

Environmental, Health, and Safety Division
First Quarter Report FY14
December 31, 2013

Lanuhwatsya?nikú·lale?

They Are Mindful of the Earth



Overall Impressions of the First Quarter

Our first quarter started out with the federal government shut down causing us to take a hard look at our budget to reduce our spending. We are close to 50% funded by the federal government. The shutdown brought many challenges and opportunities to our Division. Our teams have remained optimistic and move forward with the Tribe's cost containment measures.

We have been very excited about the phase 1 of the lake development site for our fishery restoration program. Before the construction season ended, we were able to shape the lake boundaries; developed the beach area; and roughed in the road and trails. Many thanks go out to our Divisional partners: Development Division, Division of Land Management, Land Commission, Environmental Resources Board, the CFO Office and the Business Committee. We look forward to completing this project in late spring or early summer, depending on the weather.

A very noteworthy event is our Oneida Conservation Corp team, with the help of Clyde Skenandore, completed the prep work on the Duck Creek Trail from Jason Drive to Pamperin Park. Conditions were not always favorable, but the crew pushed forward until they completed their task. A job well done, Yaw^ko.

Personnel

Full-time Employees as of December 16, 2013:

- 29 regular full-time employees.
- 5 Seasonal employees.
- Total Workforce of 34 in which 68% are Oneida, 6% are members of other tribes totaling 74%.

Accrual Time-Off Management for Staff:

We started with 8 employees with banked hours. We are down to 6 employees over the 200 hours for vacation and personal time accruals. This is the lowest we have been. Each of these employees is encouraged to take time off monthly by their supervisor and to review their hours on the Employee Self Services computer site.



October: The Oneida Fishery Restoration Lake Site. Construction will resume when weather allows and should be complete in spring or summer 2014.



Travel & Training

**All first quarter travel costs were either reimbursed back to the tribe or funded by 100% grant dollars.

EH&SD Travel for 1 st Quarter			
Staff Member	Event	Location	Cost
EHSD Director	Wisconsin Tribal Conservation Advisory Council	Mole Lake, WI	Expense Free
EHSD Director	Wisconsin Tribal Conservation Advisory Council	Baraboo, WI	Expense Free
Environmental Area Manager	Brownfield 128 Workplan Workshop	Cloquet, MN	\$452.14
Environmental Specialist	Brownfield 128 Workplan Workshop	Cloquet, MN	\$353.11
Environmental Area Manager	WI Tribal Transportation Conference	Baraboo, WI	\$300.50
Environmental Specialist	WI Tribal Transportation Conference	Baraboo, WI	\$110.50
Injury Prevention Coordinator	WI Tribal Transportation Conference	Baraboo, WI	\$110.50
Industrial Hygienist	Asbestos SCM Training	Milwaukee, WI	\$195.50
Program Evaluation Analyst	American Evaluation Association Annual Conference	Washington, DC.	\$1,902.73

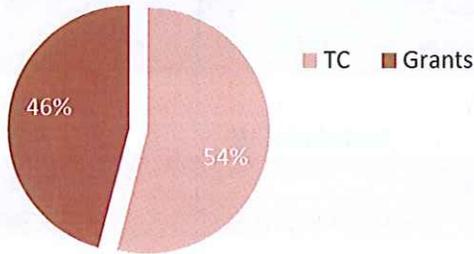


In October- EHSD, Adventure, and ONHS worked together to plant wild rice at the Coyote Run Wetland. This is the fourth year of planting rice at this site. It was very cold, but we got 1,200 pounds of rice planted.

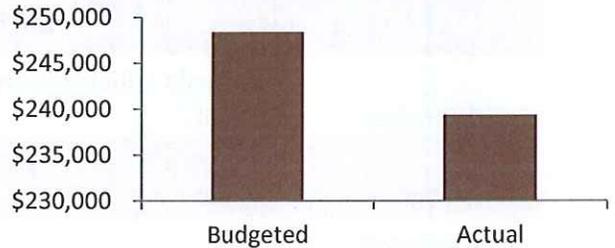


Budget Update

Tribal Contribution and Grant Funding FY14, Quarter 1



EHSD had a positive variance of \$902.50 for the period ending 11/30/13



Grants Applied for or Approved in the First Quarter		
Agency	Activities	Amount
U. S. Fish and Wildlife Service	Awarded an Aquatic Invasive Species Grant	\$39,200.00
Federal Highway Administration	Develop a Transportation Safety Plan	12,000.00
EPA General Assistance Program Pilot Project	Develop a new reporting format for the EPA GAP	20,000.00
Wisconsin Department of Trade and Consumer Protection	Organize and hold 2014 Household Clean Sweep	6,750.00

