

2792

**(Gov) Agency:** DOA -- Tribal Gaming Regulatory Positions

**Recommendations:**

**Paper #156:** A2

**Comments:** The governor wants to create five additional positions in the Office of Indian Gaming, despite the fact that three of the 10 positions in the office are vacant. Two auditor positions have been vacant since 1996.

The office has a backlog of vendor background investigations and its inventory of electronic gaming devices is not current. Additional staff would help clear this backlog. But Fiscal Bureau, in Point 16, suggests a way to add employees to address the backlog without fulfilling the gov's whole request -- allowing \$181,000 to be better spent elsewhere.

Point 8 suggests that the Director position has not been used as the Legislature intended. The position could be eliminated, but going after it might be excessive, given the apparent need for leadership in that office.

Prepared by: Bob



## Legislative Fiscal Bureau

One East Main, Suite 301 • Madison, WI 53703 • (608) 266-3847 • Fax: (608) 267-6873

May 21, 1999

Joint Committee on Finance

Paper #156

### **Tribal Gaming Regulatory Positions (DOA – Division of Gaming)**

[LFB 1999-01 Budget Summary: Page71, #3]

#### **CURRENT LAW**

Base funding and position authority for the general program operations appropriation for the regulation of Indian gaming is \$913,100 PR and 10.0 PR positions. The Office of Indian Gaming in the Division of Gaming: (a) coordinates state regulation of Indian gaming; (b) functions as a gaming liaison between Indians, the general public and the state; (c) functions as a clearinghouse for information on Indian gaming; and (d) assists the Governor in determining the types of gaming that may be conducted on Indian lands, and in entering into Indian gaming compacts.

#### **GOVERNOR**

Provide \$242,800 PR and 5.0 PR positions in 1999-00 and \$225,600 PR in 2000-01 for the Office of Indian Gaming. Revenue would be provided from Indian gaming receipts, including new tribal gaming payments under the amended state-tribal gaming compacts.

#### **DISCUSSION POINTS**

1. The positions provided under the bill would include 1.0 financial supervisor position, 2.0 auditor positions, 1.0 regulation compliance investigator position and 1.0 program assistant position. The investigator position would be filled with an incumbent transferring from a pari-mutuel racing position that would be eliminated under the bill. The funding would also provide \$30,000 in one-time funding in 1999-00 to contract with a private investigator to assist with a backlog of vendor background investigations.

2. The following table shows the staffing for the Office of Indian Gaming under current law, under the Governor's provision and the total that would result.

<u>Position Classification</u>	<u>Current Law</u>	<u>Governor</u>	<u>Total</u>
Unclassified executive (Office Director)*	1.0	0.0	1.0
Administrative manager	1.0	0.0	1.0
Attorney	1.0	0.0	1.0
Auditor	2.0	2.0	4.0
Regulation compliance investigator	2.0	1.0	3.0
Contracts specialist	1.0	0.0	1.0
Program assistant	1.0	1.0	2.0
Financial specialist supervisor	1.0	0.0	1.0
Financial supervisor	<u>0.0</u>	<u>1.0</u>	<u>1.0</u>
Total	10.0	5.0	15.0

\* Now assigned as an attorney position.

3. In its budget request, the Department of Administration (DOA) asked for a total of seven additional positions: three auditor positions, two investigator positions, one financial supervisor position and one program assistant position. The Department indicated that the request was based on an assessment of the responsibilities of the Division of Gaming for the regulation of Indian gaming under the compacts and on a survey of other states in which Indian gaming is authorized. Under the request, three of the additional positions were to be assigned to field audits of casinos (the financial supervisor and two auditors), two positions for slot machine data audits (one auditor and one program assistant) and two positions (investigators) for background investigations of casino vendors.

4. Under the bill, one auditor and one investigator position requested by the Department were not funded. In lieu of the deleted investigator position, the bill would provide \$30,000 in one-time funding in 1999-00 to contract with a private investigator to assist with vendor background investigations. This area of responsibility currently has a backlog situation. According to the Division of Gaming officials, 11 new applications and 39 renewal applications are currently being processed and, because of staffing issues, it has been difficult to stay current in this area.

5. It should be noted that three of the Division's 10 positions for Indian gaming under current law are vacant: two auditor positions and the program assistant position. While the program assistant vacancy is relatively recent, the auditor positions have been vacant since 1996. Division of Gaming officials indicate that, while hiring efforts have been made, auditor positions have been very difficult to fill in the current job market.

