Oneida Tribe of Indians of Wisconsin
BUSINESS COMMITTEE

Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

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BC Resolution # _____

Continuing Resolution for Fiscal Year 2015

WHEREAS, the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the General Tribal Council has been delegated the authority of Article IV, Section I of the Oneida Tribal Constitution, and

WHEREAS, the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and

WHEREAS, the Oneida Business Committee has identified that it was not possible to bring forward a budget for Fiscal Year 2015 given the transition as a result of the 2014 General Election and the installation of a new Oneida Business Committee; and

WHEREAS, the Tribal Treasurer has identified that development of a balanced budget for Fiscal Year 2015 with projections for Fiscal Years 2016 and 2017 will take time to conclude and has identified January of 2015 as a potential time frame for presentation of a budget to the General Tribal Council; and

WHEREAS, the Tribal Treasurer has identified that projected revenues do not cover estimated expenditures requiring budget reductions in order to present a balanced budget; and

WHEREAS, the Tribal Treasurer has identified that there are periods of cash flow stress based on revenue streams during the fiscal year that require additional expenditure limitations and monitoring in order to meet the programming and business needs of the Tribe; and

WHEREAS, the Tribal Treasurer has identified that revenue projections have been affected by unduly harsh winters, local construction projects and economic changes such that additional budget constraints have been necessary notwithstanding our conservative fiscal estimates; and

WHEREAS, the Oneida Business Committee agrees that this is a reasonable deadline for development of the budget and preparing it for presentation to the General Tribal Council; and

WHEREAS, a continuing budget resolution is needed to provide direction on expenditures for Fiscal Year 2015;

NOW THEREFORE BE IT RESOLVED the Oneida Business Committee adopts the following directives for Fiscal Year 2015 which are more fully outlined in this resolution:

1. *Operational Expenses.* Operational expenses are not to exceed one-twelfth (1/12) of 75% of the allocation in the FY2014 budget for October through January. Provided that, this restriction shall exclude personnel and personnel related lines, which shall continue at 100% funding and be subject to the further limitations outlined in this resolution.
2. *Employment Levels.* Employment levels shall continue to be closely monitored and maintained at no greater than current levels. The goal is reduction of workforce levels through attrition and utilizing the existing employment base in an effective and efficient manner.
3. *Capital Expenditures, Capital Improvement Projects and Technology Set Asides and Implementations.* All requests for capital expenditures, capital improvement projects and technology set-asides will be approved by the Oneida Business Committee.
4. *Other.* If the need for any items covered under the restraints set forth in this resolution become detrimental to the organization, Division Directors, Gaming General Manager, Chief Financial Officer, and Chief Counsel, for their respective areas, may authorize an exception to the restraint. The exception shall be set forth in a report which shall specifically identify the exception, the need for the exception, cost for non-compliance and compliance, and alternatives that were considered but rejected and the reasons for rejection. The report shall be forwarded to the Oneida Business Committee for the next available agenda. The Division Director, Gaming General Manager, Chief Financial Officer, or Chief Counsel, as appropriate, shall present the report at the Oneida Business Committee meeting and answer questions.

NOW THEREFORE BE IT FURTHER RESOLVED that as used in this resolution, Direct Reports shall consist of the following - Gaming General Manager, Chief Financial Officer, Chief Counsel, Chief of Police, Legislative Affairs Director, Comprehensive Health Division Director, Development Division Director (and as interim assignment for Housing Operations), Environmental Health Division Director (and as interim Land Management Division Director), Governmental Services Division Director, HRD Area Manager, Internal Audit Director, Internal Services Division Director, Medical Director, Records Management Director, and Retail Profits Area Manager.

NOW THEREFORE BE IT FURTHER RESOLVED that all operations of the Tribe shall eliminate, reduce or re-schedule all non-essential, non-emergency expenditures to assist in the management of cash flow and meeting budget needs. To carry out this intent, the following expenditure restrictions are directed:

1. *Ongoing Comprehensive Hiring Freeze.*
   a. The Oneida Business Committee maintains an ongoing comprehensive hiring freeze. From October 1 until the Fiscal Year 2015 Budget is adopted, no hiring shall be authorized and no exceptions will be granted. Direct Reports are given authority under Resolution # BC-_____ to manage employment needs through collaboration and reallocation of the existing employment base.
   b. ***The Oneida Business Committee has not yet identified how to address posted positions. This decision is difficult to make in light of budget needs and cash flow demands and***

meeting community and organizational needs. The Treasurer is accepting written recommendations regarding resolution language to address this question through e-mail or memo sent to the Treasurer received no later than 4:30, September 16, 2014. The Oneida Business Committee will reconvene September 17, 2014, at 1:30 p.m. to review these resolution recommendations and make a final determination regarding this section.

2. *Suspend All Wage Increases.* No wage increases in any form are authorized for any employee except as previously approved by the Oneida Business Committee, employees ending a probationary employment during this period shall be authorized the off-probation increase.