Public Outreach

- October 25-Assisted Oneida student with Limnology project for UW-Milwaukee class.
- November 6-Conducted a projects tour for higher level U.S. Fish and Wildlife officials.
- November 6 & 13- Conducted Elderly medication reviews- a fall prevention strategy.
- November 12- Met with and conducted a project tour for local U.S. Fish and Wildlife officials.
- Held two environmental youth group meetings.



The Environmental Youth Group did their part at the Annual White Corn Husking Bee in September.



- Designed placard for invasive species boot cleaning station for Duck Creek Trail.
- December 10- Walking Strong Program began for Elders.
- December 10- Fall Prevention Presentation at the Elder Meal Site.

Program Evaluation Highlights

- The FY13 Annual Report was completed.
- Annual Seat Belt Observation Study was completed. Seat belt usage rates on the reservation are at 84%, down 1% from 2012.

Technology & Equipment

No significant activities for this Quarter to report out on.

Notable Accomplishments

- October and November- EBSD sold 413 Sportsman's Licenses
- October- the Trout Creek tributary restoration project was completed between Olson Road and County Highway U.
- November- Conservations Wardens issued 27 warnings and 5 citations
- November-December- The Oneida Conservation Crew completed work on the Duck Creek Trail from Jason Drive to Pamperin Park.
- September thru November Deer Harvest for 2013 was with the Bow = 65 (Does-26/Bucks-39) and with the Gun = 83 (Does-42/Bucks-41)
- Completed the Environmental Youth Group year-long programing funded under Native Youth & Culture Grant sponsor by First Nation.
- Completed mapping of all invasiive species along the Duck Creek Trail – approximately ten (10) miles of area.
- Treated Norbert Hill Center pond for aquatic invasive species.
- Treated the Oneida Museum medicinal walking trail for garlic mustard.

Second Quarter Goals

- Submit various restoration project grants to Natural Resources Damage Assessment Co-Trustee Group, BIA/Circle of Flight Program, BIA/Great Lakes Restoration Initiative and with New Waters.
- Submit Youth Program Grant to the Wisconsin Department of Natural Resources.

-Complete invasive species management plan for the 2014 field season.

Emerging Issues for the Business Committee

Requested Next Step: None right now.

Report Prepared By:

Patrick J. Pelky 1/2/14
Patrick Pelky, EHSD Director Date

Jennifer A. Falck 1/2/14
Jennifer Falck, Program Evaluation Analyst Date



EHSD had this underground storage tank model designed and fabricated. It will be used as a teaching tool for gas station managers and front line staff.

The Injury Prevention Coordinator teaches new parents about home safety at the Community Baby Shower.



FISCAL YEAR 2012 ANNUAL REPORT

BE HEALTHY • BE SAFE • ENJOY THE LAND

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Oneida, WI 54155

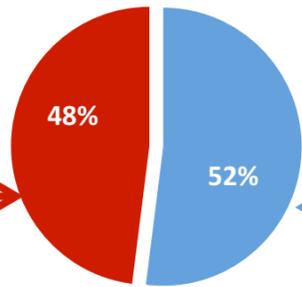


CONSERVATION OFFICE
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Latiwya'tsya'nikú·lale? They protect the earth
WWW.ONEIDANATION.ORG/ENVIRONMENTAL