6. The hiring difficulties in today's job market are well documented. However, long-term vacancies such as the Office has experienced with the two auditor positions, does raise concerns. The proposal to provide two additional auditor positions when the agency has been unsuccessful in hiring the two vacant auditor positions can be viewed questioned.

7. In addition, an unclassified position provided in the 1997-99 biennial budget act

(1997 Act 27) for a Director of the Office of Indian Gaming has instead been filled and assigned as an unclassified attorney position in DOA's Office of Legal Counsel. As a result, Indian gaming receipts currently fund two attorney positions. (Under Act 27, The Legislature approved a Governor's recommendation to provide the Office with the Director position and one attorney position. Two additional attorney positions, proposed for the Office by the Governor, were denied by the Legislature. The Director was intended to provide additional oversight of the state's role in Indian gaming and to address the staffing issues of the Office.)

8. There does not appear to be a need for two attorneys in the Office of Indian Gaming or in the Division of Gaming. Division officials state that the Director position provided under Act 27 was not needed because the Office of Indian Gaming already had an administrative officer position fulfilling the role of office director. It is unclear why the Director position was converted into a DOA attorney, rather than utilized in the manner intended by the Legislature or left vacant. If the position is not utilized as intended, one may question whether it should be funded from Indian gaming receipts. The Committee could eliminate the position.

9. Another factor affecting staffing for the Office of Indian Gaming is that personnel requirements could be affected by a proposed computer system funded under the bill (see Issue paper #155). The proposed system would be designed for tracking, aggregating, analyzing and reporting casino slot machine accounting data. This system was not part of the agency's budget request and the need for the system only became clear as the amendments to the state-tribal gaming compacts were nearing completion. Under these amended compacts, significant on-line access to slot machine accounting data will be provided to the state. If approved, the new system could change the staffing needs of the Office because of the automated nature of the hardware and software associated with the new system. This could help address vacancy issues. It may be possible, for example, to hire less experienced, entry-level auditors or to reclassify positions to classifications that are more easily filled. These new personnel could then be trained to work with the new computer system. Division of Gaming officials are aware of these possibilities and would manage the hiring of new personnel in accordance with the decision regarding the approval of the computer system.

10. It can be argued, then, that under the amended compacts the tribal gaming regulatory environment and the staffing needs of the Office of Indian Gaming are changing. The issue before the Committee is whether the Legislature should approve a 50% increase in staffing (five additional positions) for the Office. The Division of Gaming argues that, based on the magnitude of tribal gaming in Wisconsin and on surveys of other states, the Office of Indian Gaming should be provided the additional positions.

11. The argument that the magnitude of Wisconsin's tribal gaming is relatively large, compared to other states, appears to be accurate, at least with respect to electronic gaming devices. However, it is not entirely clear that Wisconsin's staffing for the regulation of tribal gaming is necessarily deficient when compared to other states. There are 24 states with tribal compacts and state involvement in the oversight of Indian gaming and the staff resources associated with this oversight vary considerably between states. Some states have a relatively small oversight role

relating to Indian gaming and have few staff performing this role (for example, Michigan, Minnesota and South Dakota). Some states have negotiated different state oversight responsibilities and have relatively large staff resources devoted to Indian gaming (for example, Arizona and Connecticut). Based on discussions with six Indian gaming states and additional information for two other states provided by the National Council on State Legislatures, it appears that each state has had a unique experience in dealing with Indian gaming. These differences have affected their compact provisions, the perceived regulatory role of the state and the resources devoted to oversight. Generalizations, therefore, are difficult and each state must be assessed individually.

12. An assessment of Wisconsin's regulatory needs should be judged primarily on the basis of the oversight role specified in the state-tribal gaming compacts. Additional factors to consider include the respective roles of other state agencies involved in the oversight effort, the number and size of the casino operations and the amount of tribal gaming revenue provided to support the oversight.

13. The state regulatory role specified under the Wisconsin compacts include the following:

- *Vendor background investigations and certification.* DOA must certify all casino vendors with contracts exceeding \$10,000 on the basis of a criminal background investigation conducted by DOA with the assistance of the Department of Justice (DOJ). The certifications for vendors are renewed annually (subject to backlog constraints).

