committee****Executive Session****8:30 AM Tuesday, August 26, 2025****BC Conference Room, 2nd floor, Norbert Hill Center****Regular Meeting****8:30 AM Wednesday, August 27, 2025****BC Conference Room, 2nd floor, Norbert Hill Center****Minutes****EXECUTIVE SESSION**

**Present:** Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson;

**Not Present:** n/a;

**Arrived at:** n/a;

**Others present:** Jo A. House, Ralinda Ninham-Lamberies, Justin Nishimoto (via Microsoft Teams<sup>1</sup>), Louise Cornelius (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Danielle White (via Microsoft Teams), David P. Jordan (via Microsoft Teams), James Sommerfeldt (via Microsoft Teams), Lisa Duff (via Microsoft Teams), Michelle Danforth-Anderson (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Melissa Nuthals (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Brandon Yellowbird-Stevens (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Mark W. Powless (via Microsoft Teams);

**REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Marlon Skenandore, Jennifer Webster, Jameson Wilson;

**Not Present:** Councilman Kirby Metoxen;

**Arrived at:** n/a

**Others present:** Jo A. House, Mark W. Powless, Brooke M. Doxtator, Lynette Jordan, Bev Anderson, Tsyoslake House, Thurston Denny, Chrissy Liggins, Carole Liggins, Cristina Danforth, Paul Ninham, Don McLester, Jeremy King, Michelle Braaten, Cathy Metoxen, Yasmine Metoxen, Bailey Denny, Mary Loeffler, Joseph Torres, Mark A. Powless, Leslie Doxtator, Garth Webster, Eric Doxtator, Melissa M. Alvarado, (via Microsoft Teams), Lisa M. Summers, (via Microsoft Teams), Kyle A. Skenandore, (via Microsoft Teams), Rhiannon R. Metoxen, (via Microsoft Teams), Suzanna E. Jordan, (via Microsoft Teams), Ralinda R. Ninham-Lamberies, (via Microsoft Teams), Cheryl R. Stevens, (via Microsoft Teams), Jo A. House, (via Microsoft Teams), Ashley M. Blaker, (via Microsoft Teams), Sarah D. Capelle, (via Microsoft Teams), Justin A. Nishimoto, (via Microsoft Teams), Melanie H. Burkhart, (via Microsoft Teams), Carolyn A. Salutz, (via Microsoft Teams), Debbie J. Melchert, (via Microsoft Teams), Brandon L. Yellowbird-Stevens, (via Microsoft Teams), David P. Jordan, (via Microsoft Teams), Amber M. Martinez, (via Microsoft Teams), Troy D. Parr, (via Microsoft Teams), Fawn L. Cottrell, (via Microsoft Teams), Fawn J. Billie, (via Microsoft Teams), Grace L. Elliott, (via Microsoft Teams), Katsitsiyo T. Danforth, (via Microsoft Teams), Tavia A. James-Charles, (via Microsoft Teams), Lawrence E. Barton, (via Microsoft Teams), Mark W. Powless, (via Microsoft Teams), Kaylynn Biely, (via Microsoft Teams), Clorissa N. Leeman, (via Microsoft Teams), Lisa L. Duff, (via Microsoft Teams), Michelle M. Danforth-Anderson, (via Microsoft Teams), Sidney J. White, (via Microsoft Teams), Danelle A. Wilson, (via Microsoft Teams)

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



# DRAFT

## I. CALL TO ORDER

*Meeting called to order by Chairman Tehassi Hill at 8:30 a.m.*

*For the record: Councilman Kirby Metoxen is out on an approved vacation.*

## II. OPENING (00:00:13)

*Opening provided by Councilman Jameson Wilson.*

## III. ADOPT THE AGENDA (00:06:02)

Motion by Lisa Liggins to adopt the agenda with two (2) changes [1) under the New Business section, add item entitled Recommendation for a second 2025 Special Election Request for Judiciary and other elected boards, committees, and commissions; 2) under Executive Session section, New Business, add item entitled Accept the Communications and GIS Transition Outline as Information], seconded by Lawrence Barton. Motion carried:

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

## IV. OATH OF OFFICE (00:07:39)

- A. **Legal Resource Center - Tsyoslake House**  
Sponsor: Lisa Liggins, Secretary
- B. **Oneida Election Board - Lynette Jordan, and Tina Skenandore**  
Sponsor: Lisa Liggins, Secretary
- C. **Oneida Gaming Commission - Thurston Denny**  
Sponsor: Lisa Liggins, Secretary
- D. **Oneida Land Claims Commission - Donald McLester**  
Sponsor: Lisa Liggins, Secretary
- E. **Oneida Land Commission - Cristina Danforth, and Donald McLester**  
Sponsor: Lisa Liggins, Secretary
- F. **Oneida Nation Commission on Aging - Mary Loeffler, Beverly Anderson, and Joseph Torres**  
Sponsor: Lisa Liggins, Secretary
- G. **Oneida Nation School Board - Cary Waubanascum Hawpetoss, and Joseph Torres**  
Sponsor: Lisa Liggins, Secretary

**DRAFT**

- H. Oneida Trust Enrollment Committee - Norbert Hill Jr., Jermaine Delgado, and Lynette Jordan**  
Sponsor: Lisa Liggins, Secretary

*Oaths of office administered by Secretary Lisa Liggins. Tsyoslake House, Lynette Jordan, Thurston Denny, Donald McLester, Cristina Danforth, Mary Loeffler, Beverly Anderson, Joseph Torres were present. Tina Skenandore, Cary Waubanasum, Norbert Hill Jr. and Jermaine Delgado were not present.*

*Councilman Marlon Skenandore left at 8:54 a.m.*

**V. MINUTES**

- A. Approve the August 13, 2025, regular Business Committee meeting minutes (00:25:17)**  
Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the August 13, 2025, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

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

**VI. RESOLUTIONS**

- A. Adopt resolution entitled Rural and Tribal Assistance Pilot Program Grant (00:25:36)**  
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to adopt resolution # 08-27-25-A Rural and Tribal Assistance Pilot Program Grant Application, seconded by Lawrence Barton. Motion carried:

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

- B. Adopt resolution entitled Approval of Participation of the Tribal Nations Traffic Safety Communication Campaign (00:26:20)**  
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to adopt resolution # 08-27-25-B Approval of Participation of the Tribal Nations Traffic Safety Communication Campaign, seconded by Lisa Liggins. Motion carried:

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

**DRAFT**

- C. Adopt resolution entitled Delegation of the Vice-Chair's Duties to Chair Meetings During the Vacancy In Office (00:26:48)**  
Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to adopt resolution # 08-27-25-C Delegation of the Vice-Chair's Duties to Chair Meetings During the Vacancy In Office, seconded by Lisa Liggins. Motion carried:

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

*Councilman Marlon Skenandore returned at 9:00 a.m.*

- D. Adopt resolution entitled Amending Completion deadline for ARPA FRF LR TCS Obligation for Government Infrastructure in resolutions BC # 11-10-21-E & # 08-23-23-E (00:29:06)**  
Sponsor: Lisa Summers, Director of Government Administration

Motion by Lisa Liggins to adopt resolution # 08-27-25-D Amending Completion deadline for ARPA FRF LR TCS Obligation for Government Infrastructure in resolutions BC # 11-10-21-E & # 08-23-23-E, seconded by Jennifer Webster. Motion carried:

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

- E. Adopt resolution entitled Amending Resolution # BC-11-13-24-L Setting Supervision of Direct Reports Regarding Internal Security Director (00:29:43)**  
Sponsor: Jo Anne House, Chief Counsel

Motion by Jonas Hill to adopt resolution # 08-27-25-E Amending Resolution # BC-11-13-24-L Setting Supervision of Direct Reports Regarding Internal Security Director, seconded by Jennifer Webster. Motion carried:

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

**VII. APPOINTMENTS**

- A. Determine next steps regarding one (1) vacancy - Southeastern Wisconsin Oneida Tribal Services Advisory Board (00:30:59)**  
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the selected applicant and to appoint Lloyd Ninham to the Southeastern Wisconsin Oneida Tribal Services Advisory Board with term ending March 31, 2026, seconded by Jameson Wilson. Motion carried:

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

**DRAFT****VIII. STANDING COMMITTEES****A. LEGISLATIVE OPERATING COMMITTEE**

- 1. Accept the August 6, 2025, regular Legislative Operating Committee meeting minutes (00:31:40)**

Sponsor: Jameson Wilson, Councilman

Motion by Jonas Hill to accept the August 6, 2025, regular Legislative Operating Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**B. ON^YOTE?A KA NI I STANDING COMMITTEE**

- 1. Accept the October 3, 2024 through July 1, 2025 regular On^yote?a ka ni i Project Plan Standing Committee meeting minutes (00:32:02)**

Sponsor: Taryn Webster, Chair/On^yote?a ka ni i Project Plan Workgroup Standing Committee

Motion by Jennifer Webster to accept the October 3, 2024 through July 1, 2025 regular On^yote?a ka ni i Project Plan Standing Committee meeting minutes, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**IX. TRAVEL REPORTS**

- A. Approve the travel report - Councilman Jameson Wilson - Federal Budget Lobbying - Washington, D.C. - June 2-5, 2025 (00:32:45)**

Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to approve the travel report from Councilman Jameson Wilson for the Federal Budget Lobbying in Washington, D.C. on June 2-5, 2025, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

- B. Approve the travel report - Councilman Jameson Wilson - 2025 NCAI Mid-Year Convention & Marketplace - Mashantucket, CT - June 8-11, 2025 (00:33:18)**

Sponsor: Jameson Wilson, Councilman

Motion by Jonas Hill to approve the travel report from Councilman Jameson Wilson for the 2025 NCAI Mid-Year Convention & Marketplace in Mashantucket, CT on June 8-11, 2025, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**DRAFT**

- C. Approve the travel report - Councilman Jameson Wilson - 2025 Native Nations Institute Emerging Leaders Seminar - Tucson, AZ - July 15-18, 2025 (00:33:44)**  
Sponsor: Jameson Wilson, Councilman

Motion by Lawrence Barton to approve the travel report from Councilman Jameson Wilson for the 2025 Native Nations Institute Emerging Leaders Seminar in Tucson, AZ on July 15-18, 2025, seconded by Jonas Hill. Motion carried:

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

- D. Approve the travel report - Councilman Jameson Wilson - Midwest Alliance of Sovereign Tribes 2025 Summer Meeting - Welch, MN - July 21-23, 2025 (00:34:08)**  
Sponsor: Jameson Wilson, Councilman

Motion by Jonas Hill to approve the travel report from Councilman Jameson Wilson for the Midwest Alliance of Sovereign Tribes 2025 Summer Meeting in Welch, MN on July 21-23, 2025, seconded by Marlon Skenandore. Motion carried:

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

**X. TRAVEL REQUESTS**

- A. Approve the travel request - Councilman Marlon Skenandore - Indigenous Biz Con Conference 2025 - Milwaukee, WI - October 13-14, 2025 (00:34:33)**  
Sponsor: Marlon Skenandore, Councilman

Motion by Lawrence Barton to approve the travel request for Councilman Marlon Skenandore and up to two (2) additional Business Committee members to attend the Indigenous Biz Con Conference 2025 in Milwaukee, WI on October 13-14, 2025, seconded by Lisa Liggins. Motion carried:

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

- B. Approve the travel request - Councilman Kirby Metoxen - 2026 Annual American Indian Tourism Conference - Choctaw, MS - October 26-30, 2025 (00:35:28)**  
Sponsor: Kirby Metoxen, Councilman

Motion by Jennifer Webster to approve the travel request for Councilman Kirby Metoxen and up to one (1) additional Business Committee member to attend the 2026 Annual American Indian Tourism Conference in Choctaw, MS on October 26-30, 2025, seconded by Marlon Skenandore. Motion carried:

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

**DRAFT**

- C. Approve the travel request - Councilwoman Jennifer Webster - Administration for Children's & Families Tribal Advisory Committee (ACF-TAC) Meeting - Washington, D.C. - November 3-6, 2025 (00:36:22)**  
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel request from Councilwoman Jennifer Webster to attend the Administration for Children's & Families Tribal Advisory Committee (ACF-TAC) Meeting in Washington, D.C. on November 3-6, 2025, seconded by Jameson Wilson. Motion carried:

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

**XI. NEW BUSINESS**

- A. Approve the Oneida Public Safety and Security Commission bylaw amendments (00:37:15)**  
Sponsor: Richard VanBoxtel, Chair/Oneida Police Commission

Motion by Jonas Hill to approve the Oneida Public Safety and Security Commission bylaw amendments, seconded by Lisa Liggins. Motion carried:

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

- B. Recommendation for a second 2025 Special Election Request for Judiciary and other elected boards, committees, and commissions (00:37:35)**  
Sponsor:

Motion by Lisa Liggins to schedule a second 2025 special election on Saturday, December 13, 2025, seconded by Jennifer Webster. Motion carried:

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

*Item XIII. was addressed next.*

**XII. REPORTS****A. TRIBALLY CHARTERED ENTITIES**

- 1. Accept the Bay Bancorporation, Inc. FY-2025 3rd quarter report (00:55:52)**  
Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lawrence Barton to accept the Bay Bancorporation, Inc. FY-2025 3rd quarter report, seconded by Jennifer Webster. Motion carried:

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

**DRAFT****2. Accept the Oneida ESC Group, LLC FY-2025 3rd quarter report (00:56:16)**

Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

Motion by Lisa Liggins to accept the Oneida ESC Group, LLC FY-2025 3rd quarter report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**3. Accept the Oneida Golf Enterprise FY-2025 3rd quarter report (00:56:32)**

Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

Motion by Lisa Liggins to accept the Oneida Golf Enterprise FY-2025 3rd quarter report, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**4. Accept the Oneida Youth Leadership Institute FY-2025 3rd quarter report (00:56:52)**

Sponsor: Marlon Skenandore, Councilman

Motion by Jennifer Webster to accept the Oneida Youth Leadership Institute FY-2025 3rd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

*Item XV. was addressed next.*

**XIII. GENERAL TRIBAL COUNCIL****A. Schedule the 2026 annual General Tribal Council meeting (00:40:37)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to schedule the 2026 annual General Tribal Council meeting on Monday, January 5, 2025, at 6:00 p.m. and an alternate date on Monday, January 12, 2025, at 6:00 p.m., seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**B. Accept the draft July 8, 2025, special General Tribal Council meeting minutes and determine next steps (00:45:26)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the draft July 8, 2025, special General Tribal Council meeting minutes, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen



**DRAFT**

- C. Accept the draft July 20, 2025, semi-annual General Tribal Council meeting minutes and determine next steps (00:47:09)**  
Sponsor: Lisa Liggins, Secretary

Motion by Lawrence Barton to accept the draft July 20, 2025, semi-annual General Tribal Council meeting minutes and to send the discussion on the General Tribal Council directive related to the Opioid Settlement Funds report to the September 4, 2025, BC Work Session, seconded by Jennifer Webster. Motion carried:

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

**XIV. EXECUTIVE SESSION (00:49:03)****A. REPORTS**

- 1. Accept the Intergovernmental Affairs and Self-Governance August 2025 report (00:49:19)**  
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Motion by Lisa Liggins to accept the Intergovernmental Affairs and Self-Governance August 2025 report and to authorize the Chairman's signature on the letter of designation to the Central Regional Tribal Conservation Advisory Council, seconded by Jennifer Webster. Motion carried:

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

- 2. Accept the CEO-Nation Services report (00:49:45)**  
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the CEO-Nation Services report, seconded by Jonas Hill. Motion carried:

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

- 3. Accept the Treasurer's July 2025 report (00:50:59)**  
Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to accept the Treasurer's July 2025 report, seconded by Jennifer Webster. Motion carried:

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



**DRAFT****4. Accept the Bay Bancorporation, Inc. FY-2025 3rd quarter executive report (00:51:12)**

Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lisa Liggins to accept the Bay Bancorporation, Inc. FY-2025 3rd quarter executive report, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**5. Accept the Oneida ESC Group, LLC FY-2025 3rd quarter executive report (00:51:27)**

Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

Motion by Marlon Skenandore to accept the Oneida ESC Group, LLC FY-2025 3rd quarter executive report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**6. Accept the Oneida Golf Enterprise FY-2025 3rd quarter executive report (00:51:43)**

Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

Motion by Jonas Hill to accept the Oneida Golf Enterprise FY-2025 3rd quarter executive report, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**7. Accept the analyses of the FY-2025 3rd quarter executive report for Tribally Chartered Entities (00:51:58)**

Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Motion by Lisa Liggins to accept the analyses of the FY-2025 3rd quarter executive report for Tribally Chartered Entities, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**8. Accept the Chief Financial Officer August 2025 report (00:52:14)**

Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Motion by Jonas Hill to accept the Chief Financial Officer August 2025 report, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**DRAFT****9. Accept the Chief Counsel report (00:52:28)**

Sponsor: Jo Anne House, Chief Counsel

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

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

**B. AUDIT COMMITTEE****1. Accept the July 15, 2025, regular Audit Committee meeting minutes (00:52:43)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the July 15, 2025, regular Audit Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

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

**2. Accept the Bingo Compliance audit and lift the confidentiality requirement (00:52:58)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Bingo Compliance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

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

**3. Accept the Information Technology Compliance audit and lift the confidentiality requirement (00:53:12)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Information Technology Compliance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

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

**4. Accept the Oneida Gaming Commission Internal Control Review audit and lift the confidentiality requirement (00:53:26)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Oneida Gaming Commission Internal Control Review audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

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

**DRAFT****C. NEW BUSINESS****1. Review the draft FY-2026 Budget and determine next steps (00:53:42)**

Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to accept the discussion regarding the draft FY-2026 Budget as information, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**2. Review application(s) for one (1) vacancy - Southeastern Wisconsin Oneida Tribal Services Advisory Board (00:54:03)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding the application(s) for the Southeastern Wisconsin Oneida Tribal Services Advisory Board vacancy as information, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**3. Approve attorney contract - Stenzel Law Office LLC -Amendment - file # 2022-0926 (00:54:28)**

Sponsor: Tehassi Hill, Chairman

Motion by Jennifer Webster to approve attorney contract - Stenzel Law Office LLC - Amendment - file # 2022-0926, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**4. Approve a limited waiver of sovereign immunity - First Stop Health LLC - file # 2025-0848 (00:54:47)**

Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Motion by Lisa Liggins to approve a limited waiver of sovereign immunity - First Stop Health LLC - file # 2025-0848, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

**5. Accept the Communications and GIS Transition Outline as Information (00:55:05)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the Communications and GIS transition outline as information, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

*Item XII. was addressed next.*

# ***DRAFT***

## **XV. ADJOURN (00:57:25)**

Motion by Jameson Wilson to adjourn at 9:28 a.m., seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jennifer Webster, Jameson Wilson

Not Present: Kirby Metoxen

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor  
Minutes approved as presented on \_\_\_\_\_.

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Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled 2025 Tribal Victim Services Set-Aside Grant Application

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

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: Oneida Aging & Disability  
Services

5. Additional attendees needed for this request:

Jodi Tess, Aging & Disability 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 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 |  |   |

**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: <i>Describe</i>         |   |

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2025.08.27 14:27:32 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Jodi Tess, Aging & Disability Director

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



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*MEMORANDUM*

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TO: BC Agenda  
FROM: Anna M. Mendoza, Grant Specialist  
DATE: August 27, 2025  
  
RE: Resolution – 2025 Tribal Victim Services Set-Aside”

The Aging and Disability department has an opportunity to secure a **\$306,714 grant** to provide vital services for our elder community. This two-year project is focused on combating elder abuse through comprehensive education and direct support, with no matching funds required from the Nation.

Securing this grant will allow us to immediately address the serious and often hidden issue of elder abuse by: Increasing Community awareness, providing direct support, and strengthening the Nation’s resources.

We respectfully request a BC resolution authorizing the Aging and Disability Services to proceed with the grant application on behalf of the Oneida Nation. BC approval will enable us to move forward and provide a safe, respectful, and dignified environment for our elders.

Thank you,

If there are any 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 # Leave this line blank 2025 Tribal Victim Services Set-Aside Grant Application

- 1  
2  
3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe  
4 recognized by the laws of the United States of America; and  
5  
6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and  
7  
8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,  
9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and  
10  
11 **WHEREAS,** the Oneida Business Committee is committed to the safety and wellbeing of all tribal  
12 members; and  
13  
14 **WHEREAS,** the abuse of Elders is a very important issue and pervasive problem; and  
15  
16 **WHEREAS,** the Aging and Disability Services department is committed to the protection and support of  
17 Tribal Elders facing issues related to physical and non-physical forms of abuse; and  
18  
19 **WHEREAS,** this grant being offered by the U.S Department of Justice will allow the Oneida Nation to  
20 provide services to Elders being subjected to all forms of abuse and provide community  
21 education related to those services; and  
22  
23 **WHEREAS,** the grant, in the amount of \$306,714, is being offered with no match requirement; and  
24  
25 **NOW THEREFORE BE IT RESOLVED,** that the Oneida Business Committee on behalf of the Oneida  
26 Nation supports this application and authorizes the Aging and Disability Services department to apply for  
27 this grant on behalf of the Oneida Nation.



Adopt resolution entitled 2023-2026 Term Adoption of Nation Building Strategic Initiatives, Triennial Nation

## Business Committee Agenda Request

1. Meeting Date Requested: 9/10/20

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☐

Accept as information; OR

Approve Resolution 2023-2026 Term Adoption of Nation Building Strategic Initi



4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☒

Other: OBC, Organization

5. Additional attendees needed for this request:

Lisa Summers, Government Administration DIR

Nicolas Reynolds, Nation Building Strategy MGR

Kristal Hill, Executive Assistant

Tracey Cordova, Business Consultant

**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 checked="" type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents               |
| <input type="checkbox"/> Other: Describe        |  |   |

**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: Describe                |  |

**8. Submission:**

Authorized Sponsor: Lisa Summers, Director of Government Administration

Primary Requestor: Nicolas Reynolds, Nation Building Strategy MGR



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



## Memorandum

To: Oneida Business Committee

From: Nation Building Coordination Team

Date: September 02, 2025

Re: 2023-2026 Term Adoption of Nation Building Strategic Initiatives, Triennial  
Nation Building Validation and Training Requirements

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On April 17, 2025, during the Nation Building Meeting, participants provided input on the 2023–2026 Term Adoption of Nation Building, including the Triennial Validation and Training Requirement resolution. On August 28, 2025, during the OBC/NBC Team Update Meeting, members of the Oneida Business Committee reviewed the proposed changes and reached consensus to advance the resolution to the Business Committee Regular Meeting scheduled for September 10, 2025, for formal approval.



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



### **Statement of Effect**

*2023-2026 Term Adoption of Nation Building Strategic Initiatives, Triennial Nation Building Validation and Training Techniques.*

### **Summary**

Through the adoption of this resolution the Oneida Business Committee reaffirms its commitment to integrating Nation Building Principles and identifies the long-term, strategic initiatives it will incorporate into its strategic planning approach. The resolution further reaffirms the Oneida Business Committee's commitment to assessing and reviewing its long-term strategic initiatives with each successive term and delegates the responsibility to manage the Oneida Nation Building long-term strategic initiatives to the Government Administrative Office.

*Submitted by: Carolyn A. Salutz, Legislative Staff Attorney, Legislative Reference Office*

*Date: September 2, 2025*

### **Analysis by the Legislative Reference Office**

Through the adoption of this resolution the Oneida Business Committee identifies eleven (11) long-term, strategic initiatives it will incorporate into its strategic planning approach. The eleven long-term, strategic initiatives are: (1) Feasibility Assessment, (2) Create Continuous Improvement Plan for Government Systems, (3) Initiate Next Round of Constitutional Amendments, (4) Create Oneida Language & Culture Law, (5) Carry Out "I am Oneida" Project Plan, (6) Enhanced Mental Health & Well-Being, (7) Create a System of Commerce, (8) Strengthening Capacity for Technology, (9) Foster Innovative Solutions to Community Challenges, (10) Invest in Energy Infrastructure, and (11) Research Center/Think Tank.

Through the adoption of this resolution the Oneida Business Committee directs the Government Administrative Office to manage the Oneida Nation Building long-term strategic initiatives.

