



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

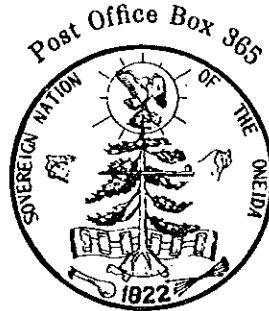
# Oneida Tribe of Indians of Wisconsin



UGWA DEHOLUH YATENE

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.

Phone: 869-2771



Oneida, WI 54155

## MEMORANDUM

TO: Chairman, Gary Metoxen  
 FROM: Frank L. Cornelius  
 DATE: August 30, 1982  
 SUBJECT: Excess Spending

The fact that we are paying the highest wages of any Tribe and been subsidizing many programs for years because of the "Soft Money". Now we want to hire yet another highly paid individual in a non-productive program, is not going to help limit our debts or decrease our obligations. Our elected Business Committee members, from either administration, I doubt, have enough courage or knowledge of the function of money to restore this Tribe to a sound money system. (Accountability)

- We are losing almost \$5,000.00 a month at the One-Stop
- We are paying 17 people over \$20,000 a year.
- We are allowing 15 people to be overpaid (Off our pay scale)

Everyone who follows the issue knows the problem with the budget is "runaway spending". But because we, the Business Committee, doesn't seem to have the stomach for tackling them. The people (General Tribal Council) should set a limit or a ceiling on the amount of administrating we can have for "Entitlements". We, the Business Committee just took action to abolish an effective Budget and Finance Committee and reduced it to only the Treasurer, Accountant and Administrator whose primary duty is to find money that the Business Committee has already committed. The NEW Committee has no input or recommendations on any project or program whether it is productive or non-productive. They are just ordered to pay for it by the supreme order of the Business Committee. Sooner or later, it is to be hoped that the people will begin to ask themselves, why is it that things never change regardless of the people that supposedly was elected to bring in accountability and leadership to run this Tribe?

The day of real accountability is near, with Reaganomics and all the cutbacks in Federal funding, job lay-off's, business failures. The phasing out of Tribe's soft money we can't afford to throw our money around!

The Business Committee who seems to lack courage to control run away Tribal spending. We have been unable to control spending because they are afraid they will offend voters who benefit from spending. The rate of growth in Tribal spending, including spending in Administration and non-productive programs, must be curtailed. We can never buy land or use our funds for investment purposes if we spend it all.

The most serious problem in spending in programs is inflation. We just can't afford these automatic increases. If we can't lower our payments let's try to at least reduce the size of increase. We must help all the Tribal people, not just ourselves!

*Handwritten signature*

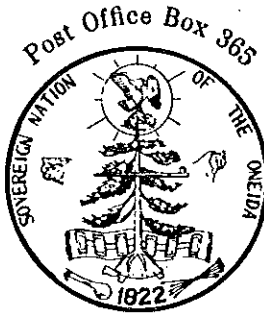


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Post Office Box 365

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## MEMORANDUM

TO: Business Committee  
FROM: Frank L. Cornelius  
DATE: August 30, 1982  
SUBJECT: Reflections on our quick decision

The hearing on the grievance of Judy Cornelius was another, I believe, of the Business Committee deviations from the established policies. Consider first just how did the subject letter get on our agenda in the first place. Our Administrator, who supervises the operation had no knowledge of this. Second, when the Business Committee rejected it the first time and referred it back to the Personnel Director to follow the established procedures of which there is two, one of which was recently used, they are:

### Probationary Procedure

Prior to three months (90 days)  
The employee can be terminated for cause.

### Employee Procedure

Immediate Supervisor  
Written Grievance to Personnel  
Personnel Director Review  
Administrator Review  
Selection Committee Hearing  
Appeal to Business Committee

Even if the Personnel Director misunderstood the Business Committee, it is inexcusable. No one said that we wanted to hear the case. It should have been handled within the established personnel procedure and the same as the other most recent case.

Once the decision to provide a personnel hearing was allowed, the first individual was the Supervisor of the person grieving. (According to our policy) The Personnel Selection Committee never had all the facts either from the Administrator or from her immediate supervisor. If the Personnel Director would have contacted Mary Edna Greendeer, I feel that she might have provided some information which we could use to make a fair decision. As it is, we only listened to one side of the problem; we NEVER hear from or listened to the Supervisor. The Personnel Director should have arranged for testimony or a deposition from the Supervisor that was responsible for the employee and provided it to the Personnel Selection Committee.

We, the Business Committee, were placed in a position that we made all the decisions, because our staff failed to carry out their responsibilities! If every employee can grive to the Business Committee then we don't need any staff.

The Personnel Director should carry out the written policies whether it was for the Supervisor prior to the August 26 date or after the August 26 memorandum which was approved by the Business Committee. In either case we should have the written recommendation from the immediate supervisor and we should support our Administrators decision.