- *Electronic games of chance.* DOA receives test results of electronic games conducted by a gaming test laboratory, is notified by the tribes of the installation or removal of any electronic gaming machine, and may designate electronic gaming machines as non-complying (the tribe may contest the finding). DOA and DOJ have the right to inspect electronic gaming machines and DOA maintains an inventory of all electronic gaming machines in Wisconsin.

- *Monitor and Investigate.* DOA and DOJ have the right to monitor casino operations to ensure compliance with the provisions of the compacts. These agencies may inspect all premises, equipment, records, documents or other items relating to gaming operations and may investigate activities of tribal officers, employees, contractors or gaming participants.

- *Audit Review and Comment.* The Legislative Audit Bureau (LAB) and DOA may review and comment on all casino financial and security audits conducted by independent auditors. Prior to an audit, LAB and DOA may comment or raise objections to engagement letters and audit procedures. LAB and DOA receive all financial and security audits and associated management letters and may receive, upon request, copies of all current internal accounting and audit procedures.

14. In Wisconsin, then, these responsibilities are shared between state agencies. DOJ is very involved in casino law enforcement activities and performs a small role in background investigations. The LAB takes the lead in audit review and comment. The Office of Indian Gaming has the primary role in background investigations and in documenting and tracking electronic

gaming devices. Casino field audits, while authorized under the compacts, are not required. This is not to say that this function is unimportant, but rather that the number and frequency of such inspections are at the state's discretion.

15. As noted above, the Office currently has a backlog of vendor background investigations to perform. In addition, Office officials have indicated that the inventory of electronic gaming devices is not current. The Committee could approve the Governor's recommendation to provide 5.0 additional staff in order to address these backlogs, the analysis of additional electronic data to be provided under the amended compacts and the on-site oversight role the Office hopes to play.

16. The Committee could also limit its approval of additional staff to those directly related to working on the backlogs in vendor background investigations and the inventory system for electronic games. This could be accomplished by providing 3.0 of the positions under the bill: 1.0 investigator position, 1.0 auditor position and 1.0 program assistant position. Under this alternative, the investigator would be available to address the backlog in background investigations. In addition, the \$30,000 in one-time funding, under the bill, to contract with a private investigator to assist with the investigations could also be retained. The auditor and program assistant positions that were requested by DOA for slot machine audits would also be provided under this alternative and could be utilized to address the backlog in electronic game inventory work. Under this alternative, 1.0 financial supervisor and the 1.0 auditor position provided under the bill would be eliminated. This would limit the performance of field audits at casinos. However, such audits are not required under the compacts and the need for such audits may be somewhat diminished by the electronic access to slot machine data. Random spot checking of casino operations may have to suffice until related staff vacancies are filled and other areas of the Office's responsibilities are caught up.

17. Alternatively, the Committee could conclude that the Department's staffing needs could benefit from further reflection on the internal organization of the Office of Indian Gaming and how the Office should function under the amended state-tribal gaming compacts, particularly in view of the opportunity to seriously enhance regulatory oversight through sophisticated computer monitoring. The Committee, then, could maintain current law. The Department could place a higher priority on filling vacancies in the Office of Indian Gaming and more effectively utilize its positions.

## **ALTERNATIVES**

### **A. Positions Under Bill**

1. Approve the Governor's recommendation to provide \$242,800 and 5.0 positions in 1999-00 and \$225,600 in 2000-01 for the Office of Indian Gaming.

2. Modify the Governor's recommendation by deleting \$84,200 in 1999-00 and

\$97,600 in 2000-01 and 2.0 positions in 1999-00 (1.0 financial supervisor and 1.0 auditor position).

<u>Alternative A2</u>	<u>PR</u>
1999-01 FUNDING (Change to Bill)	- \$181,800
2000-01 POSITIONS (Change to Bill)	- 2.00

3. Maintain current law.

<u>Alternative A3</u>	<u>PR</u>
1999-01 FUNDING (Change to Bill)	- \$468,400
2000-01 POSITIONS (Change to Bill)	- 5.00

### B. Unclassified Director Position

1. In addition to any of the alternatives above, delete \$85,900 annually and 1.0 unclassified Director position for the Office of Indian Gaming.

