

# Oneida Business Committee Agenda Request

1. Meeting Date Requested: 10 / 14 / 15

## 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

## 3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

## 4. Budget Information

Budgeted - Tribal Contribution

Budgeted - Grant Funded

Unbudgeted

## 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



# FY15 Fourth Quarter Report



Oneida Environmental, Health, and Safety Division  
October 6, 2015

**Overall Impressions of the Fourth Quarter**

As the leaves begin to change color, it is time to look toward completing many projects we started in July. Onlayote'a'ká Lake had a great first summer season, and was heavily used by the community. We are completing the boat landing, restroom, and other amenities. We expect to have even more success next year at this site. Also nearing completion is our South Branch Suamico River Project. We worked with the Business Committee to improve the lines of communication with the Town of Oneida Staff during this project.

We had another good year of outreach efforts from Youth & Elder Fishing Day and the Annual Household Clean Sweep Events, along with many other events and tours. There is increasing excitement around Oneida as we invite the community back to the land. As a final impression of our Division, we've attached our latest EHSD Newsletter as a snap shot of some of our successes through-out the summer. It gives a chance to show the community what we are doing.

**Moving Toward the Practical Vision: How EHSD contributes...**

Practical Vision Element	EHSD Fourth Quarter Activities
An engaged community	Oneida Agriculture Showcase participation
Accountable & effective government	Submitted 2015 Clean Sweep grant report to WDNR
Leaders who promote positive social change	EHSD received an award for its Facebook page from the organization.
Living a good mind, Ka'nikuh'liyo	-Hosted two medicinal plant harvesting trips for tribal members -Provided EHSD and DOLM staff with an Oneida White Corn presentation
Volunteerism	Youth volunteers helped maintain the medicine garden for us near Cultural Heritage.
Long term sustainability plans	Working with University of Michigan on climate change adaptation planning
Create economic systems	Cleaning up Brownfields site (Hilltop) for reuse. Assisting with the redevelopment of the 54 One Stop and the central Oneida project will contribute to economic growth



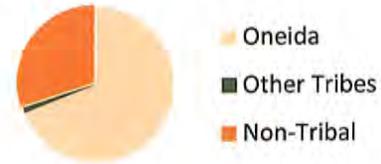
July  
EHSD used grant money from the Wisconsin Tribal Conservation Advisory Council to purchase a drone. L- Norbert Hill Center. R- Monitoring the progression of the S. Branch Suamico River restoration project.



**Personnel**

FTE's	Youth Workers	WTCAC Volunteers	Total
29	5 (1-JTPA 1-Intern 3-DNR workers)	2	36

**Fourth Quarter EHSD Workforce Demographics**  
69% of EHSD staff is Oneida



**Time-Off Accrual Management**

We have 8 employees over the 200 hours for vacation and personal time accruals. 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.

**Travel & Training**

EHSD Travel for 3rd Quarter			
Travel costs were either reimbursed back to the tribe or funded with 100% grant dollars.			
EHSD Director	WTCAC Meeting	Lac du Flambeau	-0-
EHSD Director	NRDA/RTRT Meeting	Door County	-0-
Env. Area Manager	Tribal Lands & Environmental Forum	Minneapolis, MN	932.86
Environmental Specialist	Tribal Lands & Environmental Forum	Minneapolis, MN	-0-
Water Resource Supervisor	Tribal Lands & Environmental Forum	Minneapolis, MN	858.77
Nat. Resource. Tech. Trainee	Tribal Lands & Environmental Forum	Minneapolis, MN	707.77
Senior Attorney	Tribal Lands & Environmental Forum	Minneapolis, MN	707.77
Attorney	Tribal Lands & Environmental Forum	Minneapolis, MN	707.77
Water Resource Supervisor	Lab Sample Delivery	Superior, WI	210.75
Project Manager	EPA Community Involvement Training Conference	Atlanta, GA	929.56
<b>Total</b>			<b>5,055.25</b>



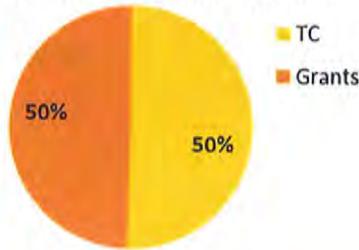
**July**  
A family fishing at Oneida Lake during our Fishing Day Event.



