

Oneida Nation

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Oneida, WI 54155

BC Resolution # 03-14-18-D

Amending Resolution # BC-09-27-17-I, *Strategic Workforce Planning – Budget – Implementation for Oneida Nation*

- 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 resolution # BC-09-27-17-B, *Setting the Strategic Plan for the 2017-2020 Term of the Oneida Business Committee*, which identified the following broad goals as its strategic plan.
- Advancing Onnyote?a-ká· principles – helps us to support and sustain our culture
 - Exercising Sovereignty – helps us to strengthen and protect our people, land, and environment
 - Improving Organizational Changes – promote effective, responsive decision-making, while providing the opportunity to meet the needs of the Tribal Membership, technology, customers, economy, and growth
 - Promoting Positive Community Relations – will promote open communication in an atmosphere of trust, collaboration, and positive relationships
 - Inspiring Yukwatsístayλ – (Our fire, our spirit within each one of us)
 - Encouraging Tsi?niyukwalihotλ - (We have everything here to sustain us); and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-09-27-17-I, *Strategic Workforce Planning – Budget – Implementation for Oneida Nation*, which identified long-term, mid-term, and immediate action goals for the organization regarding programming, employment levels, and goals for each departmental unit; and
- WHEREAS,** resolution # BC-09-27-17-I, contained an immediate action goal of employment caps set at 2700 FTEs and defined how FTE is calculated to manage the employment levels which make up the greatest financial expenditures of the Nation; and
- WHEREAS,** the Oneida Business Committee, supporting the Treasurer's long-term recommendations of managing costs and expenses of the Nation, have agreed that FTE caps will be a part of the process of reviewing and understanding programming of the Nation to bring the programming closer to meeting current needs; and
- WHEREAS,** the resolution was implemented and notice of the FTE numbers were presented to the organization management to allow the Division Directors, Gaming General Manager,

Chief Counsel, and Chief Financial Officer to plan accordingly in a cooperative manner to remain under the FTE cap and still meet the needs of the programming clients; and

WHEREAS, the FTE cap was reached in December 2017 and the Human Resources Department became responsible for managing posting and hiring in accordance with the resolution which resulted in the employment base being reduced below the FTE cap and re-opening employment opportunities; and

WHEREAS, the organization has requested the Oneida Business Committee to reconsider the FTE cap and identify division- or department-based allocations of the FTE cap; and

WHEREAS, the Oneida Business Committee continues to believe that the FTE is one element of the overall goal of strategic planning, budgeting, and managing the limited financial resources to best meet the needs of the members;

NOW THEREFORE BE IT RESOLVED, that the FTE calculation in resolution # BC-09-27-17-I, Resolve #3, is amended to exclude the following categories of employees – JTPA summer workers, TANF youth workers, high school workers, college interns, and summer youth and college workers – as these temporary employees do not have a long-term budget impact of a permanent/regular employee of the Nation.¹

BE IT FURTHER RESOLVED, the Oneida Business Committee identifies the following as areas which shall be allocated a specific number of the FTEs to meet a need identified as supporting a revenue generating activity or health/safety activity.

- Gaming operations as a revenue generator is allocated 1100 FTEs.
- Security Department of the Oneida Police Department as an integral part of the gaming operations is allocated 230 FTEs.
- Comprehensive Health Division as a provider of health services is allocated 362 FTEs.
- Public Works Division as responsible to maintain roads, buildings, and custodian of the Nation is allocated 177 FTEs.
- Retail Division as a revenue generator is allocated 146 FTEs.
- Governmental Services Division as the programming responsible for providing health and safety support to members is allocated 328 FTEs.
- Non-divisional (BC) – 103 FTEs
- Police Commission – 33 FTEs
- Community and Economic Development Division – 23 FTEs
- Chief Financial Officer Non-divisional – 63 FTEs
- Comprehensive Housing Division – 43 FTEs
- Office of Intergovernmental Affairs and Communications – 10 FTEs
- Environmental Health, Land, and Safety – 46 FTEs
- Farm Enterprise – 19 FTEs
- Internal Services – 104 FTEs
- Emergency Management – 1 FTE
- Non-divisional (GTC) – 203 FTEs

BE IT FURTHER RESOLVED, the Oneida Business Committee changes the cap from 2700 to 2991 and directs that prior to every posting, the director or supervisor shall identify the workforce level assessment regarding that position, and the strategic workforce planning associated with the position, and finally what

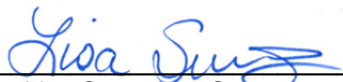
¹ For an example of this impact, the February 27, 2018, Employee Count identified 2666.5 FTEs. If the group of employees above were excluded, it would reduce the total count by 2 FTEs creating a new count of 2664.5 FTEs.

other options and alternatives have been reviewed or attempted. The Oneida Business Committee believes that increasing the FTE cap is not in the long-term best interests of the Oneida Nation and directs every supervisor, manager, and division director to complete strategic workforce planning and review and updating of current programming/operations to meet current needs and goals in a more efficient and cost-effective manner.

BE IT FINALLY RESOLVED, this resolution shall be effective March 14, 2018.

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; 8 members were present at a meeting duly called, noticed and held on the 14th day of March, 2018; that the forgoing resolution was duly adopted at such meeting by a vote of 7 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."