<u>Alternative B1</u>	<u>PR</u>
1999-01 FUNDING (Change to Bill)	- \$171,800
2000-01 POSITIONS (Change to Bill)	- 1.00

Prepared by: Art Zimmerman

MO# A-2

2	BURKE	<input checked="" type="radio"/>	N	A
	DECKER	<input checked="" type="radio"/>	N	A
	JAUCH	<input checked="" type="radio"/>	N	A
	MOORE	<input checked="" type="radio"/>	N	A
	SHIBILSKI	<input checked="" type="radio"/>	N	A
	PLACHE	<input checked="" type="radio"/>	N	A
	COWLES	<input checked="" type="radio"/>	N	A
	PANZER	<input checked="" type="radio"/>	N	A
1	GARD	<input checked="" type="radio"/>	N	A
	PORTER	<input checked="" type="radio"/>	N	A
	KAUFERT	<input checked="" type="radio"/>	N	A
	ALBERS	<input checked="" type="radio"/>	N	A
	DUFF	<input checked="" type="radio"/>	N	A
	WARD	<input checked="" type="radio"/>	N	A
	HUBER	<input checked="" type="radio"/>	N	A
	RILEY	<input checked="" type="radio"/>	N	A

AYE 16 NO 0 ABS \_\_\_\_\_

Indian Law Legal Services

Motion:

Move to provide \$81,100 GPR in 1999-00 and \$93,700 GPR in 2000-01 and 2.0 GPR positions annually (1.0 attorney and 1.0 legal secretary) for Indian law legal services.

Note:

This motion would provide funding for 2.0 GPR positions for Indian law legal services within DOJ's Division of Legal Services.

[Change to Bill: \$174,800 GPR and 2.0 GPR positions]

MO#			
2	BURKE	Y	N A
	DECKER	Y	N A
	JAUCH	Y	N A
	MOORE	Y	N A
	SHIBILSKI	Y	N A
	PLACHE	Y	N A
	COWLES	Y	N A
	PANZER	Y	N A
1	GARD	Y	N A
	PORTER	Y	N A
	KAUFERT	Y	N A
	ALBERS	Y	N A
	DUFF	Y	N A
	WARD	Y	N A
	HUBER	Y	N A
	RILEY	Y	N A

AYE 14 NO 2 ABS



# ADMINISTRATION

## Division of Gaming

### LFB Summary Items for Which No Issue Paper Has Been Prepared

<u>Item #</u>	<u>Title</u>
5	Pari-Mutuel Racing Positions
6	Position Allocations

### LFB Summary Items to be Addressed in Separate Papers

<u>Item #</u>	<u>Title</u>
1	Tribal Gaming Revenue Allocations
4	Compulsive Gambling Awareness Campaigns

# Tribal Gaming Revenue Allocations

## LFB Summary Items for Which Issue Papers Have Been Prepared

<u>Item #</u>	<u>Title</u>
	<b>Overview of Tribal Gaming Revenue Allocations [Paper #157]</b>
1	Administration -- Division Gaming
	<b>Tribal Gaming Revenue Allocations -- Supplanting Provisions [Paper #158]</b>
5	Commerce -- Departmentwide and Economic Development (Physician and Health Care Provider Loan Assistance Programs)
8	Health and Family Services -- Public Health (Indian Health Programs Funding)
9	Health and Family Services -- Supportive Living (Indian Social Services Programs)
7	Higher Educational Aids Board (Indian Student Assistance Grant Program)
2	Historical Society (Northern Great Lakes Center)
5	Natural Resources -- Fish and Wildlife (Lac du Flambeau Tribal Licensing Payments)
7	Natural Resources -- Fish and Wildlife (Treaty Fisheries)
21	Natural Resources -- Fish and Wildlife (Spearfishing Enforcement Aids)
4	Natural Resources -- Recreational Programs (Snowmobile Program Funding)
14	Natural Resources -- Water Quality (Oneida Nation Nonpoint Grants)
	<b>Selected Tribal Gaming Revenue Allocations for New Funding [Paper #159]</b>
3	Arts Board (American Indian Arts)
5	Higher Education Aids Board (WHEG Program for Tribal College Students)
15	Justice (Indian Litigation)
13	Natural Resources -- Water Quality (Tribal Gaming Revenue for Nonpoint Grants)

(over)