### **Conclusion**

Adoption of this resolution would not conflict with any of the Nation's laws, rules, or resolutions.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

**BC Resolution # Leave this line blank**  
**2023-2026 Term Adoption of Nation Building Strategic Initiatives, Triennial Nation Building Validation and Training Requirements**

**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,** Historically, the Nation has engaged in formal planning processes for various purposes, such as housing and neighborhood planning, economic development or culture and language preservation, and

**WHEREAS,** term over term, Oneida Business Committee officials have continued to work toward a strategic planning process which develops and implements shared values expressed in the Nation's Vision and Mission statements, Core Values and Good Governance Principles; and

**WHEREAS,** the 2023-2026 Oneida Business Committee continued the Nation's strategic planning efforts by beginning its term with a comprehensive review of existing planning methodologies to identify opportunities for improvement and long-term alignment; and

**WHEREAS,** the 2023-2026 Oneida Business Committee has identified that integrating the Nation Building Principles of Transformational Leadership, Strong Governing Systems, Seventh Generation Thinking, Cultural Match, and Sovereignty, as outlined in the Native Nation Rebuilding Principles published by the Native Governance Center, into the Nation's strategic planning approach will further strengthen and advance the Nation's strategic planning methodology, particularly in the development and implementation of the Nation's long-term strategic initiatives; and

**WHEREAS,** The Nation Building principles and strategic planning approach affirm that engagement and alignment across both the Nation's operations and the broader community are essential to the successful implementation of identified and approved long-term strategic initiatives; and

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee believes that memorializing this decision by resolution provides greater assurance to both the Nation's operations and the community that, with each new term of the Oneida Business Committee, the Nation's current long-term strategic initiatives will be reviewed and determined if they continue into the new term in a methodical manner ; and

**BE IT FURTHER RESOLVED**, the 2023-2026 Oneida Business Committee identifies the inaugural Nation Building long-term, strategic initiatives are:

- Feasibility Assessment
- Create Continuous Improvement Plan for Government Systems
- Initiate Next Round of Constitutional Amendments
- Create Oneida Language & Culture Law
- Carry Out “I am Oneida” Project Plan
- Enhanced Mental Health & Well-Being
- Create a System of Commerce
- Strengthening Capacity for Technology
- Foster Innovative Solutions to Community Challenges
- Invest in Energy Infrastructure
- Research Center / Think Tank

**BE IT FURTHER RESOLVED**, that each term, the Oneida Business Committee transition should include introductory training in Transformational Leadership Development, Strategic Planning and Nation Building.

**BE IT FURTHER RESOLVED**, no later than the end of the first quarter in the first year of each term, the Oneida Business Committee should review the Nation’s long-term strategic initiatives for the purposes of validating and updating.

**BE IT FINALLY RESOLVED**, the Government Administrative Office is delegated the responsibility to manage the Oneida Nation Building long-term strategic initiatives.

Adopt resolution entitled Continuing to Operate Fiscal Year 2026

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

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 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: Statement of Effect will be a handout |  |   |

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: RaLinda Ninham-Lamberies, Chief Financial Officer

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

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



## Business Committee Agenda Request – Cover Memo

**Date:** September 4, 2025

**RE:** Adopt resolution entitled Continuing to Operate Fiscal Year 2026

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I am requesting an Add On to the September 10<sup>th</sup> BC Agenda to adopt the BC Resolution Continuing to Operate Fiscal Year 2026.

The GTC meeting to approve the FY2026 Budget is scheduled for December 8, 2026. A continuing resolution is needed to allow business operations to continue from October 1 through December 8.

I am requesting an add on for the September 10<sup>th</sup> BC Agenda to provide timely guidance to the organization on how to proceed with business operations until the budget has been formally approved by GTC.

RaLinda Ninham-Lamberies  
Chief Financial Officer  
Oneida Nation  
O:920-869-4242  
C:920-606-5796



The Business Committee reviewed the proposed resolution at the September 4, 2025, and agreed to place the resolution on the September 10, 2025, regular meeting agenda for consideration. The resolution has been submitted to the Legislative Reference Office and a statement of effect has been requested; it will be processed as a handout.

Lisa Liggins  
*Secretary*  
*Oneida Business Committee*

*A good mind. A good heart. A strong Fire.*

### **REQUESTED ACTION**

Adopt resolution entitled Continuing to Operate Fiscal Year 2026.



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Oneida, WI 54155

## BC Resolution # Leave this line blank Continuing to Operate Fiscal Year 2026

**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 adopted the Budget and Finances law, 1 O.C. 121, which sets budget process guidelines and governs the finances of the Nation; and

**WHEREAS,** the Oneida Business Committee adopted resolution # BC-03-26-25-B, *Fiscal Year 2026 Budget Considerations and Calendar*, which included budgeting guidelines, employment cap, and a calendar; and

**WHEREAS,** the budget calendar was expanded due to needed corrections and reductions to balance the budget; and

**WHEREAS,** the Oneida Business Committee approved December 8, 2025, as the tentative date for the special General Tribal Council meeting to present and act on the Fiscal Year (FY) 2026 budget; and

**WHEREAS,** a FY 2026 budget cannot be approved prior to October 1st and a continuing resolution will be required to be adopted; and

**NOW THEREFORE BE IT RESOLVED,** the continuation of operations and expenditure of funds is authorized in accordance with the following:

- An employment cap of 1860 full-time equivalent (FTE).
  - All 100% grant funded positions are exempt from the employment cap and vacant position request process.
  - All Consolidated Health positions are exempt from the employment cap and vacant position request process because funding sources do not include Tribal Contribution.
- The 3% annual wage increase shall go into effect September 28, 2025.
- Continue to follow Budget Tier I contingency spending restrictions approved in BC Resolution # 03-26-25-E FY 2025 Cost Savings Tools for the FY 2026 budget.
- There is no delay is Capital Improvement Projects (CIP)/Capital Expenditure projects.

BC Resolution # \_\_\_\_\_  
Continuing to Operate Fiscal Year 2026  
Page 2 of 2

41 **BE IT FINALLY RESOLVED**, in accordance with the Budget and Finances law, 1 O.C. 121.54(e)(1), the  
42 Oneida Business Committee adopts this continuing resolution to be effective from October 1, 2025, until  
43 December 31, 2025, or until the budget is adopted whichever occurs first.

Adopt resolution entitled Special Recognition William A. Gollnick with Oneida Nation

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 09/10/25

**2. Session:**

☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: Request Presentation 11:00 a.m. Celebration for William (Bill) Gollnick Special Retirement Honor break @ 11:15 a.m.

**3. Requested Motion:**

☒ Accept as information; OR

Request Presentation 11:00 a.m. Celebration for William (Bill) Gollnick Special Retirement Honor break @ 11:15 a.m.

**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:**

Melinda J. Danforth, Intergovernmental Affairs 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 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: Run of Show |  |   |

**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: Special Projects |  |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

# Oneida Nation

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Phone: (920)869-2214



Oneida, WI 54155

## **BC Resolution # Leave this line blank Special Recognition William A. Gollnick with Oneida Nation**

- 1  
2  
3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe  
4 recognized by the laws of the United States of America; and  
5  
6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and  
7  
8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,  
9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and  
10  
11 **WHEREAS,** the Oneida Nation has existed from time immemorial and is the culmination of the actions  
12 of a vast number of individual members who have worked on behalf of the Oneida Nation  
13 and its members; and  
14  
15 **WHEREAS,** there are some members who have worked across different political eras of the Oneida  
16 Nation impacted by federal actions as well as by internal developments of the Nation; and  
17  
18 **WHEREAS,** William Gollnick is one of those individuals. Utilizing his Harvard master's degree in  
19 Education, Administration, Planning & Social Policy and his service as a United States  
20 Marine. William's impact on the Oneida Nation encompasses many achievements and  
21 successes notably:
- 22 • Positioning the Oneida Nation as a political force at the federal, state and local
  - 23 levels of government.
  - 24 • Development and management of the Language Preservation Program.
  - 25 • Passage of the Indian Gaming Regulatory Act.
  - 26 • Promoting Indian Education and Higher Education, including an appointment
  - 27 from former President George W. Bush to the White House Conference on
  - 28 Indian Education.
  - 29 • Chairman of the American Indian Language & Culture Education Board that
  - 30 successfully lobbied on the passage of State of WI Act 31 that requires public
  - 31 school districts to provide instruction on the history, culture and tribal
  - 32 sovereignty of the WI Tribes.
  - 33 • Served as the President of the Oneida Nation Education Board as the Nation
  - 34 began developing the school system in 1979.
  - 35 • Negotiator for the Nation's Land Claims and Gaming Compacts.
  - 36 • Advocacy of the Indian Self-Determination and Education Assistance Act of
  - 37 1975.
  - 38 • Negotiated the first set of "service agreements" with local municipal
  - 39 governments.
  - 40

BC Resolution # \_\_\_\_\_  
Special Recognition William A. Gollnick with Oneida Nation  
Page 2 of 2

41   **WHEREAS,**     the Oneida Business Committee recognizes the gift of time given by William Gollnick to his  
42                   Nation and its people to improve our reach and impact to better the lives of its members  
43                   and the community; and  
44

45   **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee recognizes with grateful thanks  
46   the contributions of William Gollnick to the Oneida Nation, its members, and the community for the past  
47   50 years and wish him peace and happiness in his retirement.

Determine next steps regarding one (1) vacancy - Oneida Public Safety and Security Commission

## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

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: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 3, 2025

RE: Appointment(s) – Oneida Public Safety and Security Commission

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### Background

One (1) vacancy has been posted for the Oneida Public Safety and Security Commission. The vacancy is for the term ending March 31, 2030.

The vacancy has been posted since May 30, 2025. The latest application deadline was August 7, 2025, and one (1) application(s) was received for the following applicant(s):

- William Sauer

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending March 31, 2030, OR
- 2) reject the selected applicant(s) and oppose the vote\*\*, OR
- 3) request the Secretary to re-notice the vacancy(ies)



Accept the August 14, 2025, regular Finance Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

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 08/14/25 & 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: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



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## INTERNAL MEMORANDUM

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**TO:** FINANCE COMMITTEE  
**FROM:** ASHLEY BLAKER, OFFICE MANAGER  
**SUBJECT:** E-POLL RESULTS – FC MINUTES OF AUGUST 14, 2025  
**DATE:** 08/14/25

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An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of August 14, 2025. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

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**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the August 14, 2025, Finance Committee Meeting Minutes. FC Members voting included: *RaLinda Ninham-Lamberies, Lisa Liggins, Jennifer Webster, and Chad Fuss.***

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These Finance Committee Minutes of August 14, 2025, 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****FC REGULAR MEETING****AUGUST 14, 2025 • Time: 8:30 A.M****Business Committee Conference Room / Microsoft Teams**

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**REGULAR MEETING MINUTES****FC MEMBERS PRESENT:**

Larry Barton, BC Treasurer/FC Chair

RaLinda Ninham-Lamberies CFO/FC Vice-Chair

Sarah White, Purchasing Director

Lisa Liggins, BC Secretary

Jennifer Webster, BC Council Member

Chad Fuss, Asst. GGM-Finance Casino Hotel

**FC MEMBERS EXCUSED:** Jonas Hill, BC Council Member

**OTHERS PRESENT:** Paul Witek, James Sommerfeldt, Joel Mikulsky, Connie Danforth, Carrie Blohowiak, Joel Maxam, Isaiah Skenandore, Tonia Skenandore, Josephine Skenandore, Brittany Tahlier, Aliskwet Ellis, Diana Taubel, Nathalie Benton, Ashley Summers, Sid White, David Emerson, Sarah Miller, and Ashley Blaker.

**I. CALL TO ORDER:**

The FC Regular Meeting was called to order by the FC Chair at 8:27 A.M.

**II. APPROVAL OF AGENDA:** AUGUST 14, 2025

Motion by Lisa Liggins to approve the August 14, 2025, Finance Committee Meeting Agenda. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

**III. FC MINUTES:** July 24, 2025 (Approved via E-Poll on 7/24/25)

Motion by Sarah White to acknowledge the FC E-Poll action taken on July 24, 2025, approving the July 24, 2025, Finance Committee Meeting Minutes. Seconded by Lisa Liggins. Motion carried unanimously.

**IV. SPECIAL FC E-POLL:**

1. FY25 Blkt PO Increase – NDX Lords (Lords Dental)  
Requester: Mercie Danforth, Comp. Health – Dental  
(Approved via E-Poll on 08/04/25)

Amount:\$31,000.00  
Total PO: \$80,000.00

Motion by Lisa Liggins to acknowledge the FC E-Poll action taken on August 4, 2025, approving the FY25 Blkt PO Increase – NDX Lords (Lords Dental) in the amount of \$31,000.00. Seconded by Sarah White. Abstain by RaLinda Ninham-Lamberies. Motion carried.

## **V. CAPITAL EXPENDITURES:**

1. Vinton Construction Co. – Reconstruction of Parking Lots (4) Amount: \$2,304,366.53  
Paul Witek, Engineering

Motion by RaLinda Ninham-Lamberies to approve the Vinton Construction Co. – Reconstruction of Parking Lots (4) in the amount of \$2,304,366.53. Seconded by Lisa Liggins. Motion carried unanimously.

## **VI. NEW BUSINESS:**

1. ACP Creativlt LLC dba Camera Corner – Phase II Amount: \$72,570.00  
James Sommerfeldt, DTS

Motion by Chad Fuss to approve ACP Creativlt LLC dba Camera Corner – Phase II in the amount of \$72,570.00. Seconded by Lisa Liggins. Motion carried unanimously.

2. FY26 Blkt PO – Faith Technologies – Subcontracting Services Amount: \$50,000.00  
Joel Mikulsky, DTS

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Faith Technologies – Subcontracting Services in the amount of \$50,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

3. FY25 Blkt PO Increase – Wisconsin Public Service Amount: \$75,000.00  
Connie Danforth, Comp. Health Total PO: \$200,000.00

Motion by Sarah White to approve FY25 Blanket PO Increase – Wisconsin Public Service in the amount of \$75,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

4. FY25 Blkt PO Increase – Performance Food Group – Food Amount: \$30,000.00  
Connie Danforth, Comp. Health Total PO: \$255,000.00

Motion by RaLinda Ninham-Lamberies to approve FY25 Blanket PO Increase – Performance Food Group – Food in the amount of \$30,000.00. Seconded by Sarah

White. Motion carried unanimously.

- |  |                       |
|--|-----------------------|
| 5. FY25 Blkt PO Increase – Performance Food Group – Non-Food | Amount: \$4,000.00    |
| Connie Danforth, Comp. Health                                | Total PO: \$52,000.00 |

Motion by RaLinda Ninham-Lamberies to approve FY25 Blanket PO Increase – Performance Food Group – Non-Food in the amount of \$4,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

- |   |                      |
|---|----------------------|
| 6. FY26 Blkt PO – All One Staffing, LLC | Amount: \$600,000.00 |
| Connie Danforth, Comp. Health           |                      |

Motion by RaLinda Ninham-Lamberies to approve items #6, #7, #8, & #9 under New Business in the amounts requested. Seconded by Chad Fuss. Motion carried unanimously.

- |  |                      |
|--|----------------------|
| 7. FY26 Blkt PO – Four Winds Staffing, LLC | Amount: \$550,000.00 |
| Connie Danforth, Comp. Health              |                      |

- See Action in New Business #6.

- |                                       |                      |
|---------------------------------------|----------------------|
| 8. FY26 Blkt PO – Polaris Health, LLC | Amount: \$625,000.00 |
| Connie Danforth, Comp. Health         |                      |

- See Action in New Business #6.

- |   |                      |
|---|----------------------|
| 9. FY26 Blkt PO – STAT Temporary Services | Amount: \$975,000.00 |
| Connie Danforth, Comp. Health             |                      |

- See Action in New Business #6.

- |  |                      |
|--|----------------------|
| 10. FY26 Blkt PO – PRN Health Services | Amount: \$950,000.00 |
| Connie Danforth, Comp. Health          |                      |

Motion by Lisa Liggins to approve FY26 Blanket PO – PRN Health Services in the amount of \$950,000.00. Seconded by Sarah White. Motion carried unanimously.

- |  |                     |
|--|---------------------|
| 11. FY26 Blkt PO – PRN Home Health & Therapy | Amount: \$95,000.00 |
| Connie Danforth, Comp. Health                |                     |

Motion by Sarah White to approve FY26 Blanket PO – PRN Home Health & Therapy in the amount of \$95,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

12. FY26 Blkt PO – Performance Food Group – Food  
Connie Danforth, Comp. Health Amount: \$250,000.00

Motion by Jennifer Webster to approve FY26 Blanket PO – Performance Food Group – Food in the amount of \$250,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

13. FY26 Blkt PO – Performance Food Group – Non-Food  
Connie Danforth, Comp. Health Amount: \$55,000.00

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Performance Food Group – Non-Food in the amount of \$55,000.00. Seconded by Sarah White. Motion carried unanimously.

14. FY26 Blkt PO – Wisconsin Public Service  
Connie Danforth, Comp. Health Amount: \$225,000.00

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Wisconsin Public Service in the amount of \$225,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

15. FY26 Blkt PO – Bellin Health Lab Testing  
Carrie Blohowiak, Comp. Health Amount: \$175,000.00

Motion by Jennifer Webster to approve FY26 Blanket PO – Bellin Health Lab Testing in the amount of \$175,000.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

16. FY26 Blkt PO – GSA Government Vehicle Lease Program  
Joel Maxam, OPD Amount: ~~\$250,000.00~~  
**\$217,800.00**

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – GSA Government Vehicle Lease Program in the updated amount of \$217,800.00. Seconded by Lisa Liggins. Motion carried unanimously.

17. M3 – Insurance Premiums Renewal  
Isaiah Skenandore, Risk Management Amount: \$2,275,755.00

Motion by RaLinda Ninham-Lamberies to approve M3 – Insurance Premiums Renewal in the amount of \$2,275,755.00. Seconded by Jennifer Webster. Motion carried unanimously.

18. FY26 Blkt PO – Everi Games/VKGS  
Tonia Skenandore, Gaming – Bingo

Amount: \$158,279.00

Motion by Sarah White to approve FY26 Blanket PO – Everi Games/VKGS in the amount of \$158,279.00. Seconded by Jennifer Webster. Motion carried unanimously.

19. FY26 Blkt PO – Midwest Bingo Supplies  
Tonia Skenandore, Gaming – Bingo

Amount: \$131,411.00

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Midwest Bingo Supplies in the amount of \$131,411.00. Seconded by Lisa Liggins. Motion carried unanimously.

20. FY26 Blkt PO – NRT Technology – App Fees/Hosting  
Josephine Skenandore, Gaming – DTS

Amount: \$86,211.00

Motion by Sarah White to approve FY26 Blanket PO – NRT Technology – APP Fees/Hosting in the amount of \$86,211.00. Seconded by Lisa Liggins. Motion carried unanimously.

21. FY26 Blkt PO – Casino Cash Trac – Contracted Lease Payments  
Josephine Skenandore, Gaming – DTS

Amount: \$210,873.96

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Casino Cash Trac – Contracted Lease Payments in the amount of \$210,873.96. Seconded by Jennifer Webster. Motion carried unanimously.

22. FY26 Blkt PO – Agilysys – Versa IG Interface Solution  
Josephine Skenandore, Gaming – DTS

Amount: \$71,118.82

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Agilysys – Versa IG Interface Solution in the amount of \$71,118.82. Seconded by Sarah White. Motion carried unanimously.



23. FY26 Blkt PO – Agilysys – Versa Saas Solution  
Josephine Skenandore, Gaming – DTS

Amount: \$77,662.70

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Agilysys – Versa Saas Solution in the amount of \$77,662.70. Seconded by Sarah White. Motion carried unanimously.

24. FY26 Blkt PO – LNW Gaming Inc. – Monthly Maint. Fees  
Josephine Skenandore, Gaming – DTS

Amount: \$792,000.00

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – LNW Gaming Inc. – Monthly Main. Fees in the amount of \$792,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

25. FY25 Blkt PO Increase – OTIS Elevator Co.  
Tim Skenandore, Gaming – Facilities

Amount: \$169,611.60  
Total PO: \$261,296.28

Motion by RaLinda Ninham-Lamberies to defer this request to the next FC meeting, per the requester. Seconded by Lisa Liggins. Motion carried unanimously.

26. FY25 Blkt PO Increase – Helios Recovery Services  
Mari Kriescher, Comp. Health – BHS

Amount: \$21,696.00  
Total PO: \$67,776.00

Motion by Jennifer Webster to approve FY25 Blanket PO Increase – Helios Recovery Services in the amount of \$21,696.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

27. Trycycle Data Systems, Inc. – Managed Services & Licensing  
Mari Kriescher, Comp. Health – BHS

Amount: \$163,000.00

Motion by RaLinda Ninham-Lamberies to approve Trycycle Data Systems, Inc. – Managed Services & Licensing in the amount of \$163,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

28. FY26 Blkt PO – Rogers Memorial Hospital Treatment Center  
Mari Kriescher, Comp. Health – BHS

Amount: \$375,000.00

Motion by RaLinda Ninham-Lamberies to approve items #28, #29, #30, #31, #32, #33, #34, #35, #36, #37, & #39 under New Business in the amounts requested. Seconded by

Jennifer Webster. Motion carried unanimously.

29. FY26 Blkt PO – Keystone Treatment Center (Opioid Abat. Grant) Amount: \$200,000.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

30. FY26 Blkt PO – Keystone Treatment Center Amount: \$862,500.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

31. FY26 Blkt PO – Apricity Treatment Center Amount: \$500,000.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

32. FY26 Blkt PO – Regroup Therapy Telehealth Services Amount: \$1,449,940.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

33. FY26 Blkt PO – Jackie Nitschke Center Amount: \$100,000.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

34. FY26 Blkt PO – Options Counseling Services Amount: \$150,000.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

35. FY26 Blkt PO – Pathways to a Better Life LLC Amount: \$100,000.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

36. FY26 Blkt PO – Sunspire Health Florida, LLC Amount: \$210,000.00  
Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

37. FY26 Blkt PO – Core Treatment Center Amount: \$100,000.00

Mari Kriescher, Comp. Health – BHS

- See Action in New Business #28.

38. FY26 Blkt PO – Port Charlotte Treatment Center  
Mari Kriescher, Comp. Health – BHS

Amount: \$250,000.00

- See Action in New Business #28.

39. FY26 Blkt PO – Mash Ka Wisen Treatment Center  
Mari Kriescher, Comp. Health – BHS

Amount: \$144,500.00

- See Action in New Business #28.

40. Town of Oneida – Governance Agreement 2025 Payment  
Melinda Danforth, Legislative Affairs

Amount: \$165,000.00

Motion by Jennifer Webster to approve the Town of Oneida – Governance Agreement 2025 Payment in the amount of \$165,000.00. Seconded by Sarah White. Motion carried unanimously.

## **VII. ONEIDA FINANCE FUND:**

### **REPORT:**

1. Oneida Finance Fund Report – August 2025  
Ashley Blaker, Office Manager

Motion by Lisa Liggins to accept the Oneida Finance Fund Report for August 2025. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

## **VIII. EXECUTIVE SESSION:**

Motion by RaLinda Ninham-Lamberies to go into Executive Session. Seconded by Jennifer Webster. Motion carried unanimously. Time: 8:58 A.M.

Motion by Jennifer Webster to come out of Executive Session. Seconded by Chad Fuss.

Motion carried unanimously. Time: 9:01 A.M.

1. Consolidated Health – FY26 Blkt PO – Dental – Independent Contract 2025-0659  
Jamie Willis, Comp. Health

Motion by Jennifer Webster to approve FY26 Blanket PO – Dental – Independent

Contract #2025-0659 in the amount requested. Seconded by Lisa Liggins. Motion carried unanimously.

2. Consolidated Health – FY26 Blkt PO – BHS – MD Contract 2025-0887  
Mari Kriescher, Comp. Health

Motion by Lisa Liggins to approve FY26 Blanket PO – BHS – MD Contract #2025-0887 in the updated amount requested. Seconded by Jennifer Webster. Motion carried unanimously.

3. Consolidated Health – FY26 Blkt PO – BHS – MD Contract **2025-0886**  
Mari Kriescher, Comp. Health

Motion by Jennifer Webster to approve FY26 Blanket PO – BHS – MD Contract #2025-0886 in the amount requested. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

4. Consolidated Health – FY26 Blkt PO – BHS – MD Contract 2025-0889  
Mari Kriescher, Comp. Health

Motion by Jennifer Webster to approve FY26 Blanket PO – BHS – MD Contract #2025-0889 in the amount requested. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

5. Consolidated Health – FY26 Blkt PO – BHS – MD Contract 2025-0888  
Mari Kriescher, Comp. Health

Motion by Jennifer Webster to approve FY26 Blanket PO – BHS – MD Contract #2025-0888 in the amount requested. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

**IX. ADMINISTRATIVE /INTERNAL:** None

**X. FOLLOW UP:** None

**XI. FOR INFORMATION ONLY:**

1. IGT – Blkt PO Increase  
David Emerson, Gaming – Slots

Motion by Jennifer Webster to accept as information only FY25 Blanket PO Increase – IGT

For Information Only. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

2. FY26 Blkt POs for Gaming – Slots  
David Emerson, Gaming – Slots

Motion by Jennifer Webster to accept as information only FY26 Blanket POs for Gaming – Slots For Information Only. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

3. FY26 Blkt POs for Gaming Sports Betting  
Tonia Skenandore, Gaming – Sports Betting

Motion by Jennifer Webster to accept as information only FY26 Blanket POs for Gaming Sports Betting For Information Only. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

**XII. ADJOURN:** Motion by Lisa Liggins to adjourn. Seconded by Chad Fuss. Motion carried unanimously. Time: 9:06 A.M.

Minutes submitted by:  
Ashley Blaker, Office Manager  
& Finance Committee Contact/Recording Secretary

*Finance Committee Approval Date of Minutes via E-Poll:* August 14, 2025

Accept the August 28, 2025, regular Finance Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

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 08/28/25 & 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: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



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## INTERNAL MEMORANDUM

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**TO:** FINANCE COMMITTEE  
**FROM:** ASHLEY BLAKER, OFFICE MANAGER  
**SUBJECT:** E-POLL RESULTS – FC MINUTES OF AUGUST 28, 2025  
**DATE:** 08/28/25

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An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of August 28, 2025. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

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**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the August 28, 2025, Finance Committee Meeting Minutes. FC Members voting included: *Jonas Hill, Jennifer Webster, Louise Cornelius, and Sarah White.***

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These Finance Committee Minutes of August 28, 2025, 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**  
**FC REGULAR MEETING**  
**AUGUST 28, 2025 • Time: 8:30 A.M**  
**Business Committee Conference Room**

**REGULAR MEETING MINUTES**

**FC MEMBERS PRESENT:**

Larry Barton, BC Treasurer/FC Chair	RaLinda Ninham-Lamberies CFO/FC Vice-Chair
Jonas Hill, BC Council Member	Sarah White, Purchasing Director
Jennifer Webster, BC Council Member	Louise Cornelius, GGM

**FC MEMBERS EXCUSED:** Lisa Liggins, BC Secretary

**OTHERS PRESENT:** Deborah Gerondale, Tim Skenandore, Joel Mikulsky, Sharon Mousseau, Linda Jenkins, Jason Martinez, Nicole Rommel, Louise Cornelius, Mari Kriescher, Heather Ohuafi, Joe Sikora, Jamie Willis, Courtney Georgia, Lambert Metoxen, Juan Alicea, Glynis Alicea, Lora Skenandore, Sid White, Rhiannon Metoxen, Sarah Miller, and Ashley Blaker.