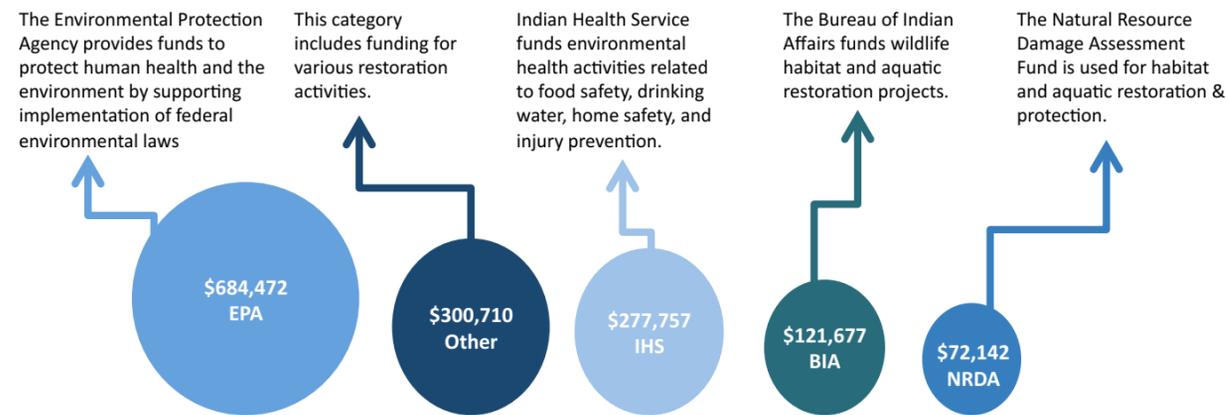


■ FY12 External Funding
■ FY12 Tribal Contribution

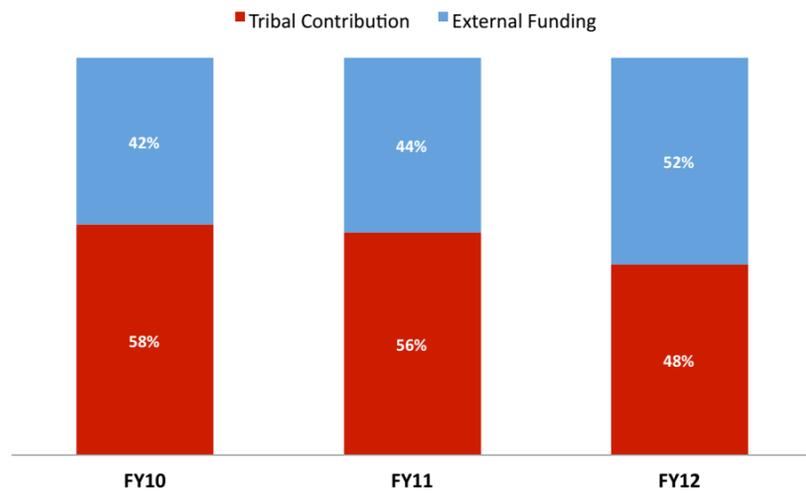


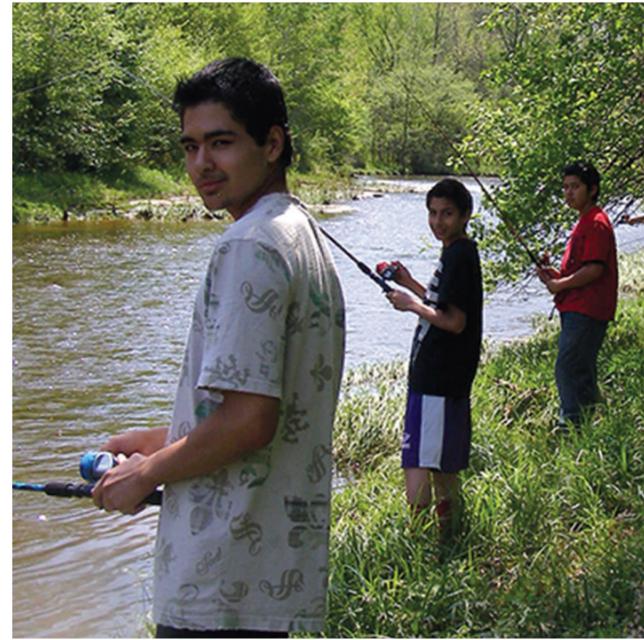
Tribal contribution is primarily made up of casino revenue.

External Funding Breakdown



Funding Source Trends





Shekóli

Our Oneida Environmental, Health & Safety Divisional Staff had a very busy year. Once again, I am proud of our teams and all the good work we completed this last year. But our work wouldn't get done without the help of our partners- both internal and external to the Oneida Tribe of Wisconsin. Our goal for this FY12 Annual Report is to provide community members with updates about our work.

We had many goals this year. We had one Clean Sweep, Youth & Elder Fishing Day, Touchdown for Trees, and many other community events. In FY12, 52% of our budget was funded with external dollars. We secured a two year Great lakes Restoration Initiative Job Creation Grant, which will allow us to hire five seasonal Natural Resource Technicians to support environmental protection, habitat restoration, and invasive species control work.