Item #

Title

**Separate Papers**

- 6 Administration -- Office of Justice Assistance (Tribal Law Enforcement Assistance)  
[Paper #160]
- 3 Commerce -- Departmentwide and Economic Development (Gaming Economic  
Development and Diversification Grants) [Paper #161]
- 4 Commerce -- Departmentwide and Economic Development (Native American  
Economic Development Appropriations) [Paper #162]
- 8 Health and Family Services -- Public Health (Indian Health Program Funding )  
[Paper #163]
- 8 Health and Family Services -- Supportive Living (Compulsive Gambling) [Paper #  
164]
- 14 Justice -- County-Tribal Law Enforcement [Paper #165]
- 1&2 Natural Resources -- Fish and Wildlife (Fish and Wildlife Account Funding --  
Hunting and Fishing License Fees and Tribal Gaming Revenues [Paper #166]
- 6 Natural Resources -- Fish and Wildlife (Elk Reintroduction) [Paper #167]
- 8 Natural Resources -- Recreational Programs (Mandatory Snowmobile Education)  
[Paper #168]
- 21 Natural Resources -- Water Quality (Tribal Gaming Revenue for Drinking Water  
Study) [Paper #169]
- 12 Public Instruction -- Categorical Aids (Alternative Schools for American Indians  
[Paper #170]
- 2&3 Tourism (Tribal Gaming Revenue for Tourism Marketing [Paper #171]
- 31 University of Wisconsin System (Aquaculture Center) [Paper #172]
- 4 Veterans Affairs (Services to American Indian Veterans) [Paper #173]
- 4 Wisconsin Housing and Economic Development Authority (Small Business Loan  
Guarantees in Gaming Communities) [Paper #174]
- 9 Workforce Development -- Employment, Training and Vocational Rehabilitation  
Programs (Vocational Rehabilitation -- Rehabilitation Services Funding) [Paper  
#175]

TRIBAL GAMING REVENUE ALLOCATIONS

Motion:

Move to approve the Governor's recommendations contained in Fiscal Bureau Papers # 157 through #175, with the following modifications:

a. LFB Paper #158, Alt 2H. Delete \$10,000 PR annually from tribal gaming revenue allocations for spearfishing enforcement aids. Also, maintain the current GPR appropriation for the aids, with no funding appropriated in the 1999-01 biennium and lapse any balance to the general fund (estimated at \$37,000).

b. LFB Paper #159, Alt. C2. Delete \$81,100 PR in 1999-00 and \$93,700 PR in 2000-01 and 2.0 PR positions annually and associated appropriation language relating to an Indian law unit in the Department of Justice.

c. LFB Paper #159, Alt. D2. Delete \$1,000,000 PR annually for nonpoint cost-share grants to landowners.

d. LFB Paper #160. In addition to Alt. 1, provide \$175,000 PR annually to the Stockbridge-Munsee tribe for a public safety initiative, and \$150,000 PR annually to the St. Croix Chippewa tribe to develop law enforcement capacity on reservation lands to be administered by the Office of Justice Assistance under the newly-created tribal law enforcement assistance grant program. In addition, modify the Governor's recommendation by also exempting the procedures for administering the tribal law enforcement program from the administrative rule process (Alt. B2).

e. LFB Paper #161. Make the following modifications to the gaming economic development and diversification grant and loan programs:

1. Provide an additional \$2,000,000 PR in 1999-00 for economic development grants and loans.

2. Require Commerce to make annual grants of \$1 million to the City of Milwaukee for a matching grant program administered by the Milwaukee Economic Development Corporation for remediation and economic redevelopment activities in the Menomonee Valley.

3. Require Commerce to make annual grants of \$150,000 to the Northwest Regional Planning Commission to match federal or private funds to establish a community-based venture fund. Require Commerce to release \$1 of state funding for each \$2 of federal or private matching funds.

4. Require that businesses in all counties be eligible for gaming economic development and diversification grants and loans.

5. Create program revenue repayments appropriations as annual.

6. Specify that Native American businesses are eligible for grants and loans.

f. LFB Paper #163. Modify the Governor's recommendations relating to Indian health program funding as follows: (a) provide \$183,700 PR in 1999-00 and \$245,000 PR in 2000-01 to be used as the state match to support MA-funded tribal outreach activities; (b) provide \$300,000 PR in 1999-00 and \$400,000 PR in 2000-01 in the Committee's supplemental appropriation as a contingency fund for BadgerCare premiums and require DHFS to submit a request for the release of these funds, under a 14-day passive review process once DHFS receives a written decision from HCFA on whether Native Americans would be required to pay premiums under the BadgerCare program; and (c) provide \$825,000 PR annually as the state match for MA services provided by tribal federally qualified health centers (FQHCs) and delete a corresponding amount from the GPR MA benefits appropriation.