**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Chair at 8:27 A.M.

**II. APPROVAL OF AGENDA:** AUGUST 28, 2025

Motion by RaLinda Ninham-Lamberies to approve the August 28, 2025, Finance Committee Meeting Agenda with deferral of New Business item #13 to the next FC meeting. Seconded by Sarah White. Motion carried unanimously.

**III. FC MINUTES:** AUGUST 14, 2025 (Approved via E-Poll on 08/14/25)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on August 14, 2025, approving the August 14, 2025, Finance Committee Meeting Minutes. Seconded by Jonas Hill. Motion carried unanimously.

**IV. NEW BUSINESS:**

1. FY25 Bikt PO Increase – OTIS Elevator Co.  
 Tim Skenandore, Gaming – Facilities

**\$118,728.12**  
 Amount: ~~\$62,131.63~~  
 Total PO: ~~\$153,816.31~~  
**\$210,412.80**

Motion by RaLinda Ninham-Lamberies to approve FY25 Blanket PO Increase – OTIS Elevator Co. in the corrected amount of \$118,728.12 for a total PO amount of \$210,412.80. Seconded by Jennifer Webster. Motion carried unanimously.

- |   |                          |
|---|--------------------------|
| 2. FY24 Blkt PO Increase – TowerMRL LLC | Amount: \$52,855.93      |
| Nate Villarealli, DTS                   | Total PO: \$1,287,615.93 |

Motion by Jennifer Webster to approve FY24 Blanket PO Increase – TowerMRL LLC in the amount of \$52,855.93. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

- |  |                          |
|--|--------------------------|
| 3. FY25 Blkt PO Increase – Oak View Group-Cash/CC Sales Reimb. | Amount: \$900,000.00     |
| Louise Cornelius, Gaming – Admin                               | Total PO: \$5,400,000.00 |

Motion by Jennifer Webster to approve FY25 Blanket PO Increase – Oak View Group-Cash/CC Sales Reimbursement in the amount of \$900,000.00. Seconded by Sarah White. Motion carried unanimously.

- |   |                      |
|---|----------------------|
| 4. FY26 Blkt PO – M3 Insurance Solutions – Services | Amount: \$240,000.00 |
| Louise Cornelius, Gaming – Admin                    |                      |

Motion by Jennifer Webster to approve FY26 Blanket PO – M3 Insurance Solutions – Services in the amount of \$240,000.00. Seconded by Louise Cornelius. Motion carried unanimously.

- |   |                        |
|---|------------------------|
| 5. FY26 Blkt PO – Oneida Hotel Comp Reimbursement | Amount: \$4,000,000.00 |
| Louise Cornelius, Gaming – Admin                  |                        |

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Oneida Hotel Comp Reimbursement in the amount of \$4,000,000.00. Seconded by Jonas Hill. Motion carried unanimously.

- |   |                     |
|---|---------------------|
| 6. FY26 Blkt PO – Badger Liquor         | Amount: \$85,000.00 |
| Louise Cornelius, Gaming – Oneida Hotel |                     |

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Badger Liquor in the amount of \$85,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

7. FY26 Blkt PO – Kay Beer Distributing  
Louise Cornelius, Gaming – Oneida Hotel

Amount: \$65,000.00

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Kay Beer Distributing. in the amount of \$65,000.00. Seconded by Sarah White. Motion carried unanimously.

8. FY26 Blkt PO – Lamers Bus Lines Inc.  
Jason Martinez, Head Start

Amount: \$212,000.00

Motion by Jonas Hill to approve FY26 Blanket PO – Lamers Bus Lines Inc. in the amount of \$212,000.00. Seconded by Jennifer Webster. Motion carried unanimously.  
RaLinda Ninham-Lamberies requesting to verify what the actual cost would have been for the contract to see if the flat 5% increase of the 3-yr contract is beneficial. Jason Martinez to reach out to Lamers and provide info.

9. FY26 Blkt PO – Tellurian Treatment Center  
Mari Kriescher, Comp. Health – BHS

Amount: \$250,000.00

Motion by Jonas Hill to approve FY26 Blanket PO – Tellurian Treatment Center in the amount of \$250,000.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

10. FY26 Blkt PO – Brain Power Wellness  
Sharon Mousseau, ONSS

Amount: \$135,500.00

Motion by Jennifer Webster to approve FY26 Blanket PO – Brain Power Wellness in the amount of \$135,500.00. Seconded by Jonas Hill. Motion carried unanimously.  
For the record Sharon Mousseau is going to verify if the School Board approved this contract since this is year 5 of the contract.

11. FY26 Blkt PO – Wisconsin Public Service  
Nicole Rommel, Land Management

Amount: \$200,000.00

Motion by Sarah White to approve FY26 Blanket PO – Wisconsin Public Service in the amount of \$200,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

12. FY26 Blkt PO – WE Energy  
Nicole Rommel, Land Management

Amount: \$55,000.00

Motion by Sarah White to approve FY26 Blanket PO – WE Energy in the amount of \$55,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

13. FY26 Blkt PO – Green Bay Packers Contract Year 1 of 10 Amount: \$4,706,697.75  
Heather Ohuafi, Gaming – Marketing

- Deferred to the next FC meeting.

14. FY26 Blkt PO – Graphic Composition Amount: \$850,000.00  
Heather Ohuafi, Gaming – Marketing

Motion by Sarah White to approve FY26 Blanket PO – Graphic Composition in the amount of \$850,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

15. FY26 Blkt PO – Wisconsin Public Service Amount: \$144,000.00  
Debra Danforth, Comp. Health

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Wisconsin Public Service in the amount of \$144,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

16. FY25 Blkt PO Increase – Sandata Amount: \$24,216.00  
Deborah Gerondale, Comp. Health Total PO: \$91,717.00

Motion by Jennifer Webster to approve FY25 Blanket PO Increase – Sandata in the amount of \$24,216.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

17. FY26 Blkt PO – Lucid Health Amount: \$110,000.00  
Courtney Georgia, Comp. Health

Motion by RaLinda Ninham-Lamberies to approve FY26 Blanket PO – Lucid Health in the amount of \$110,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

## **V. DONATION:**

### **REPORT:**

1. FC Donation Report – August 2025  
Ashley Blaker, Office Manager

Motion by Jennifer Webster to accept the FC Donation Report for August 2025.

Seconded by Sarah White. Motion carried unanimously.

**REQUEST(S):**

1. Oneida Apostolic Church – Donation Amount: \$3,000.00  
Requester: Juan Alicea, Pastor

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Oneida Apostolic Church – Donation in the amount of \$3,000. Seconded by Jonas Hill. Motion carried unanimously.

2. Family & Childcare Resources of NEW – Donation Amount: \$3,000.00  
Requester: Matt Roberts, Executive Director

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from Family & Childcare Resources of NEW in the amount of \$3,000. Seconded by Jennifer Webster. Motion carried unanimously.

**VI. EXECUTIVE SESSION:**

Motion by Jennifer Webster to go into Executive Session. Seconded by Sarah White. Motion carried unanimously. Time: 8:49 A.M.

Motion by Jennifer Webster to come out of Executive Session. Seconded by Sarah White. Motion carried unanimously. Time: 8:51 A.M.

1. Consolidated Health – FY25 Blkt PO Increase – MD Contract 2019-1399  
Mari Kriescher, Comp. Health – BHS

Motion by Jennifer Webster to approve FY25 Blanket PO Increase – BHS – MD Contract #2019-1399 in the amount requested. Seconded by Jonas Hill. Motion carried unanimously.

**VII. ADMINISTRATIVE /INTERNAL:**

1. Oneida Finance Fund SOP  
Ashley Blaker, Office Manager

Motion by Jennifer Webster to approve the Oneida Finance Fund SOP and memo to up-date the community. Seconded by Jonas Hill. Motion carried unanimously.

2. FY26 Finance Committee Meeting Schedule

Ashley Blaker, Office Manager

Motion by Jennifer Webster to accept as information only for the FY26 Finance Committee Meeting Schedule. Seconded by Sarah White. Motion carried unanimously.

3. FY26 OFF Request Packets and Finance Committee Donation Request Packet

Ashley Blaker, Office Manager

Motion by Jennifer Webster to approve the FY26 OFF Request Packets and Finance Committee Donation Request Packet. Seconded by Sarah White. Motion carried unanimously.

**VIII. FOLLOW UP:** None

**IX. FOR INFORMATION ONLY:**

1. FY26 Blkt PO – National Indian Gaming Commission Fees

Louise Cornelius, Gaming – Admin

Motion by Jennifer Webster to accept as information only FY26 Blanket PO – National Indian Gaming Commission Fees For Information Only. Seconded by Sarah White. Motion carried unanimously.

2. FY26 Blkt PO – State of WI Gaming Compact Fees

Louise Cornelius, Gaming – Admin

Motion by Jennifer Webster to accept as information only FY26 Blanket PO – State of WI Gaming Compact Fees For Information Only. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

3. FY26 Blkt POs for Gaming – Table Games

Lambert Metoxen, Gaming – Table Games

Motion by Jennifer Webster to accept as information only FY26 Blanket POs for Gaming – Table Games For Information Only. Seconded by Sarah White. Motion carried unanimously.

**X. ADJOURN:** Motion by Jennifer Webster to adjourn. Seconded by Louise Cornelius.

Motion carried unanimously. Time: 9:03 A.M.

Minutes submitted by:

Ashley Blaker, Office Manager  
& Finance Committee Contact/Recording Secretary

*Finance Committee Approval Date of Minutes via E-Poll:* August 28, 2025

Accept the August 20, 2025, regular Legislative Operating Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

2. Session:

☒ Open    ☐ Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

☒ Accept as information; OR

Accept the August 20, 2025, Legislative Operating Committee meeting minutes.

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 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, Councilman

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



Oneida Nation  
Oneida Business Committee  
Legislative Operating Committee  
PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



**LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES**  
Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center  
August 20, 2025  
9:00 a.m.

**Present:** Jameson Wilson (Microsoft Teams), Marlon Skenandore, Kirby Metoxen

**Excused:** Jonas Hill, Jennifer Webster

**Others Present:** Clorissa N. Leeman, Grace Elliott, Carolyn Salutz

**Others Present on Microsoft Teams:** David Jordan, Eric Boulanger, Melissa Alvarado, Rhiannon Metoxen, Fawn Cottrell, Peggy Helm-Quest, Fawn Billie, Sarah White, Taryn Webster, Tavia James-Charles, Kaylynn Biely, Linda Dallas, Ralinda Ninham-Lamberies, Brandon Yellowbird Stevens, Kristal Hill, Diane Wilson, Mae Cornelius, Barbara Webster, Joel Maxam, Shannon Stone

**I. Call to Order and Approval of the Agenda**

Jameson Wilson called the August 20, 2025, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Marlon Skenandore to adopt the agenda; seconded by Kirby Metoxen. Motion carried unanimously.

**II. Minutes to be Approved**

**1. August 6, 2025 LOC Meeting Minutes**

Motion by Marlon Skenandore to approve the August 6, 2025 LOC meeting minutes and forward to the Oneida Business Committee; seconded by Kirby Metoxen. Motion carried unanimously.

**III. Current Business**

**1. Independent Contractor Law Amendments**

Motion by Marlon Skenandore to approve and accept the updated draft, approve and accept the legislative analysis, and direct the Legislative Reference Office to schedule a public meeting; seconded by Kirby Metoxen. Motion carried unanimously.

**2. Workplace Violence Law Amendments**

Motion by Kirby Metoxen to approve the updated draft, approve the legislative analysis, and direct the Legislative Reference Office to schedule a public meeting; seconded by Marlon Skenandore. Motion carried unanimously.



**3. Public Use of Tribal Land Law Amendments**

Motion by Kirby Metoxen to approve the draft of amendments to the Public Use of Tribal Land law amendments; seconded by Marlon Skenandore. Motion carried unanimously.

**IV. New Submissions****1. Disposition of Excess Tribal Property Policy Amendments or Repeal**

Motion by Kirby Metoxen to add the Disposition of Excess Tribal Property Policy Amendments or Repeal to the Active Files List with Marlon Skenandore as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

**2. Child Custody, Placement, and Visitation Law Amendments**

Motion by Marlon Skenandore to add the Child Custody, Placement, and Visitation Law Amendments to the Active Files List with Jameson Wilson as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

**V. Additions****VI. Administrative Updates****1. E-Poll Results: Approval of the LOC FY25 Third Quarter Report**

Motion by Marlon Skenandore to enter into the record the results of the August 7, 2025, e-poll entitled, Approval of the LOC FY25 Third Quarter Report; seconded by Kirby Metoxen. Motion carried unanimously.

**VII. Executive Session****VIII. Adjourn**

Motion by Marlon Skenandore to adjourn at 9:23 a.m.; seconded by Kirby Metoxen. Motion carried unanimously.

Accept the memorandum regarding the Oneida Personnel Policies and Procedures amendments as...

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

2. Session:

☒ Open    ☐ Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

☒ Accept as information; OR

Accept the Legislative Operating Committee memorandum entitled, Intent to Amend the Oneida Personnel Policies and Procedures and forward to the General Tribal Council.

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 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: Jameson Wilson, Councilman

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



**Oneida Nation**  
Oneida Business Committee  
Legislative Operating Committee  
PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



TO: General Tribal Council  
FROM: Jameson Wilson, LOC Chairperson   
DATE: September 3, 2025  
RE: Intent to Amend the Oneida Personnel Policies and Procedures

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The Oneida Personnel Policies and Procedures is a comprehensive law of the Nation that provides the Nation's employee related policies and procedures including recruitment, selection, compensation and benefits, employee relations, safety and health, program and enterprise rules and regulations, and record keeping.

Comprehensive amendments have not been made to the Oneida Personnel Policies and Procedures in more than thirty (30) years. Within that time there have been many changes to the organization. The Nation has grown from employing fewer than four hundred (400) individuals to now employing more than two thousand (2,000) individuals. Although many changes have occurred within the Nation over the years, our laws have not been updated accordingly. The Legislative Operating Committee (LOC) determined it is time to make comprehensive amendments to the Oneida Personnel Policies and Procedures to ensure that the Nation's employment practices best meet the needs of the Nation.

One area for improvement in the Oneida Personnel Policies and Procedures that has been identified by the LOC is its overall structure and composition. Currently, the Oneida Personnel Policies and Procedures not only contains broad policy direction and regulations for our employment practices, but it also contains a lot of very specific processes that govern day-to-day activities related to employment. By locking so many specific day-to-day processes in the law itself, we have done a disservice to the Nation because we have limited our ability to be flexible and adapt to conditions that affect employment as they arise, without having to amend a law which can be a lengthy and involved process.

The LOC determined that the current issues with the overall structure and composition of the Oneida Personnel Policies and Procedures can be improved by utilizing administrative rulemaking in accordance with the Nation's Administrative Rulemaking law. The Administrative Rulemaking law provides an efficient, effective, and democratic process for enacting and revising administrative rules. [1 O.C. 106.1-2]. 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. [1 O.C. 106.3-1(h)]. The law would provide the general framework and policy direction and regulations, while the rules would provide the details on how the policy provided for in the law is implemented and enforced.

It is the intention of the LOC to amend the Oneida Personnel Policies and Procedures to delegate administrative rulemaking authority to the Human Resources Department to develop rules regarding employment practices of the Nation in accordance with the Administrative Rulemaking law. Utilizing the Administrative Rulemaking law for the promulgation of rules regarding employment practices instead of including this information in the law itself provides greater

flexibility to the Human Resources Department to develop rules that best meet the needs of the Nation in its current circumstances. The Administrative Rulemaking law still ensures that the process for developing rules is transparent and the community has an opportunity to provide input during the administrative rulemaking process.

The LOC has been reviewing the Oneida Personnel Policies and Procedures with the Human Resources Department to review and determine what topics belong in the law, and what topics should be delegated to be addressed in administrative rulemaking. Below is a chart which demonstrates topics the LOC believes should be addressed in the law in comparison to topics that should be addressed in the rules:

<i><b>Topics to Be Addressed in Law</b></i>	<i><b>Topics to be Addressed in Rules</b></i>
<ul style="list-style-type: none"> <li>▪ Order of Indian preference</li> <li>▪ Statement against hiring/promotion decisions that create a conflict of interest or nepotism</li> <li>▪ Personal and vacation accrual rates</li> <li>▪ Leaves of absences</li> <li>▪ Structure of the grievance process</li> </ul>	<ul style="list-style-type: none"> <li>▪ How to post a vacancy</li> <li>▪ Requirements for job descriptions</li> <li>▪ Holiday pay eligibility rules</li> <li>▪ How to request and use personal or vacation time</li> <li>▪ Recordkeeping</li> </ul>

The LOC is informing the General Tribal Council of its intent to amend the Oneida Personnel Policies and Procedures in an effort to begin discussions on what amendments to the law the General Tribal Council would like to see.

As the LOC moves forward with developing amendments to the Oneida Personnel Policies and Procedures, the LOC intends to hold various community outreach events in an effort to collect more input on how the Oneida Personnel Policies and Procedures should be amended.

The LOC encourages everyone to participate in the legislative process and contribute their ideas for the Oneida Personnel Policies and Procedures amendments.

### **Requested Action**

Accept as information the Legislative Operating Committee's memorandum regarding its intention to amend the Oneida Personnel Policies and Procedures.

Accept the Sanctions and Penalties law adoption packet and determine next steps

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

2. Session:

☒ Open    ☐ Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

☒ Accept as information; OR

Accept the Sanctions and Penalties Law Adoption Packet and forward to the General Tribal Council for consideration.

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 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, Councilman

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



Oneida Nation  
Oneida Business Committee  
Legislative Operating Committee  
PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



TO: General Tribal Council  
FROM: Jameson Wilson, Legislative Operating Committee Chairman  
DATE: September 3, 2025  
RE: Adoption of the Sanctions and Penalties Law

---

Please find the following attached backup documentation for your consideration of the adoption of the Sanctions and Penalties law:

1. Resolution: Adoption of the Sanctions and Penalties Law
2. Statement of Effect: Adoption of the Sanctions and Penalties Law
3. Sanctions and Penalties Law Legislative Analysis
4. Sanctions and Penalties Law
5. Sanctions and Penalties Law Fiscal Impact Statement

### **Overview**

If an elected official of the Nation engages in misconduct while in office the only remedy available to hold the official accountable is to remove that official from their position. The removal of an elected official is required to follow the process contained in the Nation's Removal law, which includes a petition, a preliminary review and hearing by the Nation's Judiciary, and ultimately a determination by the General Tribal Council (GTC). [1 O.C. 104].

Other than removal, the Nation does not currently have a formal process to issue warnings, reprimands, or corrective actions against elected officials. The Legislative Operating Committee (LOC) recognizes that not all instances of misconduct by an elected official may rise to the level of removal. The LOC also determined that a more effective government can be obtained if officials are provided the opportunity to take accountability for their actions and correct the behavior that resulted in misconduct, which may result in the individual becoming a better official.

The desire for a process to be able to better hold officials accountable for misconduct in office has been discussed within the Nation for more than twenty (20) years. From 2016 to 2019, the GTC has discussed sanctioning an official, whether through suspension or loss of stipend or wage, during at least eleven (11) GTC meetings. The requests to sanction an official have often times been declined due to the fact that the Nation lacks a law that allows for an official to be sanctioned for misconduct while still protecting the due process rights of that official. In November 2018 the GTC even considered a petition regarding "*Rescinding the Removal law*" for the purpose of addressing disciplinary actions such as suspensions or removals of officials through an easier process than what the Removal law provides. The GTC was asked again to consider a petition regarding the repeal of the removal law in 2023.

Additionally, providing an elected official the opportunity to correct misconduct and improve behavior aligns with traditional Oneida ways. The LOC learned through discussions with the Cultural Heritage Department that in the past a chief would be provided three (3) warnings in hope of improving the chief's behavior before the chief was dehorned or removed from his position of

prominence. The focus of the warnings before the removal of the official was to provide an opportunity for corrective action to be taken that had the potential to result in a better official before removal of that official was sought. The LOC is seeking the adoption of this Sanctions and Penalties law in an effort to provide a mechanism for utilizing corrective actions to address the misconduct of officials and allow an opportunity for growth and improvement before removal or termination of appointment.

Furthermore, during the special election held on July 9, 2016, a referendum question which asked, “*Should the BC develop a law which provides for sanctions and due process for elected officials?*” was included on the ballot. This referendum question was approved by a vote of one hundred and seventy-eight (178) to fifty-nine (59). This positive referendum further demonstrates the Nation’s desire to develop a process to address misconduct of officials prior to seeking removal.

On March 17, 2019, the LOC presented a proposed Sanctions and Penalties law to the GTC. The GTC was asked to consider the adoption of the Sanctions and Penalties law which would establish a set of sanctions and penalties that may be imposed upon all elected and appointed officials of the Nation for misconduct in office, including the Oneida Business Committee (OBC). After discussion on the proposed Sanctions and Penalties law, the GTC took the following actions:

- *Motion by Becky Webster to adopt the resolution entitled Sanctions and Penalties Law on pages 5 and 6 of the meeting packet; with the amendment to the law to limit those who have standing to file a complaint to Tribal Members only. Seconded by Jamie Willis. Motion not voted on; item deferred, see amendment.*
- *Amendment to the main motion by Mike Debraska to defer item IV.A. for at least sixty (60) days for GTC to have additional time to consider it and have input. Seconded by Tina Danforth. Motion carried by show of hands.*

The LOC complied with the GTC directive to have additional time for the membership to consider the Sanctions and Penalties law and provide input, and was prepared to bring back a revised Sanctions and Penalties law to the GTC for consideration in Spring of 2020. Unfortunately, due to the emergence of the COVID-19 pandemic, the Nation was not able to hold GTC meetings for years based on public health and safety concerns.

The LOC is now prepared to present a revised Sanctions and Penalties law to the GTC for consideration.

### ***Sanctions and Penalties Law***

This proposed Sanctions and Penalties law establishes a consistent set of sanctions and penalties that may be imposed upon elected officials of the Nation for misconduct in office for the purpose of providing an opportunity for the official to take corrective action to address the misconduct and promote accountability and improved performance of the official.

The Sanctions and Penalties law will:

- Require an elected official of the Nation to behave in a manner that promotes high standards of conduct. [*1 O.C. 120.4-1*];
- Subject an elected official of the Nation to sanctions and penalties for behaving in a manner that constitutes misconduct, which is defined as:

- a violation of the Constitution or any of the Nation’s laws, policies, or rules;
- a violation of the bylaws, standard operating procedures or other internal operating documents that govern the entity upon which the official serves; and
- a conviction of a felony, or any crime in any jurisdiction that would be classified as a felony under federal law or Wisconsin law. [1 O.C. 120.4-2];
- Provide a process for filing a complaint, including:
  - who may file a complaint [1 O.C. 120.5-1];
  - when a complaint may be filed, [1 O.C. 120.5-2];
  - where a complaint may be filed [1 O.C. 120.5-4]; and
  - the necessary contents of a complaint [1 O.C. 120.5-3];
- Prohibit retaliation against any individual who makes a complaint, is a witness to a complaint, or offers testimony or evidence [1 O.C. 120.5-5];
- Delegate the responsibility to handle complaints alleged against an elected official to the Trial Court [1 O.C. 120.6-1];
- Require all complaints alleged against an elected official to be handled in a confidential manner [1 O.C. 120.6-4];
- Allow for an individual to appeal the decision of the Trial Court to the Nation’s Court of Appeals [1 O.C. 120.6-11, 120.6-6];
- Provide various sanctions and penalties that may be imposed against an elected official [1 O.C. 120.7-2];
- Provide factors to be used by the Trial Court when determining the appropriate sanctions and/or penalties to impose [1 O.C. 120.7-3];
- Clarify that the imposition of sanctions or penalties does not exempt an official from individual liability for the underlying misconduct, and does not limit any penalties that may be imposed in accordance with other laws [1 O.C. 120.7-5];
- Discuss the effect of a resignation by an elected official [1 O.C. 120.8]; and
- Require that Judiciary maintain a record of conduct in office for each elected official [1 O.C. 120.10].

