

# Oneida Nation

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Oneida, WI 54155

## BC Resolution # 08-14-19-N

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

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee has re-instated the position of General Manager to provide guidance and stability to the Nation's governmental units assigned to report to that position; and
- WHEREAS,** the Oneida Business Committee has determined that some positions, such as the Chief Financial Officer, are not direct reports to the Oneida Business Committee but have interactions with and impacts on governmental units; and
- WHEREAS,** the Oneida Business Committee has also determined that some positions, such as the Gaming General Manager, Emergency Management, and Human Resources Department, require direct contact and supervision by the Oneida Business Committee because of the position (Gaming General Manager), the duties (governmental response), or services provided (personnel); and
- WHEREAS,** the Edward Delgado Oneida Business Committee adopted resolutions clarifying the impact of interim actions addressing the removal of the position of the General Manager; and
- WHEREAS,** the Cristina Danforth Oneida Business Committee adopted clarifying resolutions regarding supervision and management of direct reports; and
- WHEREAS,** the Oneida Business Committee has determined that these resolutions provided clear guidance to direct reports and should be updated reflecting hiring a General Manager; and
- WHEREAS,** the Oneida Business Committee re-affirms resolution # BC-01-14-09-D, *Definition of Oversight*; and

**NOW THEREFORE BE IT RESOLVED,** that this resolution shall supersede all prior motions and resolutions in conflict with the directives set forth in this resolution and in resolution # BC-08-14-19-M, *Rescinding and Amending Resolutions Regarding Direct Reporting and Assigning Responsibilities and Authorities of the General Manager*.

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

- Chief Counsel, job description # 09030
- General Manager, job description # 09012
- Gaming General Manager, job description #82008
- Intergovernmental Affairs and Communications Director, job description #02735
- Emergency Management Director, job description #09072
- Area Manager, Human Resources Division, job description #00662
- Area Manager, Retail-Profit, job description #01245
- Business Compliance Analyst, job description #03029

**BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegates to the officers (Chair, Vice-Chair, Treasurer and Secretary) the authority and responsibility of administrative supervision of direct reports.

1. Administrative supervision shall be defined as matters involving the individual personnel requests such as use of personal or vacation time, performance tracking and accounting related sign-off activities.
2. Administrative supervision requests shall be routed through the Tribal Secretary's Office which shall be responsible for logging in requests and documenting the results of the officer decisions.

**BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegates to the officers (Chair, Vice-Chair, Treasurer and Secretary) the authority and responsibility of providing direction to direct reports regarding organizational activities. Direction regarding organizational activities shall be defined as providing advice and opinion regarding the policy decisions made by the Oneida Business Committee and shall exclude the authority to direct specific action.

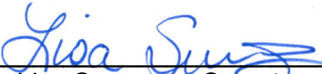
**BE IT FURTHER RESOLVED**, that the Oneida Business Committee delegation to the officers includes the expectation that the officers will act by majority vote and, in all cases, to attempt consensus decision making as agreed to from the initial strategic planning activities.

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

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

#### CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 14<sup>th</sup> day of August, 2019; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
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."