EHSD is very excited about the completion of the removals of the Duck Creek Dams at Pamperin Park and modifying the dam at Oneida Golf & Riding Club. These projects will improve fish passage and prevent invasive species from going upstream. We expect that the community will see more fish, and more fish types reaching parts of Duck Creek that they have not been able to get to for decades. These projects required several partners including; Oneida Development Division, Wisconsin Coastal Management, Wisconsin Department of Natural Resources, U.S. Fish & Wildlife Service, Brown County Parks and Brown County Land & Water Conservation Departments, the Oneida Golf & Riding Club, and the Brown County Supervisors and their subcommittees.

In FY13 we plan to continue to ask for your input. Surveys, questionnaires, and community polls help us to ensure we're doing what's important to you. Your ideas and concerns are very important to us so we can guide our work into the future. Yawakó for allowing us to serve you.

BE HEALTHY BE SAFE ENJOY THE LAND

Patrick Pelky, EHSD Division Director
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OUT AND ABOUT IN ONEIDA

EHSD protects the Oneida Tribe's wildlife and natural resources through enforcement techniques that ensure compliance with the Oneida Nation Hunting, Fishing, and Trapping Laws, as well as established environmental regulations.

Community events provide an opportunity for the staff to meet with local community members and bridge the gap across cultural barriers and take positive action toward protecting, managing, and enhancing natural resources. During contact with the community, the staff is able to provide details of the direct services that EHSD provides and continue "Telling Our Story", featuring some of the projects that have been completed or planned for the future.

There are many outreach activities that EHSD hosts throughout the year, here is a list of some of the events from fiscal year 2012.

PROVIDING SAFETY COURSES

EHSD hosted the annual safety classes open to the Oneida membership and neighboring communities. Courses taught include; Hunter Safety, Bow Hunter Safety, and All-Terrain Vehicle (ATV) Safety courses. The courses promote the safe and proper use of equipment afield, an appreciation of the natural resources, and development of woodsman skills. This past spring EHSD held two Hunter Safety Classes and certified 30 new sportsmen for the field, with a grade point average of ninety-two percent (92%). Allowing new sportsmen the opportunity to harvest either an antlered or antlerless deer increases the likelihood that interest in the sport and encourage hunting as a staple of our heritage.



IMPROVING FISH HABITAT

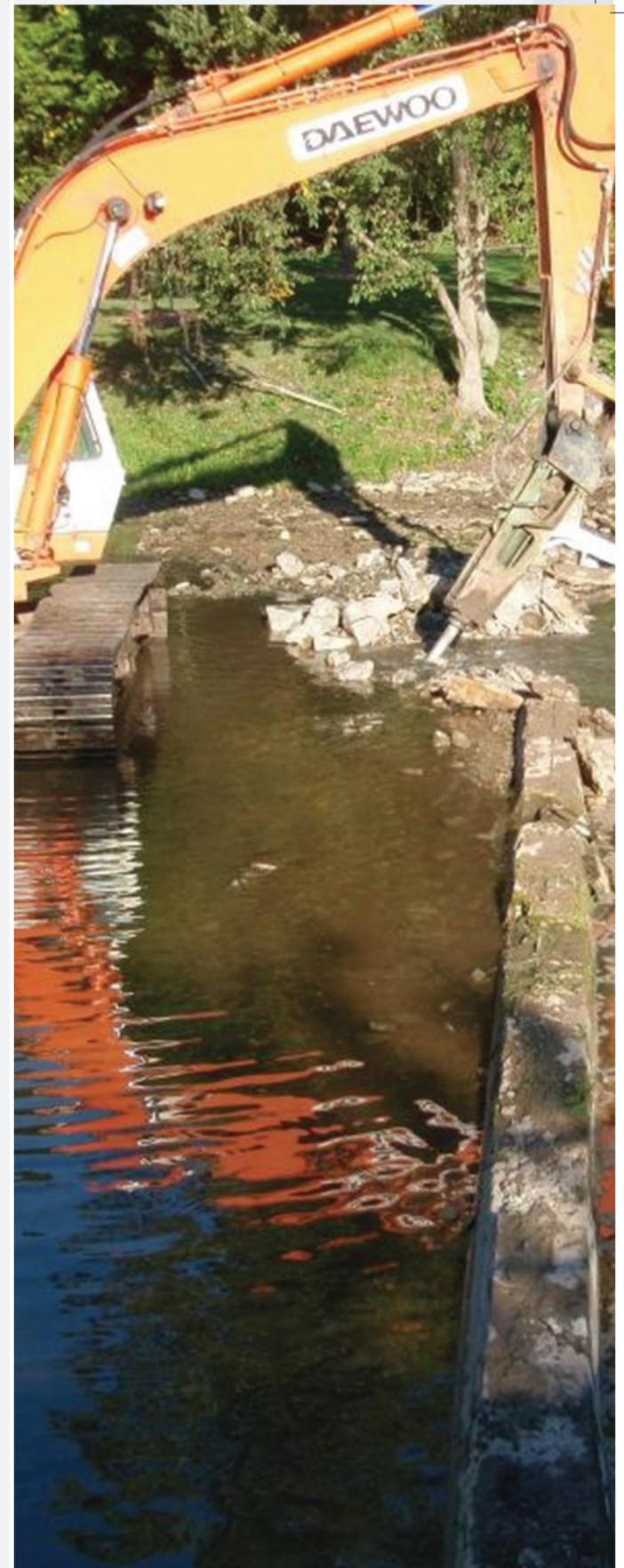
Low head dams are a common in the rivers and streams of Wisconsin. They form barriers to the passage of aquatic life (i.e., fish, amphibians, etc.) and can have a significant impact on the flow and habitat of rivers and streams. One of the most significant problems they cause is preventing the movement of fish species (e.g., northern pike, salmon, suckers) to their spawning habitat. This often causes a dramatic change in the numbers and types of fish found in the stream and can influence fish populations in other waters it connects to.