**July**  
8 fox kits were released at Coyote Run Natural Area. They had been rehabilitated by Bay Beach Wildlife Sanctuary

**Budget Update**

**EHSD Funding for Period Ending 8/31/15**



**EH&SD Has A Positive Variance For Period Ending 8/31/15**



Grants Applied for or Received in the 3rd Quarter		
Agency	Activities	Amount
WI DNR Responsible Unit Grant	Recycling & Outreach	\$70,938
WI DATCP Household Clean Sweep Grant	Hold Household Clean Sweep	\$12,500
EPA Hazardous Waste Mgt. Grant	Integrated Solid Waste Mgt. Plan	\$59,000
DOE Solar Deployment on Tribal Facilities (SDTF)	Install 695 kilowatts of solar-electric on multiple tribal facilities	\$1,000,000
START Office of Indian Energy	Assist with SDTF grant- contracts, financing strategy, communications, work plan for the SDTF grant.	Not specified. Includes technical assistance from Office of Indian Energy
EPA GLRI Silver Creek Watershed	Install best management practices in the Silver Creek watershed	\$74,000
Hunter Recruitment	WDNR	\$7,500

**Public Outreach**

- July** Oneida Lake outreach; signs, rules, communications
- July** 40 people participated in recycling education at the Oneida Farmer’s Market.
- July 28** EHSD took community members out to harvest bergamot and sweetgrass. 12 people attended.
- August 26** Tour for Midwest Natural Resource Group, approximately 10 people representing several federal agencies.



**July**  
EHSD hosting a bergamot and a sweetgrass harvesting community event. These events are a direct result of planting medicinal plants at our restoration sites for the past few years.



**September**  
EHSD receives and award from the organization for maintaining an outstanding social media presence.

- August 27** Tour for approximately 80 people from the Farm Service Agency
- July 19** 25 people attended the Oneida Lake Fishing Day.
- Sept. 30** Hosted two booths at the Agricultural Summit; 1) on cultural significant plants and natural areas and 2) on composting and vermi-composting.

**Technology & Equipment**

EHSD was awarded a grant from the Wisconsin Tribal Conservation Advisory Council (WTCAC) to purchase a drone for invasive species monitoring. The drone is a Phantom Professional. It is controlled remotely and can take photographs and record video.

**Notable Accomplishments**

- The Oneida Lake boat launch was completed

**Plans for FY16 First Quarter**

- Complete the bath house, restrooms, and electrical work at Oneida Lake.
- Develop FY16 work plan for Environmental Quality & Health & Industrial Services Departments
- Complete FY15 EHSD Annual report

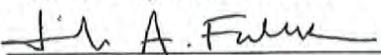
**Current local or regional collaborations**

- UWGB** Climate change adaptation planning
- Brown County** Has agreed be a partner for the EPA Hazardous Waste Mgt. Grant
- GLRI & NEW Water** Silver Creek Restoration Work Team

**Report Prepared By:**

 October 5, 2015

Patrick Pelky, EHSD Director

 October 5, 2015

Jennifer Falck, Program Evaluation Analyst



**July**  
A Sandhill Crane chick runs for cover at Coyote Run Natural Area.



**September**  
EHSD assisted in the demolition of this house on Hwy 54 by managing the asbestos removal.



Oneida Tribe of Indians of Wisconsin  
 Enrollment Department  
 P.O. Box 365  
 Oneida, WI 54155

[ She-kú kyátá\ ]



## Local Highway Projects Mean New Wetlands in Oneida

It's hard not to notice the amounts of earth being moved on the east side of County U Road, south of Shady Drive. When this project is complete it will be a "Wetland Mitigation Bank" for the Wisconsin Department of Transportation (WDOT).

Mitigation is a federal, state, and tribal regulatory procedure that involves restoring wetlands for the purpose of replacing wetlands filled during the construction of WDOT highway projects.

This Mitigation Bank will provide "credit" in the form of newly created or restored wetland acres for WDOT highway projects.

The project is a coordinated effort with the Oneida Tribe and the WDOT.



