

Oneida Nation

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Oneida, WI 54155

BC Resolution # 04-10-19-A No Trade Back for Cash for Fiscal Year 2020

- 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 Personnel Policies and Procedures allow for a one-time trade back for cash of accrued personal and/or vacation time upon approval of the Oneida Business Committee; and
- WHEREAS,** the Oneida Business Committee, upon recommendation and advice of the Treasurer and Chief Financial Officer, determined that the authorization of trade back for cash is a budget issue and should be declared during the budgeting processes in order to ensure that proper cash flow management can be conducted; and
- WHEREAS,** the proposed expenses are exceeded by proposed revenues resulting in budget balancing decisions by the Nation known as the 'budget gap' in the amount of approximately \$18 million; and
- WHEREAS,** the need to utilize trade back for cash to reduce the total accrued vacation and personal time liability is no longer required as a result of the approval of the 280-hour accrual cap which encourages employees to live healthy lives by taking time off work; and
- WHEREAS,** out of 2,689 employees on February 28, 2019, only 24 employees are at or reaching the 280-hour accrual cap established in 2010 which identifies there is no longer a need to utilize trade back for cash as a method to assist employees in properly managing their vacation and personal time accruals; and
- WHEREAS,** trade back for cash is estimated to be an expense of approximately \$1.7 million (40 hours) to \$3.4 million (80 hours), depending on the amount budgeted; and
- WHEREAS,** the Treasurer and Chief Financial Officer have identified that it is not possible to budget for a trade back for cash in FY2020 without delaying other necessary expenses;

NOW THEREFORE BE IT RESOLVED, in accordance with Section IV(A)(5)(n) of the Personnel Policies and Procedures, the Oneida Business Committee declares that there shall be no trade back for cash authorized in Fiscal Year 2020.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 9 members were present at a meeting duly called, noticed and held on the 10th day of April, 2019; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."