

# Oneida Nation

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Oneida, WI 54155

## **BC Resolution # 12-08-21-E Increasing the Oneida Nation Minimum Wage to \$15.00 Per Hour**

- 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 previously identified the intention to “lead the market” in employment matters; and
- WHEREAS,** the Oneida Business Committee has received reports on changes in the economy caused by the pandemic and supply chain issues, rising inflation rates, the difficulty in finding and hiring qualified applicants; and the difficulty in retaining current employees; and
- WHEREAS,** the Human Resources Department submitted a report on increasing the Nation’s minimum wage to \$15.00 per hour and the impacts of that action to the Quality of Life Committee; and
- WHEREAS,** the Quality of Life Committee, on November 18, 2021, has recommended that the Nation’s minimum wage be increased to \$15.00 per hour; and
- WHEREAS,** the Human Resources Department report identifies that this action will result in an estimated increase in the FY2022 budget in the amount of \$774,000 and impact approximately 297 employees;


**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee adjusts the Oneida Nation’s minimum wage to \$15.00 per hour for implementation on December 12, 2021.

**BE IT FURTHER RESOLVED,** the Executive Human Resources Department Director shall provide an implementation report at the first regular meeting of the Oneida Business Committee in December 2022.

**BE IT FINALLY RESOLVED**, budget impacts regarding the increased in minimum wage shall be covered through savings in vacant positions.

#### **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; 6 members were present at a meeting duly called, noticed and held on the 8<sup>th</sup> day of December, 2021; that the forgoing resolution was duly adopted at such meeting by a vote of 5 members for, 0 members against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Lisa Liggins, Secretary  
Oneida Business Committee

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