### ***Development of the Law in Compliance with the Legislative Procedures Act***

The Legislative Procedures Act (“the LPA”) was adopted by the GTC through resolution GTC-01-07-13-A for the purpose of providing a process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. The Sanctions and Penalties law complies 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].

Overall, since 2014, the LOC has held sixty-two (62) work meetings on the development of a Sanctions and Penalties law. The Government Administrative Office, Records Management Department, Human Resources Department, Cultural Heritage Department, and various boards, committees, and commissions of the Nation were consulted in the development of this law and participated in those work meetings. Additionally, the OC dedicated time to reviewing various laws of the Nation, in addition to the laws of seven (7) other tribal nations when developing the Sanctions and Penalties law.

In accordance with the LPA, three (3) public meetings on the proposed Sanctions and Penalties

law were held. Notices for public meetings were published in the Kalihwisaks, on the Nation's website, and electronically provided to all directors, managers, and supervisors of the Nation. On October 4, 2018, the first public meeting on the proposed Sanctions and Penalties law held. Three (3) people provided oral comments during this public meeting. The public comment period was then held open until October 11, 2018, for the submission of written comments. The LOC received four (4) submissions of written comments during the public comment period. All public comments received were accepted, reviewed, and considered by the LOC on October 17, 2018, and October 25, 2018. A second public meeting was held on January 7, 2020. One (1) person provided oral comments during the public meeting. The public comment was then held open until on January 14, 2020, for the submission of written comments. Two (2) submissions of written comments were received during the public comment period. All public comments received were accepted, reviewed, and considered by the LOC on January 15, 2020. A third public meeting for the proposed Sanctions and Penalties law was held on June 13, 2025. No individuals provided oral comments during the public meeting. The public comment period was then held open until June 20, 2025, for the submission of written comments. No individuals provided written comments during the public comment period.

The Finance Department provided fiscal impact statements for all versions of the proposed Sanctions and Penalties law on December 27, 2018, January 20, 2020, and July 15, 2025.

With all requirements of the LPA met, the GTC is ready to consider the adoption of the proposed Sanctions and Penalties law.

### ***Additional Outreach and Communication***

In addition to meeting all the requirements of the LPA, the LOC prioritized making additional efforts for outreach and communication in the development of this Sanctions and Penalties law both before and after the March 17, 2019, GTC directive.

*Community Outreach Events.* One way the LOC prioritized outreach and communication is by holding various community outreach events. The purpose of these community outreach events was to provide opportunities for members of the community to become more educated and informed about the proposed Sanctions and Penalties law and provide input and suggestions as to what should be addressed in the Law. Notices for these community outreach events were published in the Kalihwisaks, published on the Nation's website, shared on Facebook, shared through the Update Oneida daily e-mails, and electronically provided to all directors, managers, and supervisors of the Nation. At the community outreach events the LOC often had informational flyers, drafts of the Law, and a frequently asked questions document available for people to take and learn more. At many of the community outreach events the LOC gave a short presentation on the Sanctions and Penalties law and had open discussion on the proposed Law with those in attendance. At two (2) events the LOC even read the Sanctions and Penalties law aloud line-by-line with the community members in attendance in an effort to educate, answer questions, and collect concerns. The LOC was available during these community outreach events to answer questions and collect input from community members. The LOC held the following outreach events on the proposed Sanctions and Penalties law:

- May 3, 2018: Community pot-luck meeting at Norbert Hill Center to gather community

input.

- July 11, 2019: Community outreach event held prior to GTC meeting at Radisson Conference Center.
- July 17, 2019: Community outreach held at Norbert Hill Center in Oneida.
- August 9, 2019: Community outreach held at Veteran's Breakfast in Oneida.
- August 15, 2019: Community outreach held at Farmer's Market in Oneida.
- October 7, 2019: Community outreach held at Elder Congregate Meal site in Oneida.
- October 16, 2019: Community outreach held at SEOTS Building in Milwaukee.
- March 6, 2024: Community pot-luck meeting at the Norbert Hill Center to gather community input.
- April 2, 2025: Community work session at the Norbert Hill Center to read the law line-by-line and gather community input.

*Period for Written Submissions of Comments.* Understanding that not everyone is available to attend community outreach events in person, the LOC also allowed for written comments on the proposed Sanctions and Penalties law to be submitted from July 3, 2019, until August 31, 2019, and then from September 18, 2019, until October 31, 2019. Written submissions of comments were received from two (2) individuals.

*Kalihwisaks Article.* Leading up to the March 17, 2019, GTC meeting the LOC published an informational article in the February 7, 2019, Kalihwisaks edition in an effort to provide the community background on why the Sanctions and Penalties law was created and information on what the Sanctions and Penalties law would do. This was an effort by the LOC to encourage the community to be prepared to discuss and consider this item. The article included the LOC's email address and encouraged individuals to contact the LOC with any questions or concerns. An article was then published in the September 19, 2019, Kalihwisaks edition for the purpose of informing the community on the various outreach efforts the LOC has made for the proposed Sanctions and Penalties law. Another article was then published in the November 7, 2019, Kalihwisaks edition for the purpose of informing the community why the LOC is the body developing the Sanctions and Penalties law. An article published in the December 19, 2019, Kalihwisaks edition highlighted the various legislative efforts the LOC made during 2019, including its efforts for the Sanctions and Penalties law and its intent to bring this Law to the GTC in March 2020. All articles encouraged the reader to contact that LOC at [LOC@oneidanation.org](mailto:LOC@oneidanation.org) with any questions.

*Informational Video.* The LOC then developed an informational video that was shared on Facebook on February 21, 2019, which provided information on the purpose of the Sanctions and Penalties law and included a link to the Nation's website for additional information, including "frequently asked questions." This video was viewed nearly four thousand (4,000) times.

*Community Budget Meeting.* During the October 25, 2019, Community Budget Meeting the LOC had an interactive display at the Legislative Reference Office's booth which allowed those community members in attendance to provide input by responding to the statement, "*I would support a law that would hold tribal officials accountable for misconduct.*" Individuals could respond with either a "Yep," "No," or "IDK." Thirty-seven (37) individuals responded with "Yep," four (4) individuals responded with "IDK," and no one responded with "No."



*LOC Meeting Agendas.* The proposed Sanctions and Penalties law was on twenty-eight (28) LOC meeting agendas since October 15, 2014, when the Sanctions and Penalties law was initially added to the LOC's Active File List. The LOC holds meetings on the first and third Wednesday of every month at 9:00 a.m. in the Norbert Hill Center Business Committee Conference Room and on Microsoft Teams. The LOC encourages members of the community to attend LOC meetings and participate in the legislative process by asking questions and/or providing input during those meetings.

Below please find a comprehensive chart that demonstrates the LOC's efforts for outreach and communication regarding the proposed Sanctions and Penalties law:

<b><i>EFFORTS FOR OUTREACH AND INPUT</i></b>	
<b><i>Opportunities for Input Prior to the March 17, 2019 GTC Meeting:</i></b>	
November 1, 2017	Work Meeting with all Boards, Committees, and Commissions Invited
May 3, 2018	Community Meeting Potluck
October 4, 2018	Public Meeting*
October 11, 2018	Public Comment Period Closed*
February 7, 2019	Article Published in the Kalihwisaks
February 21, 2019	Informational Video Posted on Facebook
<b><i>Opportunities for Input After the March 17, 2019 GTC Meeting:</i></b>	
July 11, 2019	Community Outreach Event held at the Radisson Hotel and Conference Center prior to GTC Meeting
July 17, 2019	Community Outreach Event held at the Norbert Hill Center
August 9, 2019	Community Outreach Event held during Oneida Veteran's Breakfast
August 15, 2019	Community Outreach Event held during Oneida Farmer's Market
August 31, 2019	First Period for Written Submissions Closed
September 19, 2019	Article Published in the Kalihwisaks
October 7, 2019	Community Outreach Event held at Elder Congregate Meal Site
October 18, 2019	Community Outreach Event held at SEOTS
October 25, 2019	Input Opportunity at Community Budget Meeting
October 31, 2019	Second Period for Written Submissions Closed
November 7, 2019	Article Published in the Kalihwisaks
December 19, 2019	Article Published in the Kalihwisaks
January 7, 2020	Public Meeting*
January 14, 2020	Public Comment Period Closed*
March 6, 2024	Community Outreach Event held at the Norbert Hill Center
April 2, 2025	Community Outreach Event held at the Norbert Hill Center
June 13, 2025	Public Meeting*
June 20, 2025	Public Comment Period Closed*

***Conclusion***

The LOC has fulfilled the March 17, 2019, GTC directive to defer this item for at least sixty (60) days for GTC to have additional time to consider it and have input. The LOC then used the input that was received from community members during the various community outreach efforts to determine how the proposed Sanctions and Penalties law should be revised to address the concerns of the community.

The LOC determined that the proposed Sanctions and Penalties law should be revised so that the OBC is removed as a hearing body for complaints. The LOC has updated the Sanctions and Penalties law to remove the OBC as a hearing body for complaints against appointed officials by removing all references to appointed officials from the Law. Now, the proposed Sanctions and Penalties law only addresses elected officials of the Nation and provides that those complaints against elected officials be handled by the Judiciary – Trial Court.

Additionally, the LOC revised the Sanctions and Penalties law to limit who can file a complaint against an elected official. Previously, drafts of the Sanctions and Penalties law allowed any individual at least eighteen (18) years of age or older who in good faith has knowledge or reason to believe that an official has committed misconduct file a complaint. The proposed Sanctions and Penalties law now also requires that an individual be an enrolled member of the Nation or an employee of the Nation in order to file a complaint against an elected official.

The LOC is once again ready for the GTC to consider the adoption of the proposed Sanctions and Penalties law.

Most other governments, including tribal, local, state, and federal, have some sort of sanctions and penalties process for officials. Through the adoption of this Sanctions and Penalties law the GTC can close the current gap by providing a process to address the misconduct of officials and empower themselves to take action to hold officials accountable.

**Requested Action**

Adopt the Resolution: Adoption of the Sanctions and Penalties Law



# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## GTC Resolution # \_\_\_\_\_ Adoption of the Sanctions and Penalties Law

- 1  
2  
3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe  
4 recognized by the laws of the United States of America; and  
5  
6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and  
7  
8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,  
9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and  
10  
11 **WHEREAS,** the purpose of the Sanctions and Penalties law ("the Law") is to establish a consistent set  
12 of sanctions and penalties that may be imposed upon elected officials of the Nation for  
13 misconduct in office in order to provide an opportunity for the official to take corrective  
14 action to address the misconduct and promote accountability and improved performance  
15 of the official; and  
16  
17 **WHEREAS,** the Law will require an elected official of the Nation to behave in a manner that promotes  
18 high standards of conduct; and  
19  
20 **WHEREAS,** the Law will subject an elected official of the Nation to sanctions and penalties for behaving  
21 in a manner that constitutes misconduct; and  
22  
23 **WHEREAS,** the Law will provide a process for filing a complaint alleging misconduct against an elected  
24 official, including who may file a complaint, when to file a complaint, where a complaint  
25 may be filed, and the necessary contents of a complaint; and  
26  
27 **WHEREAS,** the Law will prohibit retaliation against any individual who makes a complaint, is a witness  
28 to a complaint, or offers testimony or evidence; and  
29  
30 **WHEREAS,** the Law will require all complaints alleged against an elected official to be handled in a  
31 confidential manner; and  
32  
33 **WHEREAS,** the Law will delegate the responsibility to handle complaints alleged against an elected  
34 official to the Judiciary - Trial Court; and  
35  
36 **WHEREAS,** the Law will allow an appeal of a decision of the Trial Court to be made to the Nation's  
37 Court of Appeals; and  
38  
39 **WHEREAS,** the Law provides the various sanctions and penalties that may be imposed against an  
40 elected official, and the factors that shall be used when determining the appropriate  
41 sanctions and/or penalties to impose; and  
42

GTC Resolution # \_\_\_\_\_  
Adoption of the Sanctions and Penalties Law  
Page 2 of 2

**WHEREAS,** the Law will clarify that the imposition of sanctions and/or penalties does not exempt an official from individual liability for the underlying misconduct, and does not limit any penalties that may be imposed in accordance with other laws; and

**WHEREAS,** the Law will provide for the effect of a resignation by an elected official; and

**WHEREAS,** the Law will require that the Judiciary maintain a record of conduct in office for each elected official; and

**WHEREAS,** the development of this Law complies with all processes and procedures required by the Legislative Procedures Act, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period; and

**WHEREAS,** in accordance with the Legislative Procedures Act, three (3) public meetings on the proposed Law were held; and

**WHEREAS,** the first public meeting was held on October 4, 2018, with the public comment period being held open until October 11, 2018; and

**WHEREAS,** in addition to the requirements of the Legislative Procedures Act, in preparation of presenting this topic to the General Tribal Council, the Legislative Operating Committee held collaborative work meetings, held one (1) community outreach event, published one (1) article in the Kalihwisaks regarding the proposed Law, and published an information video on Facebook; and

**WHEREAS,** a proposed Sanctions and Penalties law was presented to the General Tribal Council for consideration on March 17, 2019; and

**WHEREAS,** on March 17, 2019, after discussion the General Tribal Council took action to defer this item for at least at least sixty (60) days for the General Tribal Council to have additional time to consider it and have input; and

**WHEREAS,** after the March 17, 2019, directive the Legislative Operating Committee held nine (9) additional community outreach events, allowed twice for the written submission of comments and questions, and published three (3) articles in the Kalihwisaks regarding the proposed Law and outreach efforts; and

**WHEREAS,** the second public meeting was held on January 7, 2020, with the public comment period being held open until January 14, 2020; and

**WHEREAS,** the third public meeting was held on June 13, 2025, with the public comment period being held open until June 20, 2025; and

**NOW THEREFORE BE IT RESOLVED,** that the Sanctions and Penalties law is hereby adopted and shall become effective ten (10) business days after the date of the adoption of this resolution.



**Oneida Nation**  
 Oneida Business Committee  
 Legislative Operating Committee  
 PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



## Statement of Effect

### *Adoption of the Sanctions and Penalties Law*

#### *Summary*

This resolution adopts a Sanctions and Penalties law for the purpose of establishing a consistent set of sanctions and penalties that may be imposed upon elected officials of the Nation for misconduct in office for the purpose of providing an opportunity for the official to take corrective action to address the misconduct and promote accountability and improved performance of the official.

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

*Date: August 28, 2025*

#### *Analysis by the Legislative Reference Office*

The Legislative Procedures Act (“the LPA”) was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. This resolution adopts a Sanctions and Penalties law (“the Law”), which complies 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].

This resolution adopts the proposed Law which will establish a consistent set of sanctions and penalties that may be imposed upon elected officials of the Nation for misconduct in office in order to provide an opportunity for the official to take corrective action to address the misconduct and promote accountability and improved performance of the official

The Sanctions and Penalties law will:

- Require an elected official of the Nation to behave in a manner that promotes high standards of conduct. [1 O.C. 120.4-1];
- Subject an elected official of the Nation to sanctions and penalties for behaving in a manner that constitutes misconduct, which is defined as:
  - a violation of the Constitution or any of the Nation’s laws, policies, or rules;
  - a violation of the bylaws, standard operating procedures or other internal operating documents that govern the entity upon which the official serves; and
  - a conviction of a felony, or any crime in any jurisdiction that would be classified as a felony under federal law or Wisconsin law. [1 O.C. 120.4-2];
- Provide a process for filing a complaint, including:
  - who may file a complaint [1 O.C. 120.5-1];
  - when a complaint may be filed, [1 O.C. 120.5-2];
  - where a complaint may be filed [1 O.C. 120.5-4]; and
  - the necessary contents of a complaint [1 O.C. 120.5-3];
- Prohibit retaliation against any individual who makes a complaint, is a witness to a complaint, or offers testimony or evidence [1 O.C. 120.5-5];

- Delegate the responsibility to handle complaints alleged against an elected official to the Trial Court [1 O.C. 120.6-1];
- Require all complaints alleged against an elected official to be handled in a confidential manner [1 O.C. 120.6-4];
- Allow for an individual to appeal the decision of the Trial Court to the Nation's Court of Appeals [1 O.C. 120.6-11, 120.6-6];
- Provide various sanctions and penalties that may be imposed against an elected official [1 O.C. 120.7-2];
- Provide factors to be used by the Trial Court when determining the appropriate sanctions and/or penalties to impose [1 O.C. 120.7-3];
- Clarify that the imposition of sanctions or penalties does not exempt an official from individual liability for the underlying misconduct, and does not limit any penalties that may be imposed in accordance with other laws [1 O.C. 120.7-5];
- Discuss the effect of a resignation by an elected official [1 O.C. 120.8]; and
- Require that Judiciary maintain a record of conduct in office for each elected official [1 O.C. 120.10].

In accordance with the LPA, three (3) public meetings on the proposed Law were held. On October 4, 2018, the first public meeting on the proposed Sanctions and Penalties law held. Three (3) people provided oral comments during this public meeting. The public comment period was then held open until October 11, 2018, for the submission of written comments. The LOC received four (4) submissions of written comments during the public comment period. All public comments received were accepted, reviewed, and considered by the LOC on October 17, 2018, and October 25, 2018.

In addition to the requirements of the Legislative Procedures Act, in preparation of presenting this topic to the General Tribal Council, the Legislative Operating Committee held collaborative work meetings, held one (1) community outreach event, published one (1) article in the Kalihwisaks regarding the proposed Law, and published an information video on Facebook.

The Legislative Operating Committee presented a proposed Law to the General Tribal Council for consideration on March 17, 2019. After discussion on the Law, the General Tribal Council took action to defer this item for at least sixty (60) days for the General Tribal Council to have additional time to consider it and have input.

After the March 17, 2019, directive the Legislative Operating Committee held seven (7) community outreach events, allowed for the written submission of comments and questions, and published two (2) articles in the Kalihwisaks regarding the proposed Law and outreach efforts. Based on the input received during the various community outreach events, the Legislative Operating Committee decided to revise the Law to eliminate the Oneida Business Committee as a hearing body for complaints against appointed officials by removing all references to appointed officials throughout the Law, as well as limit who can file a complaint to enrolled members of the Nation or employees of the Nation.

A second public meeting was held on January 7, 2020. One (1) person provided oral comments during the public meeting. The public comment was then held open until on January 14, 2020, for

the submission of written comments. Two (2) submissions of written comments were received during the public comment period. All public comments received were accepted, reviewed, and considered by the LOC on January 15, 2020. A third public meeting for the proposed Sanctions and Penalties law was held on June 13, 2025. No individuals provided oral comments during the public meeting. The public comment period was then held open until June 20, 2025, for the submission of written comments. No individuals provided written comments during the public comment period.

The Sanctions and Penalties law will become effective ten (10) business days after the adoption of the resolution by the General Tribal Council.

### ***Conclusion***

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



**Kalihwahníla·tú· Okhale? Atatlihwa?thlewáhtu KayanlÁsla**  
*Giving strength to the issues and Forgiving oneself for the issue at hand Laws*

## SANCTIONS AND PENALTIES LAW LEGISLATIVE ANALYSIS

### SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
<b>Intent of the Law</b>	<ul style="list-style-type: none"> <li>▪ Increase accountability among elected officials of the Nation.</li> <li>▪ Create a formal complaint process that allows for corrective actions against elected officials who engage in misconduct.</li> </ul>
<b>Purpose</b>	The purpose of this law is to establish a consistent set of sanctions and penalties that may be imposed upon elected officials of the Nation for misconduct in office in order to provide an opportunity for the official to take corrective action to address the misconduct and promote accountability and improved performance of the official [1 O.C. 120.1-1].
<b>Affected Entities</b>	All elected officials of the Nation; Any enrolled member of the Nation or employee age eighteen (18) years and older who has knowledge that an official committed misconduct; Oneida Business Committee; Judiciary Trial Court; Judiciary Court of Appeals; Government Administrative Office.
<b>Related Legislation</b>	Oneida Judiciary Rules of Civil Procedure; Rules of Appellate Procedure; Code of Ethics; Boards, Committees and Commissions law; Garnishment law; Per Capita law; and any of the Nation's laws and bylaws that may be violated by an official.
<b>Enforcement/Due Process</b>	Sanctions and penalties against elected officials will be imposed by the Trial Court. Officials accused of misconduct have the right to be represented by an attorney or advocate. Officials also have the right to submit a written response to the complaint, and an opportunity to appear at the hearing to answer the allegations and provide evidence on their behalf. Complaints against officials must be proven by clear and convincing evidence.
<b>Public Meeting</b>	A public meeting for an earlier draft of this law was held on October 4, 2018. A second public meeting for an updated draft was held on January 7, 2020. A third public meeting for an updated draft was held on June 13, 2025.
<b>Fiscal Impact</b>	A fiscal impact statement for an earlier draft of this law was prepared by the Finance Department on December 27, 2018. An updated fiscal analysis was prepared on January 20, 2020, and July 15, 2025.

### SECTION 2. LEGISLATIVE DEVELOPMENT

**A. Request for Amendments.** The request to develop a sanctions and penalties law was originally added to the Legislative Operating Committee's Active Files List in October of 2014, and has been carried over for the last three legislative terms. When an elected official of the Nation commits misconduct while in office, there are few remedies available for the Nation to discipline that official. Currently, elected officials may be removed in accordance with the Removal Law. However, there may be instances of misconduct that do not rise to the level of removal. In these cases, other remedies such as verbal reprimands, fines, or suspensions may be more appropriate. This Law creates a formal complaint process that gives members of the Nation, employees and entities an opportunity to file complaints



against elected officials while ensuring that due process rights for those accused are protected. This Law also creates a range of potential sanctions and penalties for officials who violate the laws of the Nation or commit other forms of misconduct.

**B. 2016 Special Election Referendum.** During the Special Election held on July 9, 2016, the following referendum question was approved by a vote of 178 to 59: “*Should the BC develop a law which provides for sanctions and due process for elected officials?*” The Election Law requires the Oneida Business Committee to present referendum questions that receive a majority vote to the General Tribal Council (GTC) for discussion and action [1 O.C. 102.12-9(c)].

**C. Presentation to General Tribal Council.** On March 17, 2019, this Law was presented to the General Tribal Council for consideration. The General Tribal Council adopted a motion to defer this item for at least sixty (60) days for GTC to have additional time to consider it and have input. As a result of General Tribal Council’s directive, the LOC held six (6) additional community outreach events – in various locations around the Reservation as well as in Milwaukee. Based on input received from community members during the various outreach efforts, as well as the discussion during the March 17, 2019, GTC Meeting, the LOC determined that the draft should be revised. The LOC intended to include this revised Law on the July 2020 Semi-Annual General Tribal Council meeting agenda before all General Tribal Council meetings were canceled due to COVID-19.

**D. Elected Officials.** This Law will apply to elected officials of the Nation, including members of the following entities:

**Chart 1. Elected Boards, Committees, and Commissions**

**ELECTED BOARDS, COMMITTEES, AND COMMISSIONS**

- Oneida Business Committee
- Oneida Election Board
- Oneida Gaming Commission
- Oneida Land Claims Commission
- Oneida Land Commission
- Oneida Nation Commission on Aging (ONCOA)
- Oneida Nation School Board
- Oneida Trust Enrollment Committee
- GTC Legal Resource Center Advocates and Attorney

*\*This law does not apply to members of appointed boards, members of the Judiciary or corporate entities of the Nation.*

### SECTION 3. CONSULTATION AND OUTREACH

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

- Oneida Business Committee;
- Government Administrative Office;
- Records Management Department;
- Human Resources Department;
- Intergovernmental Affairs and Communications Department;
- Cultural Heritage Department;
- Anna John Resident Centered Care Community Board (AJRCCC);

- Oneida Election Board;
- Oneida Environmental Resource Board (ERB);
- Oneida Gaming Commission;
- Oneida Land Commission;
- Oneida Police Commission;
- Oneida Pow-wow Committee;
- Oneida Trust Enrollment Committee, and
- Oneida Nation Veterans Affairs Committee (ONVAC).

**B.** The following laws of the Nation were reviewed in the drafting of this legislative analysis:

- Oneida Judiciary law;
- Oneida Tribal Judiciary Canons of Judicial Conduct;
- Oneida Judiciary Rules of Civil Procedure;
- Oneida Judiciary Rules of Appellate Procedure;
- Removal law;
- Code of Ethics;
- Legal Resource Center law;
- Open Meetings and Open Records law;
- Boards, Committees and Commissions law;
- Garnishment law; and
- Per Capita law.

**C.** In addition, the following other laws were reviewed in drafting this analysis:

- Ho Chunk Nation Code of Ethics 2 HCC 1;
- Oglala Sioux Tribe Code of Ethics Ordinance No. 08-11;
- Pokagon Band of Potawatomi Indians Ethics Code;
- Rosebud Sioux Tribal Code of Ethics Ordinance 86-04;
- Siletz Tribal Council Ethics Ordinance –Siletz Tribal Code 2.200;
- Skokomish Code of Ethics S.T.C. 1.05; and
- Pit River Tribal Government Code of Conduct Section 80.