3. *Overtime Reduced.*
   a. It is the expectation of the Oneida Business Committee that Direct Reports shall work collaboratively to utilize employee knowledge, skills and abilities in an effective and efficient manager to avoid overtime.
   b. Direct Reports shall report all overtime to the HRD Manager on a weekly basis.
   c. The HRD Manager shall review all overtime and assess whether or not such overtime was warranted or whether work force schedules could be adjusted to avoid future overtime. Work force schedules may be evaluated across programs and business units to identify the best use of employees and resources.
   d. A Direct Report may grant an exception where overtime is necessary to address health or safety, or regulatory requirements.
   e. Where exceptions are granted, a Direct Report shall submit a report to the Oneida Business Committee identifying, at a minimum, the following information.
      1. Job position, duties, wage scale, and the health, safety issue addressed, or regulatory requirement necessitating overtime.
      2. What, if any, alternatives were identified and why they were not utilized?
      3. What was the cost of leaving the overtime and of not granting overtime?
      4. What is the health and safety issue or regulatory requirement justifying the authorization of overtime?

4. *Elimination of Travel.*
   a. All travel shall be eliminated except for government and legislative functions as approved by the Oneida Business Committee.
   b. All programs shall identify grant related travel and apply for adjustments in the grant to reallocate travel related funding to the provision of services. Where amendments cannot be made to the grant to reallocate travel related funding, the *allocations of the* grant *funding for travel* must be re-approved by the Oneida Business Committee to approve the travel related activities in the grant.
   c. Continuing education requirements which are part of licensing or certification requirements paid for by the Tribe are authorized to be carried out in the order of priority of on-line training and then local training.
   d. Where travel has been approved prior to the adoption of this resolution, and for which the employee has already expended funds for the travel is authorized under resolution # BC-2-12-14-B it is considered approved for FY2015.

5. *Contracting.*
   a. All contracts for consultant services to be delayed until new budget is adopted.
   b. A Direct Report may grant an exception where a consulting contract is necessary to address health or safety, or regulatory requirements.
   c. Where exceptions are granted, a Direct Report shall submit a report to the Oneida Business Committee identifying, at a minimum, the following information.
      1. Consultant contract, Legal/Purchasing contract reference number, purpose of contract, start/end date of contract, and cost of contract.
      2. What, if any, alternatives were identified and why they were not utilized?
      3. What was the cost of not entering into contract, what is the benefit of entering into the contract?
      4. What funding was utilized to pay the contract costs? If grant funding, what is the tribal contribution/in-kind value allocated to the grant, and if possible, to the contract?
      5. What is the health and safety issue or regulatory requirement justifying the authorization of overtime?

6. *Donations and Sponsorships.*
   a. All external donations and sponsorships are delayed.
   b. Exceptions for business related purposes, or to obtain health, safety or regulatory required grants may be granted by the Oneida Business Committee.

7. *Capital Expenditures and Technology Set-Asides.*
   a. All capital expenditures shall be delayed.
   b. Exceptions may be granted by the Oneida Business Committee for the protection of revenue generations, health or safety, or regulatory requirements.

8. *Capital Improvement Projects.*
   a. All currently approved CIP on the Fiscal Year 2015 Project List shall be re-evaluated by the Project Manager, appropriate program personnel, and the Chief Financial Officer for size, scope and ongoing need and a report presented by the Chief Financial Officer to the Oneida Business Committee regarding each project the financial impact on the Tribe and proposed revisions to the project and related timelines.
   b. Activation of new CIP shall be suspended until the Fiscal Year 2015 budget is approved.
   c. Exception to the activation of CIP may be made by the Oneida Business Committee to protect revenue generations, health or safety or regulatory requirements.

NOW THEREFORE BE IT FURTHER RESOLVED that the Emergency Management Director, Ombudsman, and Self Governance Coordinator, boards, committees and commissions, and any other program not included in the Direct Reports defined in this resolution, shall obtain approval from the Oneida Business Committee for actions within this resolution.

NOW THEREFORE BE IT FURTHER RESOLVED that this continuing resolution shall be in place until adoption of the budget for Fiscal Year 2015 by the General Tribal Council.

NOW THEREFORE BE IT FURTHER RESOLVED that all decision making made under this Continuing Resolution by Direct Reports will be used to evaluate Direct Report decision making and may result in disciplinary action.

NOW THEREFORE BE IT FURTHER RESOLVED that the Oneida Business Committee, the Finance Staff, HRD and Law Office will collaboratively work with the operations to assist with implementing the standards of this resolution, as well as, collectively working together to develop a balanced budget for GTC consideration.

NOW THEREFORE BE FINALLY RESOLVED that the Oneida Business Committee directs that assessments regarding work force or minimum staffing levels and provision or level of services begin October 1, 2014, finalized in FY 2015 to be lead through the Treasurer's Office and shall include all levels of the organization. The goal of these assessments is identifying resources for best meeting community needs.