Sometimes the original reason for low head dam construction is known, for example to create a millpond, but many times the exact reason is unknown. This was the case for the two low head dams in Duck Creek at Pamperin Park within the Oneida Reservation. The dams were installed in the early 1900's and had begun to deteriorate significantly. In a recent watershed wide study of Duck Creek and the Pensaukee River the removal of the dams in Duck Creek was rated as having the greatest ecological benefit to cost ratio. Which means, removing the dams was the most effective and economical way to improve the habitat and get fish moving upstream.

The dam at Oneida Golf and Country Club does not prevent fish passage problems, but it was modified to prevent the Round Goby from entering the system. The Round Goby is an invasive species. EHSD partnered with Brown County, the Wisconsin Department of Natural Resources, Oneida Golf and Country Club, and the U.S. Fish and Wildlife Service during a 3 year partnership to secure funding and plan the removal.

The project was completed in late September 2012. For the first time in nearly 80 years fish from Green Bay and Duck Creek now have access to 180 miles of new stream habitat and associated spawning habitat. Next spring EHSD staff will work with the partner agencies to monitor the return of the spring migration of northern pike and several other fish species to the Oneida Reservation.

IMPROVING AQUATIC HABITAT LEADS TO HEALTHIER WATERSHED SYSTEMS, WHICH LEAD TO HEALTHIER FISH, WHICH LEAD TO HEALTHIER PEOPLE THROUGH SAFE FOOD SOURCES, CULTURALLY IMPORTANT TRADITIONS, AND RECREATIONAL OPPORTUNITIES.





KEEPING OUR HOMES SAFE

Lead is a naturally occurring element found in small amounts in the earth's crust. While it has some beneficial uses, it can be toxic to humans and animals causing of health effects. Lead can be found in all parts of our environment – the air, the soil, the water, and even inside our homes.

Much of our exposure comes from human activities including burning fossil fuels, mining, and manufacturing. Lead and lead compounds have been used in a wide variety of products found in and around our homes, including paint, ceramics, pipes and plumbing materials, solders, gasoline, batteries, ammunition, and cosmetics.

EHSD hosted an Environmental Protection Agency (EPA) Renovation, Repair, and Painting (RRP) Rule Course on April 23 and on August 21, 2012 at the Radisson Hotel. Renovation activities like sanding, cutting, and demolition can create hazardous lead dust.

The EPA requires firms performing RRP projects be certified by EPA. Individuals can become certified renovators by taking an eight-hour training course from an EPA-approved training provider.