**D.** *Community Outreach Events.* In addition to the public meeting(s) required by the Legislative Procedures Act held on October 4, 2018, and January 7, 2020, the LOC held the following outreach events on this legislation:

- May 3, 2018: Community pot-luck meeting at Norbert Hill Center to gather community input.
- July 11, 2019: Community outreach event held prior to GTC meeting at Radisson Conference Center.
- July 17, 2019: Community outreach held at Norbert Hill Center in Oneida.
- August 9, 2019: Community outreach held at Veteran’s Breakfast in Oneida.
- August 15, 2019: Community outreach held at Farmer’s Market in Oneida.
- October 7, 2019: Community outreach held at Elder Congregate Meal site in Oneida.
- October 16, 2019: Community outreach held at SEOTS Building in Milwaukee.
- March 6, 2024: Community pot-luck meeting at the Norbert Hill Center to gather community input.
- April 2, 2025: Community work session at the Norbert Hill Center to read the law line-by-line and gather community input.



**SECTION 4. PROCESS**

**A. Compliance with LPA.** The development of the proposed Law complies with the process set forth in the Legislative Procedures Act (LPA).

- The law was originally added to the Active Files List on October 15, 2014.
- On September 6, 2017, this Law was readmitted to the Active Files List for the 2017-2020 legislative term.
- On April 2, 2018, the Legislative Operating Committee accepted the draft of this Law and directed that a community meeting/potluck be held on May 3, 2018.
- On June 6, 2018, the Legislative Operating Committee accepted the draft of this Law and directed that a legislative analysis be completed.
- On July 18, 2018, the Legislative Operating Committee accepted the legislative analysis for this Law and deferred this item to a work meeting.
- On August 15, 2018, the Legislative Operating Committee approved the public meeting packet and forwarded this Law to a public meeting to be held on September 20, 2018; and forwarded this Law to the Finance Office for a fiscal analysis to be completed.
- On September 10, 2018, the Legislative Operating Committee conducted an e-poll entitled, *Approval of the Sanctions and Penalties Law Public Meeting Packet*. The requested action of this e-poll was to approve the public meeting packet and forward the proposed Sanctions and Penalties law to a public meeting to be held on October 4, 2018 – since the September 20, 2018, public meeting on the proposed Law needed to be canceled due to the Kalihwisaks failing to publish the public meeting notice in the September 6, 2018, edition. The e-poll was approved by David P. Jordan, Jennifer Webster, Kirby Metoxen, and Ernest Stevens III. Daniel Guzman King did not provide a response to the e-poll.
- On September 19, 2018, the Legislative Operating Committee entered the e-poll results into the record.
- On October 4, 2018, a public meeting on the proposed law was held. Six (6) members of the community attended the public meeting with three (3) people providing oral comments.
- The public comment period was then held open until October 11, 2018. Four (4) submissions of written comments were received during the public comment period.
- On October 17, 2018, the Legislative Operating Committee accepted the public meeting comments and public meeting comment review memorandum and deferred this item to a work meeting.
- On November 7, 2018, the Legislative Operating Committee accepted the public comment review memorandum and the updated draft.
- On December 5, 2018, the Legislative Operating Committee accepted the updated legislative analysis, including the replacement of page 159 in the packet; and approved the fiscal impact statement memorandum and forwarded the items to the Finance Department directing that a fiscal impact statement of the proposed Law be prepared for inclusion on the January 2, 2019 Legislative Operating Committee meeting agenda.
- On January 7, 2019, the Legislative Operating Committee approved the adoption packet for the proposed Law and forwarded to the Oneida Business Committee for inclusion on the tentatively scheduled February 24, 2019, General Tribal Council meeting agenda for the General Tribal Council's consideration of adoption.
- On January 18, 2019, the Oneida Business Committee approved the adoption packet for the Law for consideration at the February 24, 2019, special GTC meeting.

- 131       ▪ On January 29, 2019, the Legislative Operating Committee conducted an e-poll entitled, *Approval*  
132       of the *Sanctions and Penalties Law Kalihwisaks Article*. The requested action of this e-poll was to  
133       approve the article titled, “*Sanctions and Penalties Law: GTC to Consider in February*” and  
134       forward the article to the Kalihwisaks for inclusion in the February 7, 2019, Kalihwisaks edition.  
135       The e-poll was approved by David P. Jordan, Jennifer Webster, Daniel Guzman King and Kirby  
136       Metoxen. Ernest Stevens III did not provide a response to the e-poll.
- 137       ▪ On February 6, 2019, the Legislative Operating Committee entered the results of the January 29,  
138       2019, e-poll into the record.
- 139       ▪ On March 17, 2019, the proposed Law was presented to the General Tribal Council, and the General  
140       Tribal Council decided to defer this Law for consideration for at least sixty (60) days for GTC to  
141       have additional time to consider it and have input.
- 142       ▪ On June 19, 19, the Legislative Operating Committee approved the community outreach notice for  
143       this Law with one noted change, and forwarded to the Kalihwisaks for publication in the July 3,  
144       2019 Kalihwisaks edition.
- 145       ▪ On September 4, 2019, the Legislative Operating Committee approved the community outreach  
146       notice and article for this Law, and forwarded to the Kalihwisaks for publication in the September  
147       19, 2019, edition.
- 148       ▪ On November 15, 2019, the Legislative Operating Committee conducted an e-poll entitled,  
149       *Approval of the Sanctions and Penalties Law Materials for the January 20, 2020, GTC Meeting*.  
150       The requested action of this e-poll was to approve the Sanctions and Penalties law materials and  
151       forward to the Oneida Business Committee for inclusion in the January 20, 2020, General Tribal  
152       Council meeting packet materials. The e-poll was approved by David P. Jordan, Jennifer Webster,  
153       Ernest Stevens III, and Daniel Guzman King. Kirby Metoxen did not provide a response to the e-  
154       poll during the e-poll time frame.
- 155       ▪ On November 20, 2019, the Legislative Operating Committee entered the November 15, 2019,  
156       *Sanction and Penalties Law material for the January 20, 2020, GTC Meeting E-Poll* results into  
157       record.
- 158       ▪ On November 26, 2019, the Oneida Business Committee deferred the Sanctions and Penalties law  
159       materials back to the Legislative Operating Committee for consideration of today's discussion and  
160       reformatting of the request to General Tribal Council.
- 161       ▪ On December 4, 2019, the Legislative Operating Committee approved the January 20, 2020  
162       General Tribal Council Meeting materials with one change and forwarded to the Oneida Business  
163       Committee.
- 164       ▪ On December 4, 2019, the Legislative Operating Committee conducted an e-poll entitled,  
165       *Rescission of the December 4, 2019, LOC Motion Regarding the Sanctions and Penalties Law*. The  
166       requested action of this e-poll was to Rescind the December 4, 2019, Legislative Operating  
167       Committee motion to “Approve the January 20, 2020, General Tribal Council meeting materials  
168       and forward to the Oneida Business Committee.” The e-poll was approved by Ernest Stevens III,  
169       Kirby Metoxen, Jennifer Webster, David P. Jordan. Daniel Guzman King did not provide a  
170       response to the e-poll during the e-poll time frame.
- 171       ▪ On December 4, 2019, the Oneida Business Committee adopted the agenda with two (2) changes  
172       [1] delete item IV.A.1. Accept the Sanctions and Penalties law materials and add to the tentatively  
173       scheduled 2020 annual General Tribal Council meeting agenda; and 2) under New Business header,  
174       item A. Cancel the December 26 and 27, 2019, Oneida Business Committee meetings).

- 175       ▪ On December 10, 2019, the Legislative Operating Committee conducted an e-poll entitled,  
176       *Approval of January 7, 2020, Public Meeting for the Sanctions and Penalties for Elected Officials*  
177       *Law*. The requested action of this e-poll was to approve the public meeting packet and forward the  
178       Sanctions and Penalties for Elected Officials law to a public meeting to be held on January 7, 2020.  
179       The e-poll was approved by Kirby Metoxen, Jennifer Webster, David P. Jordan, and Daniel  
180       Guzman King. Ernest Stevens III did not provide a response.
- 181       ▪ On December 18, 2019, the Legislative Operating Committee entered into the record the December  
182       4, 2019, E-poll results for the Sanctions and Penalties law – rescission of the December 4, 2019,  
183       LOC action; and entered into the record the December 10, 2019, E-poll results for the Sanctions  
184       and Penalties law – approval of a public meeting.
- 185       ▪ On January 7, 2020, the Legislative Operating Committee held a public meeting on the proposed  
186       Law. One (1) person provided oral comments during the public meeting.
- 187       ▪ The public comment period was held open until January 14, 2020. Two (2) submissions of written  
188       comments were received during the public comment period.
- 189       ▪ On January 15, 2020, the Legislative Operating Committee accepted the public comments and  
190       public comment review memorandum and deferred these items to a work meeting for further  
191       consideration.
- 192       ▪ On January 15, 2020, the Legislative Operating Committee also conducted an e-poll entitled,  
193       *Approval of the Sanctions and Penalties for Elected Officials Law Updated Materials and Fiscal*  
194       *Impact Statement Request Memorandum*. The requested action of this e-poll was to Approve the  
195       updated public comment review memorandum, draft, legislative analysis, and fiscal impact  
196       statement request memorandum, and forward the fiscal impact statement request memorandum,  
197       with accompanying draft and legislative analysis, to the Finance Department directing that a fiscal  
198       impact statement of the proposed Sanctions and Penalties for Elected Officials law be prepared and  
199       submitted to the Legislative Operating Committee by January 20, 2020. The e-poll was approved  
200       by David P. Jordan, Jennifer Webster, Ernest Stevens III, Kirby Metoxen. Daniel Guzman King  
201       did not provide a response.
- 202       ▪ On January 21, 2020, the Legislative Operating Committee conducted an e-poll entitled, *Approval*  
203       *of the Sanctions and Penalties for Elected Officials Law Adoption Packet*. The requested action of  
204       this e-poll was to “Approve the adoption packet for the Sanctions and Penalties for Elected Officials  
205       law and forward to the Oneida Business Committee for inclusion on the tentative March 2020  
206       Special General Tribal Council meeting agenda.” The e-poll was approved by David P. Jordan,  
207       Jennifer Webster, Ernest Stevens III, Kirby Metoxen, and Daniel Guzman King.
- 208       ▪ On January 21, 2020, the Legislative Operating Committee conducted an additional e-poll entitled,  
209       *Rescission of the January 21, 2020, LOC Motion Approving the Sanctions and Penalties for Elected*  
210       *Officials Law Adoption Packet*. The requested action of this e-poll was to “Rescind the January 21,  
211       2020, Legislative Operating Committee motion to ‘Approve the adoption packet for the Sanctions  
212       and Penalties for Elected Officials law and forward to the Oneida Business Committee for inclusion  
213       on the tentative March 2020 Special General Tribal Council meeting agenda.’” The e-poll was  
214       approved by David P. Jordan, Jennifer Webster, Kirby Metoxen, Ernest Stevens III, Daniel Guzman  
215       King.
- 216       ▪ On January 22, 2020, the Oneida Business Committee adopted the agenda with two (2) changes [1]  
217       add item IV.C. Adopt resolution entitled Energy Infrastructure Deployment on Tribal Lands – 2020  
218       Grant Proposal # DEFOA-0002168; and 2) delete item VIII.B.2. Accept the Sanctions and Penalties

for Elected Officials law materials and add to the tentatively scheduled March 16, 2020, special General Tribal Council meeting agenda].

- On February 5, 2020, the Legislative Operating Committee entered into record the e-poll results: Sanctions and Penalties for Elected Officials Law – Approve Updated Materials and Fiscal Impact Statement Request; ratified the January 21, 2020, e-poll results into record; and enter into the record the January 21, 2020, e-poll results for the rescission of the January 21, 2020, LOC motion approving the Sanctions and Penalties for elected Officials Law adoption packet and forward to the OBC for inclusion on the tentative March 2020 GTC meeting agenda.
- On October 7, 2020, this Law was read to the Active Files List for the 2020-2023 legislative term.
- On October 4, 2023, the Legislative Operating Committee added this Law its Active Files List for the 2023-2026 legislative term.
- On January 29, 2024, the Legislative Operating Committee conducted an e-poll titled, *Approval of the March 6, 2024 LOC Community Meeting Notice*. The requested action of this e-poll was to Approve the Legislative Operating Committee community meeting notice and schedule the community meeting to take place on March 6, 2024. The Sanctions and Penalties law was a topic for discussion included on this e-poll. This e-poll was unanimously approved.
- On February 7, 2024, the Legislative Operating Committee entered into the record the results of the January 29, 2024, e-poll titled, *Approval of the March 6, 2024, LOC Community Meeting Notice*.
- On March 6, 2024, the Legislative Operating Committee held a community meeting in the Norbert Hill Center Cafeteria in which the Sanctions and Penalties law was a topic of discussion.
- On March 5, 2025, the Legislative Operating Committee approved the updated draft and legislative analysis for the Sanctions and Penalties law. The Legislative Operating Committee also approved the Legislative Operating Committee Sanctions and Penalties law community work session notice, and scheduled a community work session to occur on April 2, 2025.
- On April 2, 2025, the Legislative Operating Committee held a community work session in the Norbert Hill Center's Business Committee Conference Room and on Microsoft Teams for the purpose of reading the Sanctions and Penalties law line-by-line and collecting input and suggestions from the community.
- On May 7, 2025, the Legislative Operating Committee entered into the record the results of the May 1, 2025, e-poll entitled, *Approval of the Sanctions and Penalties Law Public Meeting Packet and Summer LOC Community Meeting Notice*.
- On June 13, 2025, a public meeting was held for the proposed Sanctions and Penalties law. No individuals provided oral comment during the public meeting.
- On June 20, 2025, the public comment period for the submission of written comments closed. No individuals provided written comments during the public comment period.
- On July 2, 2025, the Legislative Operating Committee approved the public comment review memorandum, draft, and legislative analysis; and approved the fiscal impact statement request memorandum and forwarded the request to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by July 30, 2025.
- On July 15, 2025, the Finance Department provided a fiscal impact statement.

**B. Work Meetings.** At the time this legislative analysis was developed, the following work meetings had been held regarding the development of this Law and legislative analysis:

- 263       ▪ September 6, 2017: LOC work meeting.
- 264       ▪ November 1, 2017: LOC work meeting with representatives from the following boards, committees
- 265       and commissions: Police Commission, Trust Enrollment Committee, Election Board, Land
- 266       Commission, Oneida Gaming Commission, Pow-wow Committee. All boards, committees and
- 267       committees were invited to attend this work meeting.
- 268       ▪ December 6, 2017: LOC work meeting.
- 269       ▪ March 9, 2018: LOC work meeting.
- 270       ▪ March 16, 2018: LOC work meeting.
- 271       ▪ May 2, 2018: LRO work meeting.
- 272       ▪ May 3, 2018: Community pot-luck meeting with LOC, Oneida community members, Government
- 273       Administrative Office, and representatives from the following boards, committees and
- 274       commissions: Oneida Police Commission, Oneida Nation Veterans Affair Committee,
- 275       Environmental Resource Board, Anna John Resident Centered Care Community Board, and
- 276       Gaming Commission. All boards, committees and commissions were invited to attend this meeting.
- 277       ▪ May 11, 2018: LOC work meeting.
- 278       ▪ May 16, 2018: LOC work meeting.
- 279       ▪ July 9, 2018: Work meeting with Government Administrative Office.
- 280       ▪ August 1, 2018: LOC work meeting.
- 281       ▪ September 10, 2018: LOC work meeting.
- 282       ▪ October 17, 2018: LOC work meeting.
- 283       ▪ October 25, 2018: LOC work meeting.
- 284       ▪ November 30, 2018: LOC work meeting.
- 285       ▪ December 20, 2018: Work meeting with Cultural Heritage.
- 286       ▪ January 2, 2019: LOC Work meeting.
- 287       ▪ January 24, 2019: LOC Work meeting.
- 288       ▪ February 4, 2019: LOC Work meeting.
- 289       ▪ February 6, 2019: LOC work meeting.
- 290       ▪ February 8, 2019: LOC work meeting.
- 291       ▪ February 14, 2019: LOC work meeting.
- 292       ▪ February 20, 2019: LOC work meeting.
- 293       ▪ March 1, 2019: LOC work meeting.
- 294       ▪ March 15, 2019: LOC work meeting.
- 295       ▪ March 20, 2019: LOC work meeting
- 296       ▪ March 28, 2019: LOC work meeting.
- 297       ▪ May 1, 2019: LOC work meeting.
- 298       ▪ June 13, 2019: LOC work meeting.
- 299       ▪ July 11, 2019: LOC community outreach event at the Radisson Hotel and Conference Center prior
- 300       to a GTC meeting.
- 301       ▪ July 17, 2019: LOC community outreach event at the Norbert Hill Center's Business Committee
- 302       Conference room.
- 303       ▪ August 9, 2019: LOC community outreach event at the Veteran's Breakfast.
- 304       ▪ August 15, 2019: LOC community outreach event at the Oneida Farmer's Market.
- 305       ▪ August 21, 2019: LOC work meeting.
- 306       ▪ October 7, 2019: LOC community outreach event at the Elder Services Congregate Meal Site.



- October 16, 2019: LOC work meeting.
- October 18, 2019: LOC community outreach event at the SEOTS building in Milwaukee.
- October 31, 2019: LOC work meeting.
- November 6, 2019: LOC work meeting.
- November 15, 2019: LOC work meeting.
- November 19, 2019: LOC work meeting.
- November 20, 2019: LOC work meeting.
- November 26, 2019: LOC work meeting.
- December 2, 2019: LOC work meeting.
- December 4, 2019: LOC work meeting.
- December 9, 2019: LOC work meeting.
- January 8, 2020: LOC work meeting with the Communications Department.
- January 14, 2020: OBC work meeting.
- January 15, 2020: LOC work meeting.
- January 20, 2020: LOC work meeting.
- December 6, 2023: LOC work meeting.
- March 6, 2024: LOC work meeting.
- March 6, 2024: LOC community outreach event at the Norbert Hill Center's cafeteria.
- March 20, 2024: LOC work session.
- January 10, 2025: LOC work session with Oneida Business Committee.
- February 19, 2025: LOC work session.
- April 16, 2025: LOC work session.

## SECTION 5. CONTENTS OF THE LEGISLATION.

**A. *What Qualifies as Misconduct.*** The Oneida Nation expects elected officials to uphold high standards of conduct. [1 O.C. 120.4-1]. Officials who engage in misconduct may be subject to sanctions and penalties. [1 O.C. 120.4-2]. Under this Law, the definition of misconduct is very broad and includes any of the following:

- Violating the Oneida Constitution or any law, policy or rule of the Oneida Nation. [1 O.C. 120.4-2(a)].
  - Examples include the Code of Ethics and Conflict of Interest law.
- Violating the bylaws or standard operating procedures of the entity the official serves on. [1 O.C. 120.4-2(b)].
- Being convicted of a felony under federal or Wisconsin law, or being convicted of a crime elsewhere that would be considered a felony in the state of Wisconsin or the United States. [1 O.C. 120.4-2(c)].

### **B. *Filing a Complaint.***

- *Who Can File a Complaint?* Under this Law, any enrolled member of the Nation or employee of the Nation age eighteen (18) years or older can file a complaint, so long as they have knowledge or reason to believe that an official has committed misconduct. [1 O.C. 120.5-1]. Entities of the Nation, such as a board, committee or commission, can also file complaints against elected officials. *Id.*
- *When to File Complaint?* The complaint must be filed within sixty (60) days of when the alleged misconduct occurred or was discovered [1 O.C. 120.5-2].

- 351       ▪ *Contents of the Complaint.* Complaints must include the following information [1 O.C. 120.5-3]:
- 352               ▪ Information about the official, including the official’s name and the entity they serve on.
- 353               ▪ Information about the alleged misconduct, including date, time, location and specific
- 354               details.
- 355               ▪ The specific law, policy, rule or bylaw that the official violated.
- 356               ▪ Information about any witnesses or others with knowledge of the violation.
- 357               ▪ Contact information of the individual filing the complaint.
- 358               ▪ Supporting documents and any other information required by the Oneida Judiciary Rules
- 359               of Civil Procedure. [8 O.C. 803.5-1].
- 360       ▪ *Where to File Complaints?* Complaints against elected officials are filed with the Trial Court, with
- 361               is located within the Oneida Judiciary. [1 O.C. 120.5-4].
- 362       ▪ *Retaliation.* Retaliation against someone who files a complaint or cooperates with a misconduct
- 363               investigation is not allowed. [1 O.C. 120.5-5].
- 364 **C. *Complaint Procedure.*** Complaints against elected officials will be heard by the Nation’s Trial Court.
- 365 [1 O.C. 120.6-1]. The law outlines the process for how the Judiciary will hear the complaint:
- 366       ▪ *Right to an Attorney or Advocate.* Any official who has been accused of misconduct has the right
- 367               to be represented by an attorney or an advocate, at their own expense. [1 O.C. 120.6-2].
- 368               ▪ *Legal Resource Center.* The Legal Resource Center law established an office, the Legal
- 369               Resource Center, to provide legal advice and representation to Tribal members and
- 370               employees in cases before the Judiciary. [8 O.C. 811.1-1].
- 371       ▪ *Burden of Proof.* The burden of proof for allegations made under this law is “clear and convincing
- 372               evidence.” [1 O.C. 120.6-3]. This is the same standard the Nation uses in misconduct cases against
- 373               judges in the Oneida Judiciary. [8 O.C. 801.12-6(c)].
- 374               ▪ This means that the person filing the complaint must provide evidence “indicating that the
- 375               [allegation] to be proved is highly probably or reasonably certain” [Black’s Law
- 376               Dictionary]. This is a greater burden than “preponderance of the evidence,” the standard
- 377               in most civil trials, but less than evidence “beyond a reasonable doubt,” which is used for
- 378               criminal trials.
- 379       ▪ *Confidentiality.* All complaints against officials of the nation will be handled confidentially, with
- 380               hearings and proceedings regarding the complaint closed to the public. [1 O.C. 120.6-4]. Records
- 381               of the hearings will be kept confidential. [120.6-4(b)]. However, the final decision of the Judiciary
- 382               and any sanctions and penalties imposed against an official will be public information. *Id.*
- 383               ▪ *Judiciary Law.* The Judiciary law states that proceedings of the court are open to the public
- 384               except for peacemaking, mediation, proceedings where the judge has safety or
- 385               confidentiality concerns, or “if expressly prohibited by law.” [8 O.C. 801.4-4].
- 386 **D. *Hearings Under Oneida Judiciary Rules of Civil Procedure.*** All hearings under this law must follow
- 387               the Oneida Judiciary Rules of Civil Procedure. [8 O.C. 803]. The following is a brief overview of how
- 388               a civil case is processed by the Trial Court using the Oneida Judiciary Rules of Civil Procedure. For
- 389               more detailed information regarding the trial court process, see the Oneida Judiciary Rules of Civil
- 390               Procedure in the Nation’s Code of Laws.
- 391       ▪ *Petitioner Files a Complaint with the Trial Court and Pays Filing Fee.* The Trial Court has a
- 392               standard complaint form with instructions to fill out the complaint.
- 393               ▪ *Complaint.* At the time this analysis was drafted, the Oneida Judiciary Rules of Civil
- 394               Procedure require the complaint to include the full name and address of the plaintiff and

defendant, why the defendant is being sued, facts supporting each claim, why the trial court has jurisdiction, specifically what relief is sought from the defendant, and a summons. [8 O.C. 803.5-1].

- *Filing Fee.* The Oneida Judiciary Trial Court currently charges a fifty dollar (\$50) filing fee to file a general civil case. However, individuals may request a fee waiver from the court for the following reasons: unemployed, health/medical, or below poverty level.

- *Summons:* A summons is a document ordering a defendant to appear before a judge. The Trial Court has a standard summons form. [8 O.C. 803.3-1(oo), 803.5-2].

- *Complaint and Summons are served on Official.* The complaint and summons must be delivered to the elected official within thirty (30) days after the complaint is filed. [8 O.C. 803.5-3]. In addition, for complaints against officials, notice must also be served to the Secretary's office. *Id.* The petitioner must provide proof to the Court that the complaint and summons were delivered to the defendant within ten (10) days of delivery. [8 O.C. 803.5-3(b)]. If proof of service is not completed, then the case will be dismissed. [8 O.C. 803.5-3(c)].

- *Official Files an Answer.* The official responds to the complaint by filing an answer. [8 O.C. 803.7-2(b)]. The official can either admit to or deny the allegations made in the complaint and provide defenses to each claim made in the complaint [8 O.C. 803.7].

- *Pre-Trial Meeting.* A pre-trial meeting may be scheduled between the judge, petitioner and defendant. [8 O.C. 803.12-1]. The purpose for this meeting could include preparing for the trial, creating a plan regarding discovery, or facilitating a settlement, such as peacemaking [8 O.C. 803.12].

- *Hearing.* Hearings are conducted in accordance with the Oneida Judiciary Rules of Civil Procedure, which may include opening statements, presentation of the parties' cases, rebuttals and closing statements [8 O.C. 803.38].