The view from 400' above Shady Dr. The site is available to the general public and can be used for canoeing, wildlife viewing, and hiking. NO hunting, fishing, or trapping during construction.

Oneida owns the southern 40 acres and the WDOT owns the northern 40 acres. The restoration work includes the whole 80 acres.

Ten years of monitoring and maintenance by the WDOT will assure that the wetland is high quality and meets the goals of replacing the types of habitat lost during highway construction. At the end of the 10 year maintenance period, ownership of the northern 40 acres will be turned over to Oneida.

The project will provide valuable habitat for wildlife, clean the water that flows from it into Trout Creek, and create a natural environment for the public to enjoy. There will be no hunting, fishing, or trapping while the site is under construction. For more information contact Tony Kuchma, Wetland Project Manager at [tkuchma@oneidanation.org](mailto:tkuchma@oneidanation.org).

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ONEIDA ENVIRONMENTAL, HEALTH, & SAFETY NEWS

# ehsd news

## Lanuhwaatsyarnikulale

www.facebook.com/OneidaEHSD  
 www.oneida-ns.org/environment



Photo: While the Waterbirds Nest is a 132-acre site with wildlife viewing, hiking, snowshoeing, picnicking, and canoeing.

## in this issue

- BBWS & Tribe Release Fox Kits P.1
- Swimming Safety at Oneida Lake P.3
- Drone Technology P.4
- Trout Creek Recognition P.6



EHSD kids learn about eco-friendly house products, food safety, and engineering and planning during "Take Your Kid to Work Day."



The solar deployment on Tribal Facilities project begins in 2016. EHSD will install solar photovoltaic systems on tribal buildings. Check out our web site & Facebook page for more info.



Talking with community members about our new drone technology. See pg. 4 for more about the drone.

The Bay Beach Wildlife Sanctuary (BBWS) received more than its usual share of Red Fox kits this spring. A few had lost their mother to a car crash, and one suffered a broken leg. The foxes were split into three groups, and went to private homes, where rehabilitation was carried out by BBWS volunteers.

After months of rehabilitation the kits were looking for a new home. All the planning elements aligned, and in the end Coyote Run Natural Area was chosen as the release site. After planning had begun, Bay Beach staff became aware that the Oneida Nation Farm had donated much of the bison (organ meat) the kits had been eating — only confirming this was an excellent collaboration. The Environmental Resource Board worked with BBWS to organize a release date. On July 16, EHSD staff, ERB, community members, and BBWS representatives arrived at Coyote Run. Eight kits were released at the site. An additional 3 kits were released on the reservation later in the week at another site.



8 Red Fox kits await their release at Coyote Run Natural Area.

## Oneida Tribe and Bay Beach Wildlife Sanctuary Team Up to Release Red Fox Kits at Coyote Run Natural Area



One fox kit makes a break for it. Coyote Run will provide the foxes with excellent habitat. Photo courtesy of Nate Wisneski, Kallinaks.



People hoping to catch a glimpse of the beautiful animals.

### Coyote Run Natural Area

The largest natural area on the reservation, at 900 acres—this site includes waterfowl ponds, wetlands, forests, and an observation overlook. Food plots, wild rice, and bergamot have been established. You must be a tribal member to access this site. For more information contact Tony Kuchma, at [tkuchma@oneidanation.org](mailto:tkuchma@oneidanation.org)

# Celebrating Success

On June 2nd 2015, the Oneida Nation hosted the annual Green Bay Packers "First Down's for Trees" Program celebration at the Norbert Hill Center. On hand were Packers President/CEO

Mark Murphy, SCA Sustainability Manager Mike Kapalko, Green Bay Packaging Vice President of Nat'l Sales Rick Luftman, DNR Secretary Cathy Stepp, and Oneida Tribe Chairwoman Cristina Danforth.

Also present were Packers alumni Bill Schroeder and Gerri Ellis. Members of the media and the public were invited to celebrate another successful year of the program which donated 530 trees to 18 local communities.