In addition, provide \$450,000 PR annually in the Committee's supplemental appropriation to support a new tribal FQHC grant program. Direct DHFS to establish criteria for distributing grants to tribal FQHCs and to take into account each tribe's financial need, available resources and other demographic health status indicators in developing a distribution formula. Specify that these grants would support health care services of tribal members that are purchased or provided by tribal FQHCs. Require DHFS to submit a request for the release of this funding that specifies the distribution formula that would be used for awarding these grants, under 14-day passive review, by September 1, 1999.

g. LFB Paper #165, Alt. 2. Transfer 100% of the unencumbered balance of the county-tribal programs -- surcharge receipts appropriation to a newly-created penalty assessment appropriation under OJA.

h. LFB Paper #166, Alt. 4. Delete the increases in hunting and fishing licenses recommended by the Governor. Transfer an additional \$500,000 PR annually (\$2.5 million total) to the fish and wildlife account of the conservation fund.

i. Provide \$50,000 SEG annually from the fish and wildlife account for walleye surveys in the ceded territories.

j. LFB Paper #167. Modify the Governor's recommendation by providing \$50,000 PR in 1999-00 and \$200,000 PR in 2000-01 and 1.0 PR wildlife biologist position annually from tribal

gaming revenue allocations for the management of the elk reintroduction program by DNR.

k. Provide \$55,000 PR in 1999-00 and \$60,000 PR in 2000-01 from tribal gaming revenue allocations to DNR as one-time funding for a study of crop damage caused by cranes to be done by the University of Wisconsin and the International Crane Foundation. Also, provide \$75,300 PR in 1999-00 and \$87,000 PR in 2000-01 and 1.0 PR wildlife biologist position from tribal gaming revenue allocations related to the reintroduction of whooping cranes in Wisconsin.

L. LFB Paper #169, Alt. 2. Provide \$100,000 PR in 1999-00 in addition to the \$300,000 PR in 2000-01. Further, require the Town of Swiss and the St. Croix Band to submit a report of the findings of the drinking water and water quality study to DNR and DOA no later than January 1, 2001, instead of January 1, 2003.

m. LFB Paper #171. Require that at least \$900,000 annually be spent for Joint Effort Marketing (JEM) grants and specify that any tribal government or not-for-profit tribal entity is eligible to receive JEM grants. Further, delete \$750,000 GPR each year from Tourism's marketing appropriation. Allocate \$200,000 annually from the tribal gaming tourism marketing appropriation for grants to the Milwaukee Public Museum for Native American exhibits and activities.

Further, provide 1.0 PR position and transfer \$23,500 in 1999-2000 and \$30,500 in 2000-01 from the tribal gaming tourism marketing appropriation to a new, annual appropriation funded by tribal gaming revenue for a tourist information assistant. Require that program revenue from the tribal gaming tourism marketing appropriation annually be transferred to match the amount in the schedule for the tourist information assistant position. Delete \$35,700 PR annually and 1.0 vacant tourism special assistant position in the surplus property appropriation for tourism promotion.

Specify that Tourism maintain proportionate balances in each marketing appropriation. Maintain the GPR tourism marketing appropriation as an annual appropriation (Alternatives B2 and B3).

n. LFB Paper #172, Alt. 2. Modify the Governor's recommendation by requiring the Board of Regents to submit to the Joint Committee on Finance for its approval under s. 13.10 of the statutes, a plan for the construction and operation of the proposed aquaculture facility including: (a) a description of the physical characteristics of the facility; (b) the functions to be performed by the center; (c) how, and by whom, those functions would be carried out; (d) staffing levels; and (e) estimated operational costs. Specify that the program revenue bonding for construction of the facility could not be issued until the Committee has approved the University's plan.

o. LFB Paper #173, Alts. 2A(2) and 2B(2). Modify the Governor's recommendation as follows: (a) provide the additional American Indian veterans services coordinator position (funded from the tribal gaming revenues) as a permanent position rather than a four-year project position; and (b) provide additional funding of \$12,500 PR in 1999-00 and \$17,500 PR in 2000-01 (from tribal gaming revenues) to establish a \$2,500 per tribe grant program for those Wisconsin Indian tribes which designate a tribal veterans service officer and which have had a tribal veterans services officer plan approved by DVA.