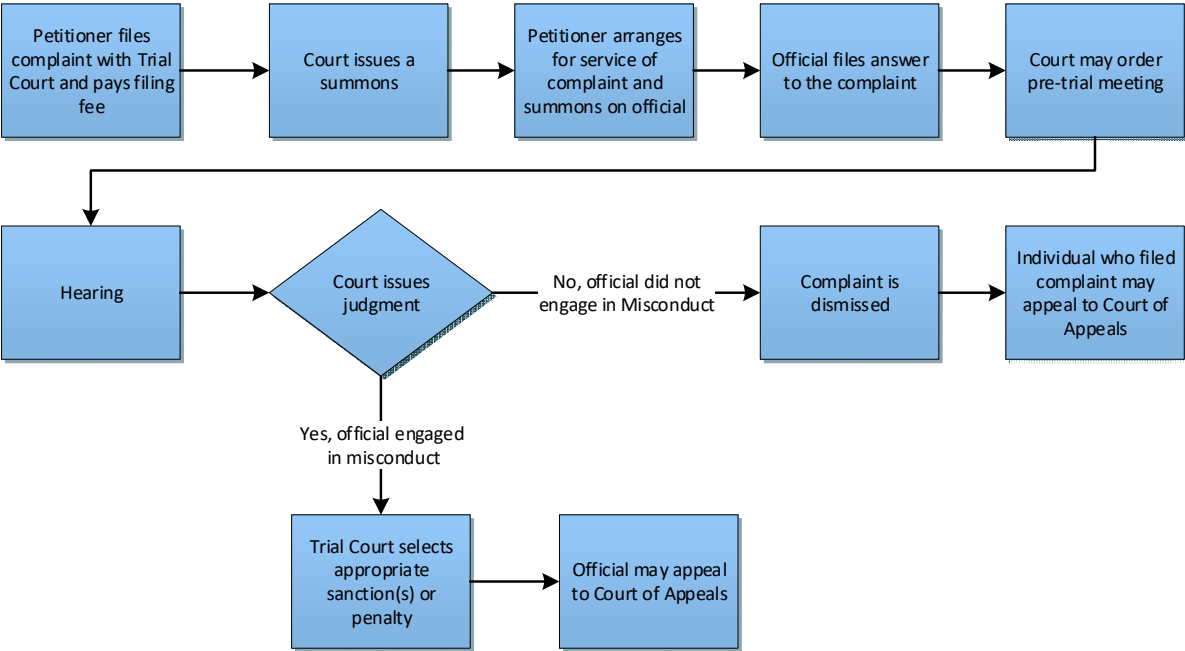
- *Judgment.* If the Trial Court determines, by clear and convincing evidence, that there is enough evidence to substantiate the allegations of misconduct by the official, then the Trial Court will impose any sanctions and penalties that they deem appropriate. [1 O.C. 120.6-5]. If the Trial Court does not find there is clear and convincing evidence to support the allegations, the complaint will be dismissed. *Id.*

- *Appeals.* Both the official accused of misconduct and the individual who filed the complaint have the right to appeal the decision of the Trial Court to the Court of Appeals. [1 O.C. 120.6-6; 8 O.C. 803.39-1]. The appeal must be filed with the Court of Appeals in accordance with the Oneida Judiciary Rules of Appellate Procedure. *Id.*

- *Timeline for Appeal.* Appeals of judgments of the Trial Court must be filed with the Court of Appeals within thirty (30) days after the judgment was rendered. [8 O.C. 805.5-2(a)].

**Chart 2. Complaint Process Against Elected Officials – Overview of Oneida Judiciary Rules of Civil Procedure.**





- E. Sanctions and Penalties.** This Law includes a list of sanctions and penalties that may be imposed on an official for misconduct in office. [1 O.C. 120.4-1, 120.7-2]. The Trial Court is responsible for imposing sanctions and penalties on an elected official. [1 O.C. 120.7-3].
- *Conditional Penalties.* Sanctions and penalties may be imposed on a conditional basis. [1 O.C.120.7-4]. For example, an official could be ordered to make a public apology and attend mandatory training, or otherwise face suspension.
  - *Failure to Comply.* If an official fails to comply with a sanction or penalty imposed against them, that official can face additional sanctions as a result of additional misconduct complaints under this Law. [1 O.C. 120.7-6]. An example would be an official failing to pay a fine, failing to attend mandatory training or violating the terms of their suspension .

**Chart 3. List of Potential Sanctions and Penalties for Elected Officials.**

Potential Sanctions and Penalties:
<ul style="list-style-type: none"><li>▪ Verbal Reprimand</li><li>▪ Public Apology</li><li>▪ Written Reprimand</li><li>▪ Suspension</li><li>▪ Restitution</li><li>▪ Fines</li><li>▪ Loss of Stipend</li><li>▪ Mandatory Training</li><li>▪ Removal, in accordance with Removal Law</li></ul>

- **Verbal Reprimand.** During an Oneida Business Committee or General Tribal Council meeting, the Nation’s chairperson will read the following statement: [Insert name of official] who serves on [Insert name of entity] is receiving this reprimand because they have been found by the Nation’s Judiciary to have engaged in misconduct. High standards of conduct amongst officials of the Nation

are essential to the conduct of government. [Insert name of official's] behavior did not rise to the high standards of conduct that is expected of the Nation's elected officials. The following are the findings from the Trial Court regarding [Insert name of official's] misconduct: [identify the judicial findings regarding the misconduct.] Any future misconduct may result in the imposition of additional sanctions or penalties. [1 O.C. 120.7-2(a)].

- **Public Apology.** An official may be ordered to make a public apology at an Oneida Business Committee or General Tribal Council meeting. [1 O.C. 120.7-2(b)]. The apology is required to identify the judicial findings regarding the official's misconduct and include a "clear and unambiguous" apology. *Id.*
- **Written Reprimand.** The Judiciary Trial Court may publish a written reprimand in the Nation's official media outlets. [1 O.C. 120.7-2(c)]. Resolution BC-02-22-17-B, *Identifying Official Oneida Media Outlets*, identifies the Nation's official media outlets as the Oneida Nation website and the Kalihwisaks newspaper. The written reprimand will include the same information as a verbal reprimand. [1 O.C. 120.7-2(c)(1)].
- **Suspension.** The Trial Court may suspend part-time officials for up to two (2) meetings. [1 O.C. 120.7-2(d)]. Full-time officials, such as members of the Oneida Business Committee or Oneida Gaming Commission, may be suspended for up to fifteen (15) business days. *Id.* During a suspension, the official cannot attend meetings, trainings, or conferences. [1 O.C. 120.7-2(d)(1)(A)-(B)]. The official also cannot vote or perform work for the entity. [1 O.C. 120.7-2(d)(1)(C)-(D)]. In addition, the official cannot earn any stipends, salary, or mileage during the suspension. [1 O.C. 120.7-2(d)(1)(E)].
  - **Multiple Suspensions on One Entity.** If multiple officials on the same entity are suspended at the same time, the suspensions may be imposed on a staggered basis so that the business of the Nation is not interrupted. [1 O.C. 120.7-2(d)(3)]. For example, if multiple members of the Oneida Business Committee are suspended, each member could be suspended one at a time on a staggered basis.
- **Restitution.** An official can be ordered to pay restitution, which means paying back any improperly received benefit, such as returning funds or paying to replace damaged property. [1 O.C. 120.7-2(e)]. The point of restitution is to make someone whole.
- **Fines.** An official can be ordered to pay a fine for each act of misconduct. [1 O.C. 120.7-2(f)]. Unlike restitution, a fine is a punishment. The maximum amount of each fine is two thousand five hundred dollars (\$2,500). *Id.*
  - **Fine Process.** All fines are paid to the Trial Court and deposited into the Nation's General Fund. [120.7-2(f)(1)]. Officials must pay their fine within ninety (90) days after the fine is issued or upheld on final appeal. [1 O.C. 120.7-2(f)(3)]. If the fine is not paid on time, the Nation may collect the money through garnishment or attachment of the official's per capita payment. *Id.*
  - **Community Service Alternative.** An official can complete community service to make up all or part of their fine. [1 O.C. 120.7-2(f)(2)]. The rate earned for community service is the Nation's minimum wage rate. The Nation currently allows community service for fines issued in the Hunting, Fishing and Trapping law and Curfew law for examples. [4 O.C. 406.10-5(a), 3 O.C. 308.7-1(b)].
- **Loss of Stipend.** An official may lose their stipend for up to two (2) meetings. [1 O.C. 120.7-2(g)]. Members of elected boards may receive up to twenty-four (24) meeting stipends per year, so this

could amount to the loss of approximately one (1) month's stipends for a member of a board that meets twice monthly [1 O.C. 105.13-3(b)].

- **Mandatory Training.** An official can be ordered to complete a mandatory training program to address their behavior. [1 O.C. 120.7-2(h)]. Examples include anger management or sexual harassment training.

- **Removal.** The Trial Court can recommend that the removal process be initiated for an official in accordance with the Removal Law. [1 O.C. 120.7-2(i)]. However, this would only be a recommendation and identification that the standards for removal have been met. The Removal Law provides a strict process that must be followed to remove elected officials. [1 O.C. 104].

- **Removal Law Process.** In order to remove an elected official, an eligible voter must file a petition with the Secretary signed by at least fifty eligible voters or thirty percent (30%) of the vote cast in the previous general election, whichever is greater. [1 O.C. 104.5-1]. For example, the number of votes cast in the 2017 general election was one thousand six hundred and twelve (1,612), so the number of signatures needed to initiate removal is approximately four hundred and eighty-four (484). Then, the Judiciary conducts a preliminary review to determine whether there are sufficient grounds for removal. [1 O.C. 104.6-1]. If sufficient grounds exist, the Judiciary holds a hearing. [1 O.C. 104.7]. If the Judiciary determines that sufficient grounds for removal has been proven by clear and convincing evidence, the findings are forwarded to the Nation's Chairperson, who schedules a General Tribal Council meeting. [1 O.C. 104.7-3, 104.8-1]. At the General Tribal Council meeting, an elected official may be removed from office after a two-thirds (2/3) majority vote. [1 O.C. 104.8-3].

**F. Factors in Determining Appropriate Sanction and/or Penalty.** The Trial Court may consider the following when deciding which sanction or penalty to impose:

- How severe the misconduct was, whether it was intentional, and how likely the official is to repeat the misconduct.
- The damage to the finances or reputation of the Nation, the entity, or any person or organization.
- Whether the official has expressed remorse and is willing to take steps to correct the harm done.
- Whether any prior complaints have been filed against the official. For example, whether this is the first complaint against the official or represents a pattern of behavior. [1 O.C. 120.7-3].

**G. Civil Liability and Criminal Prosecution.** In addition to the sanctions and penalties in this law, an official who commits misconduct may also experience other consequences. [1 O.C. 120.7-5]. These include:

- Removal from office in accordance with the Removal law. [1 O.C. 120.7-5(a)].
- Criminal prosecution, if the official violated a criminal law. [1 O.C. 120.7-5(b)]. For example, criminal charges for theft or violent acts.
- Civil liability, in accordance with any applicable law of any jurisdiction. [1 O.C. 120.7-5(c)]. For example, a lawsuit for damages.
- Any other penalties listed in another law of the Oneida Nation. [1 O.C. 120.7-5(d)].
  - For example, a violation of the Technology Resources law may result in loss of access to the Nation's computer resources. [2 O.C. 215.10-1].

**H. Effect of Resignation by an Official.** If an official resigns from office after a complaint has been filed, that complaint will still be investigated, and sanctions and penalties may still be pursued. [1 O.C. 120.8]. Resigning from office does not end or prevent an investigation.

- 541 **I. *Record of Conduct.*** A record of conduct for each official will be maintained by the Judiciary. [1 O.C.  
542 120.9-1]. The record of conduct maintained for each official will include copies of complaints filed  
543 against the official, recordings and transcripts from any hearings or proceedings, outcomes of the  
544 complaints, and any sanctions and penalties the official received. [1 O.C. 120.9-2]. This record is  
545 required to be maintained for at least seven (7) years. [1 O.C. 120.9-3].
- 546 ■ *Public Access to Record of Conduct.* The record of conduct maintained by the Judiciary will only  
547 be made available for review to the Judiciary. [1 O.C. 120.9-1]. The purpose of the record of  
548 conduct is so that the Trial Court can review previous complaints against the official when  
549 determining a potential sanction or penalty. [1 O.C. 120.7-3(h)].
  - 550 ■ *Public Access to Judiciary Decisions.* However, the decisions of the Judiciary regarding a  
551 complaint against an elected official and any sanctions and penalties imposed against an official  
552 will be public information. [1 O.C. 120.6-4(b)].
- 553

## 554 **SECTION 6. EFFECT ON EXISTING LEGISLATION**

- 555 **A. *References to the Other Laws of the Nation:*** The following laws of the Nation are referenced in this  
556 law. This law does not conflict with any of the referenced laws.
- 557 ■ *Oneida Judiciary Rules of Civil Procedure.* The Oneida Judiciary Rules of Civil Procedure governs  
558 all civil actions that fall under the jurisdiction of the Nation. [8 O.C. 803.1-1]. The Oneida Judiciary  
559 Rules of Civil Procedure provides a consistent set of rules governing the process for civil claims,  
560 in order to ensure equal and fair treatment to all persons who come before the Trial Court to have  
561 their disputes resolved. [8 O.C. 803.1-2].
  - 562 ■ Complaints against an official shall be filed with the Nation's Trial Court in accordance with  
563 the Oneida Judiciary Rules of Civil Procedure. [1 O.C. 120.5-4].
  - 564 ■ *Rules of Appellate Procedure.* The Rules of Appellate Procedure govern the procedure in all actions  
565 and proceedings in the divisions that make up the Court of Appeals within the Judiciary that fall  
566 under the jurisdiction of the Nation. [8 O.C. 805.1-1]. The Rules of Appellate Procedure are to be  
567 liberally construed to ensure a speedy, fair., and inexpensive determination of every appeal. [8 O.C.  
568 805.1-2].
  - 569 ■ Appeals of the Trial Court's decision shall be filed pursuant to the Nation's Rules of Appellate  
570 Procedure. [1 O.C. 120.6-6].
  - 571 ■ *Garnishment Law.* The Garnishment law exercises the authority of the Nation to provide an  
572 effective mechanism for creditors to access an employee's income for reduction of personal debt.  
573 [2 O.C. 2010.1-1]. It is the policy of the Garnishment law to afford all individuals due process. [2  
574 O.C. 2010.1-2].
  - 575 ■ If an official is ordered to pay a fine in accordance with this law and does not pay according to  
576 the deadline, the Trial Court may seek to collect that fine through the Nation's garnishment  
577 process [120.7-2(f)(3)].
  - 578 ■ *Per Capita Law.* The purpose of the Per Capita law is to specify the procedure to be followed in  
579 the event that per capita payments are distributed by the Nation; and to clearly state the  
580 responsibilities of the various Oneida entities in the distribution or maintenance of any such per  
581 capita payment. [1 O.C. 123.1-1].
  - 582 ■ If an official is ordered to pay a fine in accordance with this law and does not pay according to  
583 the deadline, the Trial Court may seek to collect that fine through the Nation's per capita  
584 attachment process [1 O.C. 120.7-2(f)(3)].

- *Removal Law.* The purpose of the Removal law is to govern the removal of persons elected to serve on boards, committees and commissions of the Nation. [1 O.C. 104.1-1]. It is the policy of the Removal law to provide an orderly and fair process for the removal of persons elected to serve on boards, committees and commissions. [1 O.C. 104.1-2].
- The Trial Court may recommend that the process for removing an elected official as contained in the Nation's laws and/or policies governing removal be initiated as a sanction for misconduct. [1 O.C. 120.7-2(i)].
- The imposition of sanctions and/or penalties in accordance with this law does not exempt an official from individual liability for the underlying misconduct, and does not limit any penalties that may be imposed in accordance with other applicable laws, such as removal in accordance with the Nation's laws and/or policies governing removal. [1 O.C. 120.7-5].

## SECTION 7. EFFECTS ON EXISTING RIGHTS, PRIVILEGES, OR OBLIGATIONS

**A. Due Process.** Officials accused of misconduct have the right to be represented by an attorney or advocate. [1 O.C. 120.6-2]. Officials also have the right to submit a written response to the complaint, and an opportunity to appear at the investigatory hearing to answer the allegations, provide witness testimony, documents and evidence on their behalf. [8 O.C. 803]. Complaints against officials must be proven by clear and convincing evidence. [1 O.C. 120.6-3].

## SECTION 8. OTHER CONSIDERATIONS

- A. Complaints against Judiciary.** The Judiciary law already contains a process for the reprimand, suspension, and removal of judges for willful misconduct in office, including a hearing and complaint procedure. [8 O.C. 801.12]. Therefore, this law does not apply to members of the Judiciary. [1 O.C. 120.1-1(a)].
- B. Judiciary Conflicts of Interest.** The Oneida Tribal Judiciary Canons of Judicial Conduct requires a Judge to withdraw from any matter where the Judge has or could be perceived to have a conflict of interest. [8 O.C. 802.2-2]. Violating the Oneida Tribal Judiciary Canons of Judicial Conduct would be grounds for reprimand under the Nation's Judiciary law
- C. Complaints Against Appointed Officials.** This law applies to elected officials only. Appointed officials are appointed by the Oneida Business Committee in accordance with the Boards, Committees and Commissions law and serve at the Oneida Business Committee's discretion. [1 O.C. 105.7]. If an appointed official commits misconduct in office, termination of appointment may be recommended by a member of the Oneida Business Committee, or by the entity the official serves on. [1 O.C. 105.7-4]. An appointed official may have their appointment terminated by a two-thirds (2/3) majority vote of the Oneida Business Committee [1 O.C. 105.7-4(a)].
- D. Code of Ethics.** Most other tribal, municipal, and state governments place sanctions and penalties within their Code of Ethics law. This makes sense, as the Code of Ethics and Sanctions and Penalties are closely related. The Code of Ethics is currently on the LOC's Active Files List for potential amendments. Updating the Code of Ethics would provide additional guidance to elected officials, individuals filing complaints, and the Judiciary when they begin hearing complaints under this law.
- E. Comparison to Other Nations.** Research of other tribal nations indicate that there are many different processes for sanctions and penalties of public officials. There is no uniform standard used by all tribal governments. Examples of other sanctions and penalties processes are provided for information:



628

**Chart 4. Sanctions and Penalties Process of other Tribal Nations**

Tribe	Where Complaints Are Filed	Who Investigates or Hears the Complaint	Who Decides the Sanction or Penalty
<b>Oneida Nation (proposed)</b>	<i>Judiciary</i>	<i>Judiciary</i>	<i>Judiciary</i>
<b>Siletz</b>	Tribal Council*	Ad Hoc Committee or Special Advisor appointed by Tribal Council*	Tribal Council*
<b>Ho Chunk</b>	Judiciary	Judiciary	President
<b>Rosebud Sioux</b>	Ethics Commission, appointed by Tribal Council*	Ethics Commission, appointed by Tribal Council*	Tribal Council*
<b>Skokomish</b>	Ethics Officer, appointed by Tribal Council*	Ethics Officer, appointed by Tribal Council*	Chairman

629

\*Note that “Tribal Council” refers to an elected body similar to the Oneida Business Committee.

630

631 **F. Number of Potential Complaints.** Since the Nation currently has no formal sanctions and penalties  
 632 process, it is not possible to predict the number of complaints that may be filed against elected officials.

633     ▪ *Conclusion:* Given the uncertainty regarding the number of potential complaints, the Judiciary  
 634 should be prepared to possibly process a large number of complaints upon passage of this law.

635 **G. Impact of Suspension on Full-Time Officials.** Members of the Oneida Business Committee and  
 636 Oneida Gaming Commission are full-time elected officials. Therefore, suspension of these officials  
 637 would impact salaries, benefits such as health insurance, and access to workplaces. The Human  
 638 Resources Department reports that they have a suspension procedure in place for employees of the  
 639 Nation, and that this procedure could be applied or modified for suspension of full-time officials.

640     ▪ *Conclusion:* Since notifications of suspension go to the Human Resources Department, it is  
 641 suggested that the Human Resources Department develop a process should suspensions of full-  
 642 time Oneida Business Committee members or Oneida Gaming Commissioners occur.

643 **H. Fiscal Impact.** Under the Legislative Procedures Act, a fiscal impact statement is required for all  
 644 legislation except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution BC-  
 645 10-28-20-A titled, “*Further Interpretation of ‘Fiscal Impact Statement’ in the Legislative Procedures*  
 646 *Act*,” provides further clarification on who the Legislative Operating Committee may direct complete  
 647 a fiscal impact statement at various stages of the legislative process, as well as timeframes for  
 648 completing the fiscal impact statement.

649     ▪ *Conclusion.* A fiscal impact statement for an earlier draft of this law was prepared by the Finance  
 650 Department on December 27, 2018. An updated fiscal analysis was prepared on January 20, 2020.  
 651 And July 15, 2025. Please see the fiscal impact statements for further information.

652

**Title 1. Government and Finances - Chapter 120****Kalihwahníla'tú Okhale? Atatlihwá'thlewáhtu Kayanlása***Giving strength to the issues and Forgiving oneself for the issue at hand Laws***SANCTIONS AND PENALTIES**

120.1. Purpose and Policy

120.2. Adoption, Amendment, Repeal

120.3. Definitions

120.4. Misconduct

120.5. Filing of a Complaint

120.6. Complaint Procedure

120.7. Sanctions and Penalties

120.8. Effect of Resignation by an Official

120.9. Record of Conduct

**120.1. Purpose and Policy**

120.1-1. *Purpose.* The purpose of this law is to establish a consistent set of sanctions and penalties that may be imposed upon elected officials of the Nation for misconduct in office in order to provide an opportunity for the official to take corrective action to address the misconduct and promote accountability and improved performance of the official.

(a) *Exclusion.* This law does not apply to judges of the Oneida Nation Judiciary or members of corporate entities of the Nation.

120.1-2. *Policy.* It is the policy of the Nation to ensure that elected officials who commit misconduct while in office be subject to appropriate sanctions and penalties; and to ensure that there is a fair process in place that enables officials to fairly respond to allegations of misconduct.

120.1-3. It is the intent of the Nation that all elected officials strive to exhibit and uphold the Nation's core values of The Good Mind as expressed by Onayote'a'ka, which includes:

(a) Kahletsyalása. The heart felt encouragement of the best in each of us.

(b) Kanolukhwása. Compassion, caring, identity, and joy of being.

(c) Ka'nikuhli'yó. The openness of the good spirit and mind.

(d) Ka'tshatstása. The strength of belief and vision as a People.

(e) Kalihwi'yó. The use of the good words about ourselves, our Nation, and our future.

(f) Twahwahtsíláyá. All of us are family.

(g) Yukwatsístáyá. Our fire, our spirit within each one of us.

**120.2. Adoption, Amendment, Repeal**

120.2-1. This law was adopted by the General Tribal Council by resolution GTC-\_\_-\_\_-\_\_.

120.2-2. This law may be amended or repealed by the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

120.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

120.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law shall control.

120.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

**120.3. Definitions**

120.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) “Business day” means Monday through Friday 8:00 a.m. – 4:30 p.m., excluding holidays recognized by the Nation.
- (b) “Clear and convincing evidence” means evidence that demonstrates it is substantially more likely than not that the facts presented are true.
- (c) “Complainant” means an individual who has made a complaint.
- (d) “Constitution” means the Constitution and By-Laws of the Oneida Nation.
- (e) “Court of Appeals” means the Court of Appeals of the Oneida Nation Judiciary.
- (f) “Entity” means a board, committee, commission, office, or other group of the Nation an individual may be elected to serve a position on, including the Oneida Business Committee.
- (g) “Government Administrative Office” means the office that provides administrative support for the Oneida Business Committee and various other governmental operations.
- (h) “Misconduct” means wrongful, improper, or unlawful conduct or behavior.
- (i) “Nation” means the Oneida Nation.
- (j) “Official” means any person who is elected to serve a position for the Nation, including, but not limited to, a position on a board, committee, commission, or office of the Nation, including the Oneida Business Committee.
- (k) “Restitution” means compensation to an individual or entity for an injury, damage, or loss.
- (l) “Stipend” means the amount paid by the Oneida Nation to elected individuals serving on boards, committees and commissions of the Nation to offset the expenses of being a member on the board, committee or commission.
- (m) “Substantiate” means to find that the complaint or allegation in the complaint is valid because there is clear and convincing evidence.
- (n) “Trial Court” means the Trial Court of the Oneida Nation Judiciary, which is the judicial system that was established by Oneida General Tribal Council resolution GTC-01-07-13-B, and then later authorized to administer the judicial authorities and responsibilities of the Nation by Oneida General Tribal Council resolution GTC-03-19-17-A.

#### **120.4. Misconduct**

120.4-1. It shall be the obligation of every official to behave in a manner that promotes high standards of conduct. High standards of conduct amongst officials of the Nation are essential to the conduct of government.

120.4-2. An official may be subject to sanctions and penalties for behaving in a manner which constitutes misconduct. Misconduct includes:

- (a) a violation of the Constitution or any of the Nation’s laws, policies, or rules;
- (b) a violation of the bylaws, standard operating procedures, or other internal operating documents that govern the entity upon which the official serves; and
- (c) a conviction of a felony, or any crime in any jurisdiction that would be classified as a felony under federal law or Wisconsin law.

#### **120.5. Filing of a Complaint**

120.5-1. *Who May File.* Any individual at least eighteen (18) years of age or older who is an enrolled member of the Nation or an employee of the Nation, or an entity, who in good faith, has knowledge or reason to believe that an official has committed misconduct, may file a written complaint.



120.5-2. *When to File.* A complaint may be filed as long as the alleged misconduct has occurred, or was discovered to have occurred, within the previous sixty (60) days.