As a partner and supporter of the program since 2011, this year EHSd received 45 shade and fruit trees. These trees will provide an estimated lifetime benefit of \$219,000 for our community. The



Oneida Business Committee and the Green Bay Packers plant trees at Norbert Hill Center

Forestry & Trails Program Staff, Oneida High School students and 4th graders from Oneida Elementary School worked together to plant five large sugar maple trees and nine pear trees. All the trees were planted along pedestrian safe route trail in front of NHC.

Thirty one trees of several varieties were also planted at Oneida Lake.

The department wishes to thank the students and their teachers for participating in this innovative program. We look forward to your continued participation in the future, the joy and spiritual renewal it brings, and to sharing our success. For more information contact Dan Brooks, Tribal Forester, at [dbrooks@oneidation.org](mailto:dbrooks@oneidation.org).

## 10 Reasons Why Urban Trees are Important

- Trees produce oxygen
- Trees clean soil
- Trees control noise pollution
- Trees slow storm water runoff
- Trees store carbon
- Trees clean the air
- Trees shade & cool
- Trees act as windbreaks
- Trees fight soil erosion

## New Location for Deer Registration During 54 One Stop Renovation

The Oneida Conservation Department has been working with the Retail Division, to establish an alternative location for registering deer, gazes, and turkeys once the Oneida 54 One Stop closes for renovation. Sportsmen will be able to register their harvested game at the 54 One Stop until this location closes for reconstruction. Upon closure of the 54 One Stop, Oneida Sportsmen will be able to register game at the EAE One Stop for the remainder of the seasons.



We regret to inform the community that beginning October 1, 2015 EHSd will no longer provide:

- picnic table sales, rental, or delivery
- firewood splitting & delivery



These services have been cut due to budget cuts, loss of temporary positions, and time constraints on staff. In addition, we have taken on more work this year maintaining Oneida Lake and Safe Routes to Schools Trails. We will refocus our time on our backlog of work orders and on our mission of taking care of the land and Oneida's natural areas. Elders will still have access to free hand-wood firewood for pick-up for elder home heating needs from November 1 through March 31 at our office NB047 County Road U. However, no delivery or wood-splitting services will be available. Softwood is available for pick-up for tribal member funeral fires, maple camps, ceremonies, etc at our office. No delivery or wood-splitting services will be available.

All wood is available on a first-come first-serve basis and limited to two (2) face cords of wood per month. Wood is available for pick-up Monday-Friday 8:00 am-4:30 pm, and the 3rd Saturday of every month 8:00am-12:00pm. Must be loaded and off site by office closing time. Picnic tables will also no longer be available to individuals or departments to rent beginning October 1.

Thank you for your understanding. For questions or concerns please contact Shad Webster at (920) 869-1450 or [swebste2@oneidation.org](mailto:swebste2@oneidation.org).



Cyle Blumstorf will be a freshman at UNCG this fall. His interests are engineering, reading a variety of different literature, and learning. His future plans include majoring in engineering and a career in Mechanical/Nuclear Engineering.



Cyle Peterson will be a senior at Southwest High School this fall. His interests include music, hanging out with friends, video gaming, and Lacrosse. His future plans are College - Bio-Chemistry, Pharmacy, and Business majors.



Louderick Matzen will be a sophomore at Southwest High School. Her interests are the outdoors, sports, and painting portraits. Her future plans include joining the military and going to college.



Eli Matzen will be a Freshman this fall at Oneida Nation High School. He enjoys playing basketball and football. His future plans include becoming a professional basketball player.



Devon Doney is entering his junior year at Oneida Nation High School. He enjoys professional basketball and wants to attend college and play basketball.



Not pictured: Sky Webster-Poupart will be a sophomore at Ashwaubenon High School. Sky is interested in ornithology and attending Cornell. Unfortunately Sky injured his foot and had to withdraw from the intern program.

## Yawako (Thank You) EHSd Summer Youth Workers

EHSd was awarded a Summer Tribal Youth Worker Program grant from the Wisconsin Department of Natural Resources. We posted the positions and youth applicants from ages 15-19 followed the tribes hiring process to apply. We were very pleased to have a great group of 27 applicants.

The DNR grant focuses on introducing tribally enrolled youth to the variety of outdoor-based careers available in the natural resources field, and encourages them to pursue college degrees in natural resource fields. The youth have worked with mentors at EHSd and the Division of Land Management since mid-June.