OUT AND ABOUT IN ONEIDA

PLANTING TREES

To promote a connection to the natural world, EHSD Department staff coordinated the planting of fifty shade trees at the Oneida Community Health Center (OCHC) in collaboration with the Green Bay Packers, "First Down for Trees" Program. Along with this effort, staff transplanted twenty-three birch trees from the open space area near the main entrance of the OCHC to an adjacent location next to the roadway entrance, in the eastern wildlife viewing area. This "Green Space" is for the community and OCHC staff to use to relax and take time out from their busy day. The overlook area is a continued effort to support tree planting by introducing members, staff, and their families to the value of trees. In honor of the traditional "Earth Day", EHSD hosted the annual tree give away for the Oneida members on the Cultural Heritage grounds. Staff delivered and handed out over 1,100 trees to members and provided detailed information about proper placement and planting techniques.

YOUTH & ELDER FISHING DAY

This year, EHSD hosted the 13th Annual Youth and Elder Fishing Day, promoting the use of the Tribe's fisheries while allowing the generations to connect and share time together. The event receives interest of over three hundred participants to come and try their luck and skill at catching rainbow trout, brown trout, largemouth bass, and bluegills. All registered youth and elders received a T-shirt honoring the day, bait to fish with, and a great lunch. Staff tagged several rainbow trout and if a lucky angler (youth or elder) caught one of these tagged fish, they received a prize reward. Prizes included fishing poles, camp chairs, tackle boxes, and camping gear.



OUT AND ABOUT IN ONEIDA

EMBRACING OUR CULTURE

EHSD participated in the annual “Gathering” and “Apple Fest” events, held on the Cultural Heritage grounds and sponsored by the Tourism Department.

During the event visitors had a variety of cultural activities to participate in. Staff had an archery range set up and allowed the visitors the opportunity to shoot a bow and arrow. Over two hundred people participated. Each day a presentation about archery and the safety aspects regarding the use of a bow was given to participants. The new archers shot arrows at large targets and 3D animal targets. Many of the participants had never shot a bow and were excited about their abilities with “Stick and String”.

COMMUNITY MEETINGS

In August, EHSD hosted the first annual “Dinner with the Wardens” at the Oneida VFW. This event was open to the public, and personal invitations were sent to Oneida sportsmen.

During the dinner, attendees had an opportunity to ask questions about hunting & fishing laws, proper land use, and wildlife populations. Staff from EHSD, the Environmental Resources Board (ERB), Oneida Farm, and the Land Commission were present to answer questions or talk about the many different topics that Sportsmen are interested in.

The annual “Tree Stand Auction” was held with the Chairman of the Environmental Resources Board as the auctioneer. Each year, EHSD auctions off confiscated hunting equipment. Hunting equipment is confiscated by Conservation Wardens when they are used or placed illegally. There were a number of tree stands, trail cameras, and climbing sticks auctioned off this year. EHSD generated \$175.00 which was placed into the tribe’s general fund.



KEEPING ONEIDA CLEANED UP

The 2012 Household Clean Sweep was held Monday June 11th and attracted record amounts of participants as well as a record amount of material for recycle. This 6 hour event brought in over 35 Tons of material from 323 registered participants. Items collected included Household Hazardous Waste (HHW), electronic waste, tires, white goods (appliances and scrap metal), Goodwill donations, waste oil/antifreeze, batteries, fluorescent lamps, mercury thermometers (exchange for digital) and garbage. This event was planned in cooperation by representatives of the EHSD and Oneida Housing Authority with assistance from Brown County Port and Solid Waste Department and the Oneida Department of Public Works. The planning team coordinated the event with seven (7) vendors who recycled and/or disposed of the collected material. The new location at the Department of Public Works was a success with more space, less road congestion, and increased security.

In October 2012 the EHSD was awarded a grant in the amount of \$10,000 from WI Department of Agriculture, Trade & Consumer Protection to assist in our FY2013 Household Clean Sweep. This grant will be used to increase the services available to our Tribal Members at the Household Clean Sweep events in 2013.

IN OCTOBER 2012 THE EHSD WAS AWARDED A GRANT IN THE AMOUNT OF \$10,000 FROM WI DEPARTMENT OF AGRICULTURE, TRADE & CONSUMER PROTECTION TO ASSIST IN OUR FY2013 HOUSEHOLD CLEAN SWEEP.