120.5-3. *Contents of the Complaint.* The complaint alleging misconduct by an official shall include the following information:

- (a) The name(s) of the official alleged to have committed the misconduct;
- (b) The entity or entities upon which the official serves;
- (c) The specific date(s), time(s), and location(s) of the alleged misconduct;
- (d) The specific details of the official's misconduct;
- (e) The specific provision of law, policy, rule, or bylaw of the Nation allegedly violated by the official;
- (f) Names of any witnesses of the alleged misconduct, or individuals who may have knowledge pertinent to the alleged misconduct;
- (g) The contact information for the person filing the complaint, which at minimum shall include the person's name, address, and telephone number;
- (h) A notarized sworn statement attesting that the information provided in and with the complaint is true, accurate, and complete to the best of the complainant's knowledge;
- (i) Any supporting documentation; and
- (j) Any other information required by the Nation's Rules of Civil Procedure.

120.5-4. *Where to File.* Complaints against an official shall be filed with the Nation's Trial Court pursuant to the Nation's Rules of Civil Procedure.

120.5-5. *Retaliation Prohibited.* Retaliation against any individual who makes a complaint or party or witness to a complaint is prohibited. This protection shall also be afforded to any person offering testimony or evidence or complying with directives authorized under this law. Retaliation shall include any form of adverse or punitive action by, or caused by, any official.

- (a) If an individual alleges that retaliatory action has been threatened or taken based on the individual's complaint, or cooperation with directives authorized under this law, the individual may file a complaint for the retaliatory action in accordance with section 120.5 of this law.

## **120.6. Complaint Procedure**

120.6-1. *Jurisdiction of the Trial Court.* The Trial Court shall have jurisdiction to hear complaints of alleged misconduct of officials.

120.6-2. Any official who is the subject of a complaint has the right to be represented by an attorney or advocate, at their own expense, for any actions or proceedings related to the complaint.

120.6-3. *Burden of Proof.* In a civil action against an official for misconduct, the complainant has the burden of proving by clear and convincing evidence that the official engaged in misconduct.

120.6-4. *Confidentiality.* All complaints alleged against an official of the Nation shall be handled in a confidential manner.

- (a) All hearings and/or proceedings related to a complaint shall be closed to the general public.
- (b) All records of hearings and/or proceedings shall not be subject to public review or inspection except that a decision of the Judiciary regarding a complaint alleged against an official, and any sanctions and/or penalties that are imposed against an official, shall be public information.

120.6-5. *Determination of the Trial Court.* In making a final determination, the Trial Court shall determine if there is enough evidence to substantiate the allegations of misconduct by the official by clear and convincing evidence.

(a) If the Trial Court finds that there is clear and convincing evidence that the official engaged in misconduct, the Trial Court shall determine and impose any sanctions and/or penalties deemed appropriate in accordance with this law.

(b) If the Trial Court does not find that there is clear and convincing evidence to support the allegations that the official engaged in misconduct, the complaint shall be dismissed.

120.6-6. *Appeal.* The complainant and the official who is the subject of the complaint shall both have the right to appeal the Trial Court's decision to the Court of Appeals pursuant to the Nation's Rules of Appellate Procedure. The appeal shall be limited to review of the record, and the Trial Court's decision may only be overturned if the Court of Appeals determines that:

(a) The findings or penalties imposed were clearly erroneous, unsupported by the record, or made on unreasonable grounds or without any proper consideration of circumstances;

or  
(b) Procedural irregularities occurred which prevented a fair and impartial hearing.

## **120.7. Sanctions and Penalties**

120.7-1. A sanction or penalty, or any combination of sanctions and/or penalties, may be imposed upon the Nation's officials for misconduct in office, in accordance with this law.

120.7-2. Sanctions and penalties may include:

(a) *Verbal Reprimand.* A verbal reprimand may be imposed on the official.

(1) The Trial Court shall submit written notices to both the official and to the Government Administrative Office of the specific date, time, and location of the verbal reprimand. The verbal reprimand shall occur at an Oneida Business Committee meeting and/or a General Tribal Council meeting.

(2) To impose the verbal reprimand, the presiding Oneida Business Committee Chairperson, or another Oneida Business Committee member if the verbal reprimand is imposed against the presiding Oneida Business Committee Chairperson, shall read the following statement:

(A) *[Insert name of official] who serves on [Insert name of entity] is receiving this reprimand because they have been found by the Nation's Judiciary to have engaged in misconduct. High standards of conduct amongst officials of the Nation are essential to the conduct of government. [Insert name of official's] behavior did not rise to the high standards of conduct that is expected of the Nation's elected officials. The following are the findings from the Trial Court regarding [Insert name of official's] misconduct: [identify the judicial findings regarding the misconduct.] Any future misconduct may result in the imposition of additional sanctions or penalties.*

(b) *Public Apology.* The official may be ordered to make a public apology.

(1) The Trial Court shall submit written notices to both the official and to the Government Administrative Office of the specific date, time, and location of the public apology. The public apology shall occur at an Oneida Business Committee meeting and/or a General Tribal Council meeting.

- 175 (2) The public apology made by the official shall identify the judicial findings  
176 regarding the official's misconduct and include a clear and unambiguous apology  
177 from the official for the misconduct.
- 178 (c) *Written Reprimand.* A written reprimand may be imposed on the official by  
179 publication on the Nation's official media outlets, as determined by the Oneida Business  
180 Committee.
- 181 (1) The Trial Court may publish a written reprimand which includes the same  
182 statement as required for the verbal reprimand as stated in section 120.7-  
183 2(a)(2)(A).
- 184 (d) *Suspension.* An official may be suspended from performing their duties as an official  
185 for a period of time not to exceed two (2) regular meetings, or fifteen (15) business days  
186 if the official serves in a full-time capacity.
- 187 (1) During a suspension, the official shall not:
- 188 (A) attend meetings, trainings or any other event as part of the entity;  
189 (B) attend conferences or other events on behalf of, or as a representative  
190 of, the entity;  
191 (C) vote or participate in any activities of the entity;  
192 (D) perform work on behalf of the entity; or  
193 (E) be eligible for any compensation, including regular pay, stipends, or  
194 mileage reimbursement.
- 195 (2) When an official is suspended, the Trial Court shall submit written notices to  
196 the official, the Government Administrative Office, Finance Administration, and  
197 the Human Resources Department, when applicable, of the specific start and end  
198 date of the suspension.
- 199 (3) If a suspension is imposed on multiple officials of the same entity at one time,  
200 the Trial Court may impose the suspensions of the officials on a staggered basis to  
201 avoid an interruption of the official business and function of the entity.
- 202 (e) *Restitution.* An official may be ordered to pay restitution, which may include the  
203 repayment of any improperly received benefit, or any other payment which is intended to  
204 make another individual or entity whole after suffering losses as a result of the official's  
205 misconduct.
- 206 (f) *Fines.* An official may be ordered to pay a fine not to exceed two thousand and five  
207 hundred dollars (\$2,500).
- 208 (1) Fines shall be paid to the Trial Court.
- 209 (2) Community service may be substituted for part or all of any fine at the  
210 minimum wage rate of the Nation for each hour of community service. The use of  
211 community service as a substitution for a fine shall be approved and monitored by  
212 the Trial Court.
- 213 (3) Fines shall be paid within ninety (90) days after the order is issued or upheld  
214 on final appeal, whichever is later. If the fine is not paid by this deadline, the Trial  
215 Court may seek to collect the money owed through garnishment either through the  
216 procedures provided in the Nation's Garnishment law or through garnishment  
217 procedures of other jurisdictions, and/or per capita attachment in accordance with  
218 the Per Capita law.
- 219 (g) *Loss of Stipend.* An official may be ordered to forfeit a stipend for their service on an  
220 entity not to exceed two (2) meetings.

- 221 (1) When an official is ordered to forfeit a stipend, the Trial Court shall submit  
222 written notices to the official and the Government Administrative Office.
- 223 (h) *Mandatory Participation in Training*. An official may be ordered to participate in  
224 and complete a training class or program at their own expense that will assist the official  
225 in addressing and improving their behaviors and/or actions.
- 226 (1) The mandated training class or program may address a variety of topics  
227 including, but not limited to, anger management, sexual harassment, or other  
228 sensitivity training.
- 229 (i) *Removal*. The Trial Court may recommend that the process for removing an elected  
230 official as contained in the Nation's laws and/or policies governing removal be initiated.
- 231 120.7-3. *Factors in Determining an Appropriate Sanction and/or Penalty*. When determining  
232 the appropriate sanction or sanctions to impose, the Trial Court may consider all factors it deems  
233 relevant, including but not limited to:
- 234 (a) the seriousness or severity of the misconduct;  
235 (b) whether the conduct was intentional or not;  
236 (c) the likelihood of repetition;  
237 (d) the extent of probable damage to the finances or reputation of the Nation, the  
238 complainant, the entity, or to any other person or organization;  
239 (e) whether the official or their family personally profited, financially or otherwise, from  
240 the prohibited conduct;  
241 (f) the official's remorse, or  
242 (g) the official's willingness and ability to take steps to mitigate the harm caused by the  
243 violation, and  
244 (h) the record of conduct of an official.
- 245 120.7-4. The Trial Court may impose a sanction and/or penalty on a conditional basis, whereas  
246 compliance with a specific sanction and/or penalty shall prevent the imposition of a more  
247 stringent or burdensome sanction and/or penalty.
- 248 120.7-5. The imposition of sanctions and/or penalties in accordance with this law does not  
249 exempt an official from individual liability for the underlying misconduct, and does not limit any  
250 penalties that may be imposed in accordance with other applicable laws. In addition to any  
251 sanctions and penalties that may be imposed in accordance with this law, officials who commit  
252 misconduct in office may be subject to other consequences; including but not limited to:
- 253 (a) removal in accordance with the Nation's laws and/or policies governing removal;  
254 (b) criminal prosecution, for misconduct that also violates applicable criminal law;  
255 (c) civil liability, in accordance with the applicable law of any jurisdiction; and/or  
256 (d) penalties for specific misconduct as authorized by any other law of the Nation.
- 257 120.7-6. An official who does not comply with a sanction and/or penalty that has been imposed  
258 against him or her by the Trial Court may be subject to the following:
- 259 (a) additional sanctions and/or penalties that result from a complaint of misconduct filed  
260 in accordance with this Law based on the non-compliance;  
261 (b) removal in accordance with the Nation's laws and policies governing removal.  
262
- 263 **120.8. Effect of Resignation by an Official**
- 264 120.8-1. The resignation of an official after a complaint has been filed against the official shall  
265 not affect the status of the hearing and determination by the Trial Court.
- 266 120.8-2. An official who resigns may still be subject to sanctions and/or penalties at the  
267 discretion of the Trial Court.

**120.9. Record of Conduct**

120.9-1. The Judiciary shall maintain a record of conduct for each official. An official’s record of conduct shall only be made available for review by the Judiciary.

120.9-2. The record of conduct maintained for each official shall include, at a minimum:

- (a) a copy of each complaint filed against the official;
- (b) recording and/or transcript from any hearings and/or proceedings;
- (c) the outcome of the complaint, and
- (d) any sanctions or penalties imposed upon an official.

120.9-3. The record of conduct for each official shall be maintained for a period of no less than seven (7) years.

*End.*

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Adopted – GTC-\_\_-\_\_-\_\_-\_\_

FINANCE ADMINISTRATION  
Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer  
FROM: Rae Skenandore, Sr. Analyst  
DATE: July 3, 2025  
RE: Fiscal Impact Statement of the Sanctions and Penalties Law

I. Estimated Fiscal Impact Summary

Law: Sanctions and Penalties Law		Draft 6
Implementing Agency	Oneida Judiciary	
Estimated time to comply	10 days	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	\$0	\$0

II. Background

This Law has been under consideration with the Legislative Operating Committee since 2014. There was a lengthy process of gathering input and developing this law in compliance with the additional requirements of a General Tribal Council Directive.

The intent was to develop a law which provides a consistent process for misconduct complaints to be filed and sanctions to be implemented against elected officials. The legislation contains the following:

- A. What Qualifies as Misconduct. The definition of misconduct is broad and includes any of the following:
  - 1. Violating the Oneida Constitution or any law, policy, or rule of the Oneida Nation.
  - 2. Violating the bylaws or standard operating procedures of the entity the official serves on.
  - 3. Being convicted of a felony under federal or Wisconsin law, or being convicted of a crime elsewhere that would be considered a felony in the state of Wisconsin or the United States.
- B. Filing a Complaint.

1. Any enrolled member or employee of the Nation age eighteen (18) or older or a tribal entity such as a board, committee or commission can file a complaint of suspected misconduct.
2. The complaint must be filed within sixty (60) days of when the alleged misconduct occurred or was discovered.
3. Contents of the Complaint must include the following:
  - a) Information about the official
  - b) Information about the alleged misconduct
  - c) The specific law, policy, rule, or bylaw that was violated.
  - d) Information about any witnesses or others with knowledge of the violation.
  - e) Contact information of the individual filing the complaint.
  - f) Supporting documents and any other information required by the Oneida Judiciary Rules of Civil Procedure.
4. Complaints must be filed with the Trial Court at the Oneida Judiciary.
5. Retaliation is prohibited.
- C. Complaints will be processed by the Oneida Nation's Trial Court.
  1. Individual(s) accused of misconduct have the right to an attorney or an advocate, at their own expense.
  2. The burden of proof for allegations is "clear and convincing evidence." This is the same standard used for misconduct cases against the judges in the Oneida Judiciary.
  3. All complaints against an official of the Nation will be managed confidentially, with hearings and proceedings closed to the public.
  4. The records of the hearings will be kept confidential. The final decision and any sanctions and penalties imposed will be public information.
- D. All hearings follow the Oneida Judiciary Rules of Civil Procedure.
- E. If the court finds that an official has engaged in misconduct, the court shall determine any sanctions and penalties to be imposed. Sanctions and penalties include:
  1. Verbal Reprimand
  2. Public Apology
  3. Written Reprimand
  4. Suspension
  5. Restitution
  6. Fines
  7. Loss of Stipend
  8. Mandatory Training
  9. Removal, in accordance with Removal Law
- F. Factors in determining appropriate sanction and/or penalty may include the following:
  1. Severity, i.e., intention, likeliness to repeat, damage to the finances or reputation of the Nation.
  2. Remorse and willingness to take corrective actions.



- 3. Prior complaints or if the action represents a pattern of behavior.
- G. Additional civil liability and/or criminal prosecution may result depending on the misconduct.
- H. If an official resigns prior to a complaint being filed, the complaint will still be investigated, and sanction and penalty imposed.
- I. Records will be maintained by the judiciary for a minimum of seven (7) years.

### **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**

Finance contacted both the Oneida Judiciary and the Human Resources Department to determine the fiscal impact of implementing this legislation. No start-up costs, no increases in personnel are needed, and no increases in office or documentation costs were noted. There will be no fine schedule included with the adopting resolution. Fines are set at the discretion of the judge, cannot exceed \$2,500, and are paid to the court. The Oneida Judiciary and the Human Resources Department can implement the Law immediately upon 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, the purpose of a fiscal impact statement is to disclose the potential fiscal impact of the action so that the Oneida Business Committee and General Tribal Council has the information with which to render a decision.



Approve the travel request - Councilman Marlon Skenandore - National Congress of American Indians...

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## Business Committee Agenda Request

1. Meeting Date Requested: 09/10/25

2. Session:

☒ Open    ☐ Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

☒ Accept as information; OR

Approve Travel Request – Councilman Marlon Skenandore to National Congress of American Indians (NCAI) 82nd Annual Convention, Seattle, WA November 16-21, 2025

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 checked="" 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: Marlon Skenandore, Councilman

Primary Requestor: *Name, Title/Entity*

**Oneida Business Committee Travel Request**

**1. OBC Meeting Date Requested:** 09 / 10 / 25 ☐ e-poll requested

**2. General Information:**

Event Name: National Congress of American Indians (NCAI) 82nd Annual Convention

Event Location: Seattle, WA Attendee(s): Marlon Skenandore

Departure Date: Nov 15, 2025 Attendee(s):

Return Date: Nov 21, 2025 Attendee(s):

**3. Budget Information:**

☒ Funds available in individual travel budget(s)

☐ Unbudgeted

☐ Grant Funded or Reimbursed

Cost Estimate: \$4000

**4. Justification:**

Describe the justification of this Travel Request:

Nation to nation engagement  
Proactive strategy development  
Tribal Leaders round table  
Collaborate w federal partners & tribal organizations  
Advocate & Enhance Tribal sovereignty  
Updates on federal policy changes

**5. Submission**

Sponsor: Marlon Skenandore, Councilman

- 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](mailto:BC_Agenda_Requests@oneidanation.org)

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**82<sup>nd</sup> ANNUAL**  
NATIONAL CONGRESS OF AMERICAN INDIANS  
**Convention & Marketplace**  
November 16-21, 2025 • Seattle, WA

[Attendee  
Registration](#)

[Youth  
Registration](#)

[Exhibitor  
Application](#)

**NOVEMBER 16-21, 2025**

# 82nd Annual Convention & Marketplace



Seattle Convention Center, Seattle, WA

## NCAI 82nd Annual Convention

### Agenda-at-a-Glance

(Updated: 8/18/2025)

\*All Times PST\* subject to change

### **Sunday, November 16, 2025**

8:00 a.m. – 5:00 p.m.	Marketplace Exhibitor Move-In
9:00 a.m. – 2:00 p.m.	NCAI Fund / Executive Committee Meeting – <i>Closed Meeting</i>
10:00 a.m. – 3:00 p.m.	Registration / Rules & Credentials Open
4:00 p.m. – 5:30 p.m.	NCAI Task Force Meetings
6:30 p.m. – 9:00 p.m.	Empowering Leaders Reception – <i>Open to E.L. Alumni Only</i>

### **Monday, November 17, 2025**

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7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	First General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open (optional late market hours)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
12:15 p.m. – 1:15 p.m.	Committee / Subcommittee Chairs Meeting
1:30 p.m. – 2:30 p.m.	Committee Meetings
2:45 p.m. – 4:15 p.m.	Breakout Sessions
4:30 p.m. – 5:30 p.m.	Regional Caucus Meetings
6:30 p.m. – 8:30 p.m.	Welcome Reception / Cultural Night

### **Tuesday, November 18, 2025**

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	Second General Assembly
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
12:30 p.m. – 1:30 p.m.	New Member Orientation
1:30 p.m. – 4:00 p.m.	Subcommittee Meetings
4:15 p.m. – 5:45 p.m.	Regional Caucus Meetings
6:30 p.m. – 9:00 p.m.	Children of the Setting Sun (Paramount Theatre)

### **Wednesday, November 19, 2025**

7:30 a.m. – 6:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	Third General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open (optional late market hours)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 3:00 p.m.	Subcommittee Meetings
3:15 p.m. – 4:45 p.m.	Breakout Sessions
5:00 p.m. – 6:00 p.m.	Regional Caucus Meetings
6:30 p.m. – 8:30 p.m.	Youth Reception

### **Thursday, November 20, 2025**

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
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8:00 a.m. – 10:00 a.m.	<b>Voting Open for NCAI Elections</b>
8:30 a.m. – 12:00 p.m.	Fourth General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open
11:00 a.m. – 12:00 p.m.	<b>Run-Off Voting Open (if necessary)</b>
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 4:00 p.m.	Committee Meetings
4:15 p.m. – 5:45 p.m.	Breakout Sessions
7:00 p.m. – 9:00 p.m.	Reception (Details to follow)

**Friday, November 21, 2025**

8:00 a.m. – 10:00 a.m.	Registration / Rules & Credentials / Resolutions Open
8:00 a.m. – 12:00 p.m.	Marketplace Open
8:30 a.m. – 12:00 p.m.	Fifth General Assembly



## Memorandum

To: Oneida Business Committee  
From: Marlon Skenandore, Councilman  
Date: August 22, 2025  
Re: NCAI Travel Request

---

Shekóli,

I am requesting to attend the NCAI 82<sup>nd</sup> Annual Convention November 15-21, 2025 in Seattle, WA.

Key points for tribal leadership attendance:

- Nation to Nation Engagement
- Proactive Strategy Development
- Tribal Leaders round table
- Subcommittee meetings
- Regional Caucus meetings
- General assembly meetings
- Collaborate w federal partners & tribal organizations
- Advocate & Enhance Tribal sovereignty
- Updates on federal policy changes and affected areas
- Youth initiatives
- Budget

Yaw^ko



**Oneida Business Committee Travel Request**

Approve the travel request - Secretary Lisa Liggins and Councilman Jameson Wilson - National Congress

**1. OBC Meeting Date Requested:** 09 / 10 / 25 ☐ e-poll requested**2. General Information:**Event Name: National Congress of American Indians (NCAI) 82nd Annual Convention & MarketplaceEvent Location: Seattle, WA Attendee(s): Lisa LigginsDeparture Date: Nov 15, 2025 Attendee(s): Jameson WilsonReturn Date: Nov 21, 2025 Attendee(s): **3. Budget Information:**☒ Funds available in individual travel budget(s)☐ Unbudgeted☐ Grant Funded or ReimbursedCost Estimate: \$4575**4. Justification:**

Describe the justification of this Travel Request:

This is a a travel request to attend the NCAI 82nd Annual Convention in Seattle, WA in November 2025. Attached you will find the draft agenda and travel documents. NCAI Elections are on the agenda; Councilman Wilson received support from the OBC to run for the NCAI Regional Vice President/Alternate for the Midwest (<https://www.ncai.org/about-ncai/ncai-leadership#ncai-regional-vice-presidents-and-alternates>).

As in the past for these annual conventions, Intergovernmental Affairs will coordinate talking points and well as individual itineraries to ensure we are maximizing our time and impact.

Additional Information is available here: <https://www.ncai.org/event/82nd-annual-convention-and-marketplace>

**5. Submission**Sponsor: Lisa Liggins, Secretary

- 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](mailto:BC_Agenda_Requests@oneidanation.org)





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**82nd NCAI Annual Convention - Seattle, WA - November 16-21**

---

**From** Melinda J. Danforth <mdanforj@oneidanation.org>

**Date** Tue 8/26/2025 9:31 AM

**To** Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>

**Cc** Cheryl-Aliskwet J. Ellis <cellis1@oneidanation.org>; Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>

Please let me know if you plan on attending.

Yaw^ko!

**Melinda J. Danforth, Director**

**Intergovernmental Affairs**

Oneida Nation

P.O. Box 365

Oneida, WI 54155

Phone: (920) 869-4022

Cell: (920) 562-0290

Fax: (920) 869-4040

Email: [mdanforj@oneidanation.org](mailto:mdanforj@oneidanation.org)



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

---

**From:** National Congress of American Indians <ncai@ncai.org>

**Sent:** Monday, August 25, 2025 6:45 PM

**To:** Melinda J. Danforth <mdanforj@oneidanation.org>

**Subject:** NCAI Annual Convention — Registration Open Now

[View this email in your browser](#)



## Shape the Future of Indian Country — Register for NCAI's Annual Convention

Join the National Congress of American Indians (NCAI) for the [82nd Annual Convention & Marketplace](#) at the Seattle Convention Center.

From **November 16–21, 2025**, Tribal leaders, NCAI members, Native youth, and allies from across Indian Country will come together for the largest and most significant convening of Tribal Nations.

Now more than ever is an essential moment for Indian Country to unite, amplify voices, and shape a powerful collective future. Tribal leaders, NCAI members, Native youth, and allies from across Indian Country will gather to tackle critical issues, strategize for the future, and strengthen nation-to-nation relationships.

This year's NCAI Annual Convention & Marketplace is not just a gathering — it is a call to action. By coming together, we can:

- **Defend sovereignty** against efforts to undermine Tribal authority
- **Protect democracy and civil rights** in the face of rising extremism
- **Advance bold solutions** to the crises of public safety, housing, and economic justice
- **Build a unified national agenda** to ensure Tribal Nations remain strong, self-determined, and heard on the issues that matter most

Your voice, your vote, and your presence are critical. This is the time to stand together, to strategize, and to ensure that Indian Country is leading in the fight for justice and freedom. **Now more than ever, unity is essential.** Join us in Seattle to help shape a powerful collective future for Indian Country.

[Register Now](#)

## Discover the NCAI Marketplace

The Marketplace is one of the most dynamic spaces of the Annual Convention — a gathering place where culture, innovation, and opportunity meet. As you walk through the aisles, you'll find more than booths: you'll find stories, connections, and possibilities for collaboration.

Through the Marketplace, attendees can:

- Explore the work of **Native artists and entrepreneurs**
- Learn about opportunities from **national Native organizations**
- Connect with **federal agencies and job recruiters**
- Discover products, services, and resources designed to strengthen Tribal Nations

**For exhibitors**, the Marketplace is an unparalleled opportunity to stand before Tribal leaders, advocates, and decision-makers from across the nation. Whether you're an artist seeking new audiences, an organization advancing community work, or a recruiter hoping to meet the next generation of Native professionals, this is your platform to be seen and to build lasting relationships.

[Exhibitor Registration](#)

# Shape National Advocacy Through Resolutions

Resolutions are the guiding force behind NCAI's advocacy, shaping how Tribal Nations present their priorities to Congress, federal agencies, and the American public. Submitting a resolution ensures that the challenges and visions of your community are elevated to the national stage and that Indian Country speaks with a unified, strategic voice. From pressing issues of public safety and environmental justice to emerging questions of technology, sovereignty, and federal trust responsibility, resolutions provide the framework for action.