We are very pleased to have so many youth interested in the environmental areas and able to experience work in the outdoors. We wish them all the best of luck in their future education and hope we see them again back at EHSd! For information on the WDNR grant program contact Sylvia at [scornell2@oneidation.org](mailto:scornell2@oneidation.org)

Swayotahshiyó  
You all did good work!

# Trout Creek Officially Recognized as a Trout Stream

## Trout Stream Classification

The Wisconsin Department of Natural Resources (DNR) uses three categories to classify the different types of trout streams throughout Wisconsin:

**Class 1**  
High quality trout waters that have sufficient natural reproduction to sustain populations of wild trout, at or near carrying capacity. Consequently, streams in this category require no stocking of hatchery trout. These stream sections are often small and may contain small, slow growing trout, especially in headwaters. There are 5,400 miles of Class 1 trout streams in Wisconsin, making up 41% of the total trout stream mileage.

**Class 2**  
Streams in this classification may have some natural reproduction, but not enough to use available food and space. So, stocking is required to maintain a desirable sport fishery. These streams have good survival and carryover of adult trout, often producing some fish larger than the average size. There are 5,912 miles of Class 2 trout streams in Wisconsin and comprise 45% of the state's total trout stream mileage.

**Class 3**  
These waters are marginal trout habitat with no natural reproduction occurring. They require annual stocking of trout to provide fishing. There are 1,864 miles of Class 3 trout streams in Wisconsin, comprising 14% of Wisconsin's total trout stream mileage.

## Restoration of Trout Creek on the Oneida Reservation

Many years of poor livestock management practices created poor water quality and trout habitat in Trout Creek. Sediment, fertilizer, manure runoff, ditching, and tilling were preventing any chance of the return of trout. In order to restore water quality

and habitat several restoration projects have been completed since 2000.

Projects have included manure containment system installation, installing log jams as habitat, installing buffers and grass waterways, and re-meandering stream stretches that were straightened years ago—in an effort to get water off farm fields quickly.



*This stretch has been re-meandered, planted with a grass waterway, and trees. The goal is to cool the water down and slow the flow.*

## Stocking

It has been decades since trout swam in Trout Creek.

Brook Trout were reintroduced to Trout Creek in 2009. Additional fish were stocked in 2010 and 2011, and fisheries surveys conducted by EHS D have documented sufficient survival rates for the stream to be reclassified as a trout stream.

Working with Wisconsin DNR Fisheries staff and using this information as guidance, a large section of Trout Creek will now receive a Class III trout stream designation. With this designation, areas of the stream outside of tribal control will receive additional protection and management. The designation will also ensure that stocking of Brook trout will continue in the future.

For more information contact Jason Spiegel, Environmental Specialist, at [jspiegel@oneidation.org](mailto:jspiegel@oneidation.org).

Source: [www.dnr.wi.gov/topic/fishing/trout/streamclassification](http://www.dnr.wi.gov/topic/fishing/trout/streamclassification)

# What's New at Oneida Lake?

## Water Quality Testing

With the Oneida Lake open for swimming, EHS D has initiated a beach water testing program. Although lakes and ponds are not drinking water, if used recreationally, they should still be relatively free of fecal contamination. Fecal contamination can occur from animal and/or human waste, septic systems, and barnyard runoff.

E. coli bacteria, found in human and animal waste, may be normal in natural, unchlorinated surface water swimming areas. Elevated levels of fecal bacteria can cause health problems. To ensure community health and safety, EHS D will monitor Oneida Lake's bacteria levels with a weekly water quality test. Water sampling will be conducted from Memorial Day to mid-September every year. If at any point results are elevated to require an advisory or closure, the public will be notified. Fecal bacteria counts should be below 235 units/100ML. If the bacteria counts are higher than that, a **swimming advisory** would be put in place and the public would be cautioned against swimming.

If any test result comes back above 1,000 fecal units/100ML, the lake would be **closed for swimming** and monitored until levels reach normal ranges again. This summer, water tests have consistently come back extremely low!