The Resolutions Portal opens on **Monday, September 8, 2025**, and the deadline for submissions is **Monday, October 13, 2025, at 11:59 p.m. PT**. NCAI strongly encourages timely submissions. Resolutions received after this deadline will only be considered if the Resolutions Committee determines they are emergency in nature and national in scope.

[Download the Template](#)

## Native Youth Convention: Building the Next Generation of Leaders

Held alongside the 82nd Annual Convention & Marketplace, the **Native Youth Convention** creates a dedicated space for young leaders from across Indian Country to gather, learn, and grow.

Through interactive sessions and peer-to-peer dialogue, participants will strengthen their leadership skills, expand their networks, and gain the tools they need to make an impact in their communities. The program is designed to empower youth with both practical knowledge and cultural grounding — preparing them not only to lead tomorrow, but to take an active role in shaping today's advocacy.

As **future leaders and defenders of Tribal sovereignty**, Native youth will engage in critical conversations about what sovereignty means for their generation, and how they can safeguard and advance it in the decades to come. Their voices bring

urgency, creativity, and vision to the broader discussions of the Annual Convention, reminding us that the future of Indian Country depends on their leadership.

[Register Here](#)

## Stay Where Community Gathers

The Annual Convention is more than a series of sessions — it's a week of building relationships, exchanging ideas, and finding inspiration in the company of leaders and allies from across Indian Country. Where you stay shapes that experience.

The **Sheraton Grand Seattle**, our official host hotel, is directly connected to the Seattle Convention Center. From early-morning coffee conversations to late-evening strategy sessions, this is where community comes together. By booking your room here, you'll stay at the center of it all while enjoying exclusive Early Bird pricing. Step outside the hotel and you'll find yourself in the heart of downtown Seattle, with cultural attractions, world-class dining, and shopping just steps away.

[Book Your Stay](#)

## Partner with NCAI

**To sponsor the 82nd Annual Convention & Marketplace is to stand shoulder to shoulder with Tribal Nations at a critical moment in history.** Sponsorship is not simply financial support — it is a statement of solidarity and commitment to sovereignty, justice, and the collective future of Indian Country.

As a partner, your organization will be woven into the fabric of this gathering: seen in the Marketplace, recognized by Tribal leaders, and remembered for contributing to an event that strengthens advocacy on the national stage. Your presence signals to attendees that you are invested in the well-being and empowerment of Native communities.

By aligning with NCAI, you join a legacy of partnership that stretches back more than 80 years — a legacy rooted in resilience, leadership, and action. This year, as

challenges grow sharper and the need for unity grows stronger, your support has never been more vital.

[Download the Prospectus Here](#)

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National Congress of American Indians  
1516 P St NW  
Washington, D.C. 20005-1910

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**NCAI 82nd Annual Convention Agenda-at-a-Glance**

(Updated: 8/18/2025) \*All Times PST\* subject to change

**Sunday, November 16, 2025**

8:00 a.m. – 5:00 p.m.	Marketplace Exhibitor Move-In
9:00 a.m. – 2:00 p.m.	NCAI Fund / Executive Committee Meeting – <i>Closed Meeting</i>
10:00 a.m. – 3:00 p.m.	Registration / Rules & Credentials Open
4:00 p.m. – 5:30 p.m.	NCAI Task Force Meetings
6:30 p.m. – 9:00 p.m.	Empowering Leaders Reception – <i>Open to E.L. Alumni Only</i>

**Monday, November 17, 2025**

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	First General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open (optional late market hours)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
12:15 p.m. – 1:15 p.m.	Committee / Subcommittee Chairs Meeting
1:30 p.m. – 2:30 p.m.	Committee Meetings
2:45 p.m. – 4:15 p.m.	Breakout Sessions
4:30 p.m. – 5:30 p.m.	Regional Caucus Meetings
6:30 p.m. – 8:30 p.m.	Welcome Reception / Cultural Night

**Tuesday, November 18, 2025**

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	Second General Assembly
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
12:30 p.m. – 1:30 p.m.	New Member Orientation
1:30 p.m. – 4:00 p.m.	Subcommittee Meetings
4:15 p.m. – 5:45 p.m.	Regional Caucus Meetings
6:30 p.m. – 9:00 p.m.	Children of the Setting Sun (Paramount Theatre)

**Wednesday, November 19, 2025**

7:30 a.m. – 6:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	Third General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open (optional late market hours)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 3:00 p.m.	Subcommittee Meetings
3:15 p.m. – 4:45 p.m.	Breakout Sessions
5:00 p.m. – 6:00 p.m.	Regional Caucus Meetings
6:30 p.m. – 8:30 p.m.	Youth Reception

**Thursday, November 20, 2025**

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:00 a.m. – 10:00 a.m.	<b>Voting Open for NCAI Elections</b>
8:30 a.m. – 12:00 p.m.	Fourth General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open
11:00 a.m. – 12:00 p.m.	<b>Run-Off Voting Open (if necessary)</b>
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 4:00 p.m.	Committee Meetings
4:15 p.m. – 5:45 p.m.	Breakout Sessions
7:00 p.m. – 9:00 p.m.	Reception (Details to follow)

**Friday, November 21, 2025**

8:00 a.m. – 10:00 a.m.	Registration / Rules & Credentials / Resolutions Open
8:00 a.m. – 12:00 p.m.	Marketplace Open
8:30 a.m. – 12:00 p.m.	Fifth General Assembly



**ONEIDA NATION**  
**TRAVEL AUTHORIZATION REQUEST**

**General Travel Information**

Name of Traveler			
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Seattle, WA		
Departure date	11/15/2025	Return date	11/21/2025
Purpose of travel	NCAI 82nd Annual Convention & Marketplace		
Charged GL Account			

**GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources**

Per Diem rate per day (meals)	\$ 92.00
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**Cost Estimate Information**

## Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 92.00	1.00	5	\$ 460.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
<b>Sub-Total = Travel Advance</b>				\$ 598.00
Lodging including room, taxes, fees, and hotel parking	\$ 362.50		6	\$ 2,175.00
Airfare				\$ 1,000.00
Luggage Fees				\$ 100.00
Car Rental				\$ 0.00
Registration				\$ 800.00
Allowable price adjustment				\$ 500.00
<b>Sub-Total = Virtual Card</b>				\$ 4,575.00
<b>Total Cost Estimate</b>				\$ 5,173.00

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		
Department Sign-off		

Send all travel related items to: [CentralAccounting\\_Travel@oneidanation.org](mailto:CentralAccounting_Travel@oneidanation.org)

Approve the nomination of Vanessa Miller to the USDA Tribal Advisory Committee

---

## Business Committee Agenda Request

1. Meeting Date Requested: 9/10/25

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 Vanessa Miller to the USDA 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:

5. Additional attendees needed for this request:

Vanessa Miller, Food & Agriculture Area Manager

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (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: Federal Register Notice |  |   |

**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: Describe                |  |

**8. Submission:**

Authorized Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director 

Primary Requestor: Brandon Wisneski, Self-Governance Manager

**From:** [Melinda J. Danforth](#)  
**To:** [Brandon M. Wisneski](#); [BC Agenda Requests](#)  
**Cc:** [Melissa L. Nuthals](#); [Vanessa L. Miller](#)  
**Subject:** RE: 9/10/25 BC Agenda Request - USDA Tribal Advisory Committee Nomination Vanessa Miller  
**Date:** Tuesday, September 2, 2025 4:46:00 PM  
**Attachments:** [image003.png](#)

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Approved.

**Melinda J. Danforth, Director**  
**Intergovernmental Affairs**

Oneida Nation  
P.O. Box 365  
Oneida, WI 54155

Phone: (920) 869-4022  
Cell: (920) 562-0290  
Fax: (920) 869-4040  
Email: [mdanforj@oneidanation.org](mailto:mdanforj@oneidanation.org)



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

---

**From:** Brandon M. Wisneski <[bwisnesk@oneidanation.org](mailto:bwisnesk@oneidanation.org)>  
**Sent:** Tuesday, September 2, 2025 2:22 PM  
**To:** BC\_Agenda\_Requests <[BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)>  
**Cc:** Melinda J. Danforth <[MDANFORJ@ONEIDANATION.org](mailto:MDANFORJ@ONEIDANATION.org)>; Melissa L. Nuthals <[MNUTHALS@oneidanation.org](mailto:MNUTHALS@oneidanation.org)>; Vanessa L. Miller <[vmiller@oneidanation.org](mailto:vmiller@oneidanation.org)>  
**Subject:** 9/10/25 BC Agenda Request - USDA Tribal Advisory Committee Nomination Vanessa Miller

Good Afternoon,

Please find attached an agenda request for the regular BC Meeting on 9/10/25. If you need any additional information, please feel free to reach out.

Yaw^ko (thank you),

**Brandon Wisneski**

Self Governance Manager  
Intergovernmental Affairs  
Oneida Nation

Cell: (920) 680-2682

Office: (920) 869-4281



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

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*NOTICE: This message is intended for the use of the addressee and may contain confidential information. If you are not the intended recipient, you are hereby notified that any copying or dissemination of this message is prohibited. If you have received this message in error, please notify by reply email or telephone and immediately delete the message and all of its attachments.*

# Memorandum

To: Oneida Nation Business Committee  
From: Brandon Wisneski, Self-Governance Manager  
Date: September 10, 2025  
Re: Nomination of Vanessa Miller, Oneida Nation Food & Agriculture Manager, to the USDA Tribal Advisory Committee

---

The United States Department of Agriculture (USDA) Tribal Advisory Committee (TAC) was established to provide advice and guidance to the Secretary of Agriculture on matters relating to Tribal and Indian affairs. The Committee facilitates but does not supplant government-to-government consultation between the Department of Agriculture and Indian tribes.

The USDA TAC will:

- a. Identify evolving issues of relevance to Indian tribes relating to programs of the Department;
- b. Communicate to the Secretary the issues identified in subparagraph (a);
- c. Submit to the Secretary recommendations for, and solutions to
  - i. issues that are identified under subparagraph (a);
  - ii. issues raised at the Tribal, regional, or national level; and
  - iii. issues relating to any Tribal consultation carried out by the Department;
- d. Discuss issues and proposals for changes to the regulations, policies, and procedures of the Department that impact Indian tribes;
- e. Identify priorities and provide advice on appropriate strategies for Tribal consultation on issues at the Tribal, regional, or national level regarding the Department;
- f. Ensure that pertinent issues of the Department are brought to the attention of an Indian tribe in a timely manner so that timely feedback from an Indian tribe can be obtained;
- g. Identify and propose solutions to any interdepartmental barrier between the Department and other Federal agencies;
- h. Not less frequently than once each year, submit to the Secretary and the relevant committees of Congress a report that describes:
  - i. the activities of the Committee during the previous year; and
  - ii. recommendations for legislative or administrative action for the following year.

Nominations may only be submitted by signatories authorized to represent an Indian tribe, a Tribal organization, or a national or regional organization with expertise in issues relating to the above

duties of the Committee. To the maximum extent feasible, the Secretary shall ensure that the members of the Committee represent a diverse set of expertise on issues relating to geographic regions, Indian tribes, and the agricultural industry. USDA encourages nominees reflect the broad slate of what makes American agriculture great including but not limited to farmers/ranchers, food businesses, subsistence foragers, foresters, agriculture educators and land-grant faculty/staff, extension and technical assistance specialists, agriculture financiers (banks and credit institutions), Tribal leaders and Tribal government officials, and agriculture/forestry law experts.

The USDA issued a Notice of Solicitation for Nominations to the Federal Register and is accepting nominations until September 22, 2025.

**Recommended Action:**

**Motion to Approve Nomination of Vanessa Miller to the USDA Tribal Advisory Committee.**



Oneida Nation  
Oneida Business Committee  
PO Box 365 • Oneida, WI 54155-0365  
[oneida-nsn.gov](http://oneida-nsn.gov)



September ##, 2025

*submitted electronically to [tribal.relations@usda.gov](mailto:tribal.relations@usda.gov)*

Josiah Griffin, Designated Federal Officer  
Office of Tribal Relations  
U.S. Department of Agriculture  
1400 Independence Ave. SW, Room 501-A  
Washington, DC 20250

**DRAFT**

**RE: Nomination of Vanessa Miller to the USDA Tribal Advisory Committee**

Dear Mr. Griffin,

On behalf of the Oneida Nation (“the Nation”), I nominate **Vanessa Miller, Oneida Nation Food & Agriculture Manager**, to serve as a member of the USDA Tribal Advisory Committee.

Vanessa Miller has extensive experience engaging in tribal food sovereignty issues. Ms. Miller has worked for the Nation for over 15 years. In her current role, Ms. Miller oversees the Nation’s Food and Agriculture area, focusing the implementation of the Nation’s long term food sovereignty strategic plan. Ms. Miller’s works to achieve the Nation’s priorities of strengthening our local economy, supporting tribal producers and processors, and improving the public health of our community through food systems.

Ms. Miller has experience working with local, state, and federal partners to develop and manage projects, secure funding, and build regional partnerships. She also serves as representative to the Wisconsin Tribal Conservation Advisory Council, the Wisconsin Agriculture Education and Workforce Development Council, and the Oneida Community Integrated Food System. Ms. Miller earned her Master of Business Administration from Concordia University.

Ms. Miller is responsible for managing the Nation’s successful Food & Agriculture program. As an agricultural producer, the Nation owns and operates the Oneida Apple Orchard, Oneida Nation Farms, and Tsyunhehkwa (“Life Sustenance”) Organic Farm. Through these programs and enterprises, the Nation produces apples, traditional heirloom white corn, beef, bison and other agricultural products that are both sold to the public and incorporated into the Nation’s programs for the benefit of our community. Our programs also work to preserve and share our indigenous traditional ecological knowledge.

Oneida Nation was also one of eight tribal nations selected to participate in FNS’s Food Distribution in Indian Country (FDPIR) Self-Determination Demonstration Project. Through this



project, the Nation supplies our own apples, bison and black angus beef to the Oneida and Menominee FDPIR programs. Ms. Miller and her team are a critical partner in the success of this project. As a leader in tribal Self-Governance, the Nation is excited to partner with USDA on expanding opportunities for self-determination and self-governance within USDA programs.

Oneida Nation also operates an array of food security and nutrition programs for our community that are funded through the USDA, including Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), Food Distribution Program for Indians on Reservations (FDPIR), and the National School Lunch Program (NSLP) at our tribally-operated Oneida Nation School System.

Ms. Miller's experience and dedication to food sovereignty of tribal nations makes her an ideal candidate to serve as a member of the USDA Tribal Advisory Committee. As a delegate on the TAC, she will be acting in her official capacity as an appointee of the Oneida Nation. She has the authority to act on behalf of the Nation and is qualified to represent the views of tribal agricultural producers, tribal program managers, and Indian tribes in the Midwest region.

Attached you will find the nominee's resume and completed AD-755 form. The contact information for the nominee is below:

**NOMINEE FOR DELEGATE:**

**Name: Vanessa Miller**

Official Title: Food & Agriculture Area Manager, Oneida Nation

Mailing Address: P.O. Box 365, Oneida, WI 54155

E-mail Address: [vmiller@oneidanation.org](mailto:vmiller@oneidanation.org)

Phone: 920-370-3047

Thank you for your consideration of this nomination. If you have any questions, please contact Brandon Wisneski, Oneida Nation Self-Governance Manager, at (920) 680-2682 or [bwisnesk@oneidanation.org](mailto:bwisnesk@oneidanation.org)

Sincerely,

ONEIDA NATION

Tehassi tasi Hill, Chairman

# Notices

Federal Register

Vol. 90, No. 151

Friday, August 8, 2025

This section of the FEDERAL REGISTER contains documents other than rules or proposed rules that are applicable to the public. Notices of hearings and investigations, committee meetings, agency decisions and rulings, delegations of authority, filing of petitions and applications and agency statements of organization and functions are examples of documents appearing in this section.

## DEPARTMENT OF AGRICULTURE

### Tribal Advisory Committee; Notice of Solicitation for Nominations

**AGENCY:** United States Department of Agriculture (USDA).

**ACTION:** Notice to solicit nominations for membership.

**SUMMARY:** Through this notice, the U.S. Department of Agriculture (USDA) is soliciting nominations for four (4) vacancies on the USDA Tribal Advisory Committee (“the Committee”). The Committee consists of eleven (11) members serving staggered terms. Three members will be appointed by the Secretary of Agriculture for a three-year term and one by the Ranking Member of the House Committee on Agriculture to serve the remainder of the vacancy term ending December 19, 2025. Members may only serve on one USDA advisory committee at a time. Candidates and alternates selected for potential appointments will undergo a USDA background check. Pursuant to the Committee’s statutory authorization, only Indian tribes as defined by 25 U.S.C. 5304, Tribal organizations as defined by 25 U.S.C. 5304, or national or regional organizations with expertise in issues relating to the Committee may nominate candidates for consideration.

Complete nomination packages will include a nomination letter signed by a representative authorized to make decisions on behalf of the nominating entity, the nominee’s resume, and a USDA Advisory Committee Membership Background Information form completed by the nominee (available online at <https://www.usda.gov/sites/default/files/documents/ad-755-advisory-committee-commodity-board-background-information.pdf>). Resumes or curriculum vitae must be limited to five one-sided pages and should include a summary of the following information: current and past organization

affiliations; areas of expertise; education; career positions held; any other notable positions held; and geographic locations and regions served. Additional letters of endorsement are optional.

**DATES:** Nominations must be submitted via email September 22, 2025.

**ADDRESSES:** Please submit nominations and resumes for recognition and appointment by the Secretary of Agriculture and the Ranking members of the House Committee on Agriculture through Josiah Griffin, Designated Federal Officer, at [Tribal.Relations@usda.gov](mailto:Tribal.Relations@usda.gov).

**FOR FURTHER INFORMATION CONTACT:** Inquiries may be sent to, Josiah Griffin, Designated Federal Officer, USDA, Office of Tribal Relations, at [Tribal.Relations@usda.gov](mailto:Tribal.Relations@usda.gov).

#### SUPPLEMENTARY INFORMATION:

*About the Committee:* The Tribal Advisory Committee is established pursuant to section 12303 of the Agriculture Improvement Act of 2018 (Pub. L. 115–334) to advise the Secretary of Agriculture on matters relating to Tribal and Indian Affairs. The TAC defines “Indian affairs” similarly to the Senate Committee on Indian Affairs (SCIA) jurisdiction (as defined in Section 25 of S. Res. 71, 103rd Congress, 1st Session), which includes but is not limited to all matters pertaining to American Indian, Native Hawaiian, and Alaska Native peoples. The Committee Chairperson and Vice Chairperson shall be elected by the Committee from among its members.

*Eligible Nominators:* Nominations may only be submitted by signatories authorized to represent an Indian tribe as defined by 25 U.S.C. 5304, a Tribal organization as defined by 25 U.S.C. 5304, or a national or regional organization with expertise in issues relating to the above duties of the Committee. These organizations include but are not limited to intertribal consortia, national or regional tribal serving organizations, land-grant institutions, and credit institutions such as Native Community Development Financial Institutions. Nominees are not required to represent the nominating entity.

*Nomination Packages:* Nominating entities must submit a complete nomination package for full consideration. Documents should be

typed and must include the following elements. Additional letters of endorsement are optional.

1. Nomination letters. Nomination letters must include a brief summary, no more than two pages, explaining the nominee’s qualifications to serve on the Tribal Advisory Committee and addressing the membership composition and criteria described above. The signatory of these letters must be authorized to represent the nominating entity.

2. Resume. A resume providing the nominee’s background, experience, and educational qualifications.

3. Background Information Form. A completed Advisory Committee or Research and Promotion Background Information form (AD–755) signed by the nominee available online at <https://www.usda.gov/sites/default/files/documents/ad-755.pdf>.

*Meeting Frequency:* The Committee is required by law to meet at least twice in-person per year and is expected to convene quarterly, with meetings hosted virtually between in-person meetings. All Committee meetings will be announced in the **Federal Register**.

*Appointment Terms:* All official Appointees will each have access to this same **Federal Register** nomination process. Pursuant to the Federal Advisory Committee Act (5 U.S.C. 10), notice is hereby given that the Secretary of Agriculture will appoint three members for upcoming vacancies to serve a three (3) year term beginning December 2025 and ending in December 2028. The Ranking Member of the House Committee on Agriculture will appoint one (1) member for a current vacancy term ending December 2026.

*Membership Balance:* Pursuant to 7 U.S.C. 6921(b)(3)(c), to the maximum extent feasible, the Secretary shall ensure that the members of the Committee represent a diverse set of expertise on issues relating to geographic regions, Indian tribes, and the agricultural industry. USDA encourages nominees reflect the broad slate of what makes American agriculture great including but not limited to farmers/ranchers, food businesses, subsistence foragers, foresters, agriculture educators and land-grant faculty/staff, extension and technical assistance specialists, agriculture financiers (banks and credit institutions), Tribal leaders and Tribal

government officials, and agriculture/forestry law experts.

Equal opportunity practices, in accordance with USDA policies, will be followed in all membership appointments to the Committee.

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET center at (202) 720-2600 (voice and TDD) or the State or local Agency that administers the program.

Dated: August 6, 2025.

**Cikena Reid,**

*USDA Committee Management Officer.*

[FR Doc. 2025-15125 Filed 8-7-25; 8:45 am]

**BILLING CODE 3420-AG-P**

## DEPARTMENT OF AGRICULTURE

### Submission for OMB Review; Comment Request

The Department of Agriculture has submitted the following information collection requirement(s) to OMB for review and clearance under the Paperwork Reduction Act of 1995, Public Law 104-13. Comments are requested regarding (1) whether the collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility; (2) the accuracy of the agency's estimate of burden including the validity of the methodology and assumptions used; (3) ways to enhance the quality, utility and clarity of the information to be collected; and (4) ways to minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology.

Comments regarding this information collection received by September 8, 2025 will be considered. Written comments and recommendations for the proposed information collection should be submitted within 30 days of the publication of this notice on the following website [www.reginfo.gov/public/do/PRAMain](http://www.reginfo.gov/public/do/PRAMain). Find this particular information collection by selecting "Currently under 30-day Review—Open for Public Comments" or by using the search function.

An agency may not conduct or sponsor a collection of information unless the collection of information displays a currently valid OMB control number and the agency informs potential persons who are to respond to the collection of information that such persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.

### Office of the Secretary, White House Liaison Office

*Title:* Advisory Committee and Research and Promotion Board Membership Background Information.

*OMB Control Number:* 0505-0001.

*Summary of Collection:* The Department is required under Section 1804 of the Food and Agriculture Act of 1977 (7 U.S.C. 2281, *et seq.*) to provide information concerning advisory committee members' principal place of residence, persons or companies by whom employed, and other major sources of income. The Agriculture and Food Act of 1981 (Pub. L. 97-98) reiterates this requirement. USDA plans to now use the AD-755 form to collect information to appoint members to these MOA Boards. Marketing orders and agreements (MOA) are initiated by industry to help provide stable markets for dairy products, fruits, vegetables and specialty crops. Each order and agreement are tailored to the individual industry's needs. Marketing Orders are a binding regulation for the entire industry in the specified geographical area, once it is approved by the producers and the Secretary of Agriculture. Marketing Agreements are only binding for those handlers that sign the agreement.

R&P Board members under each program are appointed by the Secretary and the Secretary has delegated his appointment authority for the MOA Boards to the mission area Administrator/Under Secretary. Some of the information contained on Form AD-755 is used by the Department to conduct the background clearances of prospective board members required by departmental regulation. The clearance

is required for all candidates who are applying to be appointed to a USDA advisory committee or board by the Secretary of Agriculture.

*Need and Use of the Information:* The White House Liaison Office (WHLO) uses the AD-755 to collect information for the purpose of checking on the background of the nominees to make sure there are no delinquencies to USDA, as well as making sure they have no negative record that could be a negative reflection to the USDA or the Secretary including House and Senate Lobbyist checks.

Additionally, White House Liaison Office includes the AD-755 section for Race, Ethnicity and Gender (REG), veterans, and disability data collection. This data collection is optional but essential to ensure that USDA receives a demographic range of applicants for seats on agriculture related board and committees. Most boards require a specific number of seats for certain constituencies thus the collection of information such as race, ethnicity, and gender (REG), is imperative in the board and committee building process. Under the Federal Advisory Committee Act (FACA) advisory committees must be fairly balanced in membership in terms of points of view represented and the functions to be performed. Therefore, this information will be utilized by the White House Liaison Office and the Office of Assistant Secretary for Civil Rights to determine the approach to outreach for all constituents while constructing each board or committee. If outreach is lower than desired, this information will help the WHLO increase the demographics of applicants and may require additional solicitations for additional outreach for boards and committees across the nation to have a greater pool of applicants.

*Description of Respondents:* Individuals or households.

*Number of Respondents:* 6,500.

*Frequency of Responses:* Reporting: Annually.

*Total Burden Hours:* 3,250.

**Levi S. Harrell,**

*Departmental Information Collection Clearance Officer.*

[FR Doc. 2025-15111 Filed 8-7-25; 8:45 am]

**BILLING CODE 3410-01-P**