Swimming is an excellent way to get exercise and enjoy the outdoors, and Oneida Lake is an excellent, high quality resource for the community to use. For more information contact Vanessa Miller, at [vmiller@oneidation.org](mailto:vmiller@oneidation.org).



*Fishing at the lake during our Fishing Day Event in July.*



*A family enjoys building sandcastles at the lake during our Fishing Day Event in July.*

## Important Safety Tips to Prevent Recreational Water Illnesses

- Do not swim if you have a rash, diarrhea, or are vomiting
- Use a swim diaper for young children
- Follow the "no pets allowed" rule

## Oneida Lake Activities

- Hiking
- Canoeing
- Picnicking
- NO-ATVs, horses, pets, hunting, camping, campfires, or snowmobiling.

## Construction Update

We hope you have enjoyed the inaugural year at our newest natural area restoration site, Oneida Lake! It has been a great summer and it was good to see the lake being enjoyed by so many community members. We have some construction going on this fall that we would like to update you all on. First the bathrooms are now under construction. It will be concrete block with a metal roof and have an outdoor shower area for rinsing off. The boat launch construction will be starting in the next month and that area will be closed during construction. Fishing piers will be placed seasonally in the lake and removed in winter to prevent ice damage. The piers may not make it out to the lake this season. Some of our Birch trees did not survive and they are being replaced by the landscaper that planted them. EHS D will be placing "hot cool" bins out at the site this fall as well and looking to add a couple permanent grills.

As usual maintenance at the site is ongoing. Areas that will be mowed on a regular schedule include the beach, picnic area and bathrooms. The natural area to the south of the lake is not a lawn and will be maintained as a natural area. A big thank you to our seasonal youth workers that helped maintain the site this summer. And thanks to everyone in continuing our efforts to keep this natural area clean and safe for all to enjoy! For more information contact Steve Linskens at [slinskens@oneidation.org](mailto:slinskens@oneidation.org).



Oneida Nation  
Elementary School



Coyote Run Natural Area



Phragmites-invasive species



Little Bear Development Center  
and the water tower



Tracking the progress of the  
S. Branch of the Sliamlico River  
restoration project.

# DRONE TECHNOLOGY

## What is a drone?

A drone, also known as an unmanned aerial vehicle (or UAV), are flight tools that take to the air without human pilots. They are either controlled by people from the ground, or sometimes they can fly themselves once programmed. Drones come in all different shapes and sizes



EHSD staff are using drone technology  
to identify hazards in the field.

## How can drones be used?

One of the advantages of drone use, is the ability to see a lot of land at once, for very little cost. This can give drone users the ability to manage land, water, wildlife, crops, roads, and even disaster scenes inexpensively. It can improve safety, by seeing what potential dangers exist on the landscape. Examples have included avalanche rescues and bridge safety surveillance.

Drones can monitor wildlife in hard to reach areas and can assist in climate change research. They can be used to photograph large properties for real estate purposes, and to monitor environmental compliance. Drone footage was used in August to assess damage done to the Animas River in Colorado after 3 million gallons of mine waste were released.

## EHSD uses grant to purchase drone

We were awarded a grant from the Wisconsin Tribal Conservation Advisory Council (WTCAC) to purchase a drone for invasive species monitoring.

This particular drone is a Phantom 3 Professional and it is a remote controlled UAV with a built-in camera that takes photographs and records video.

## Rules of Use

EHSD is using the Federal Aviation Administrations current guidance on drone use. The general rules are: stay away from airports, stay under 400 feet of elevation, respect privacy, stay away from public utilities, etc.

## How will EHSD use its drone?

Our goal is to utilize this new technology to increase our efficiency and accuracy while we collect data and map areas.

As far as we know, we are the first tribe in the state to use this kind of equipment as part of their Invasive Species Program. We are confident that this tool will be useful not only for Oneida, but other tribes as well.

## Current drone activities include:

- Collecting photographs and documenting plant community make up—medicinal and invasive
- Creating up to date maps
- Identify areas for invasive species from the air rather than on foot
- Identify and avoid hazards in the field before we take equipment in
- Collect before and after photos of large Phragmites stands that were controlled and document the effectiveness of the treatments

**FOR MORE INFORMATION CONTACT  
MIKE ARCE — marce@oneidanation.org.**