

# **Environmental, Health & Safety Division Annual Report**

**Fiscal Year 2009**



Lathihwyatsya'nikú'lale?  
They Protect the Earth

# Our Balanced Scorecard Map...

| Environmental Health & Safety Division |   |
|--|---|
| Owner Stakeholder/<br>Customer         | <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Embracing Tsi' Niyukwaliho TÁ</div> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Protect, Strengthen, &amp; Exercise Tribal Sovereignty</div> </div> |
| Fiscal                                 | <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Optimize Use of Resources</div> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Promote a Diverse &amp; Thriving Economy</div> </div>                   |
| Process                                | <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Optimize Operational Effectiveness / Efficiency</div> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Open &amp; Interactive Communication</div> </div> |
| Learning & Growth                      | <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Develop High Performance Workforce</div> <div style="border: 1px solid black; border-radius: 15px; padding: 5px; text-align: center;">Deploy Optimal Technology Solutions</div> </div>               |

*Our Vision: We are the recognized governmental authority providing the highest level of environmental, health, and safety excellence to the Oneida Nation.*

*Our Mission: We provide the highest quality services that protect and improve the health of the human and natural environment, consistent with Oneida's culture and vision. We balance community, family, and work.*



## *Our Staff...*

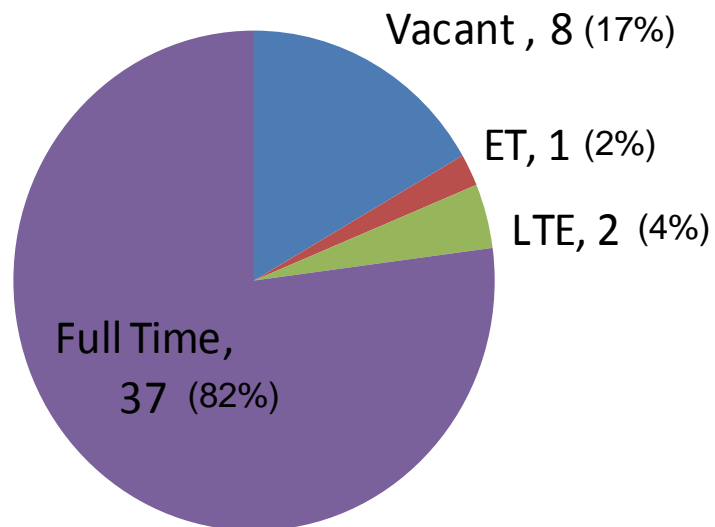
### **Education:**

- ✿ **12 Associates Degrees**
- ✿ **18 Bachelor Degrees**
- ✿ **6 Masters Degrees**

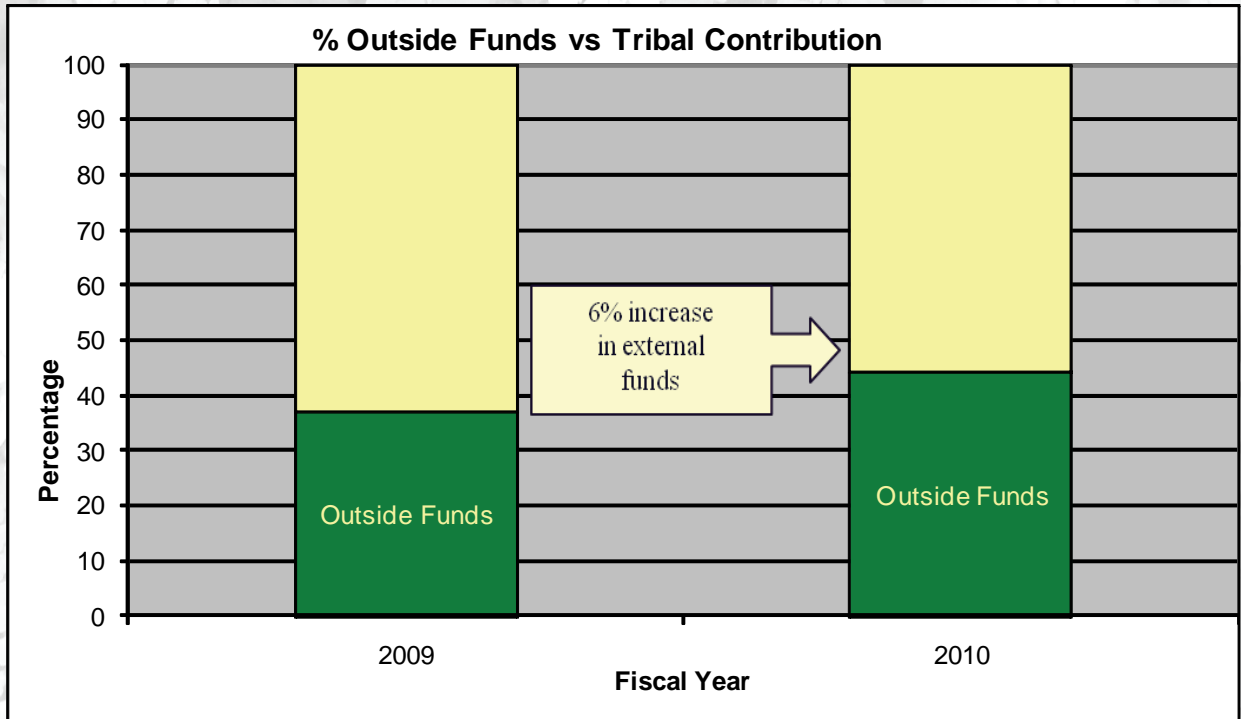
### **Experience:**

Combined, has 410 years of service to the Oneida community

### **Status**

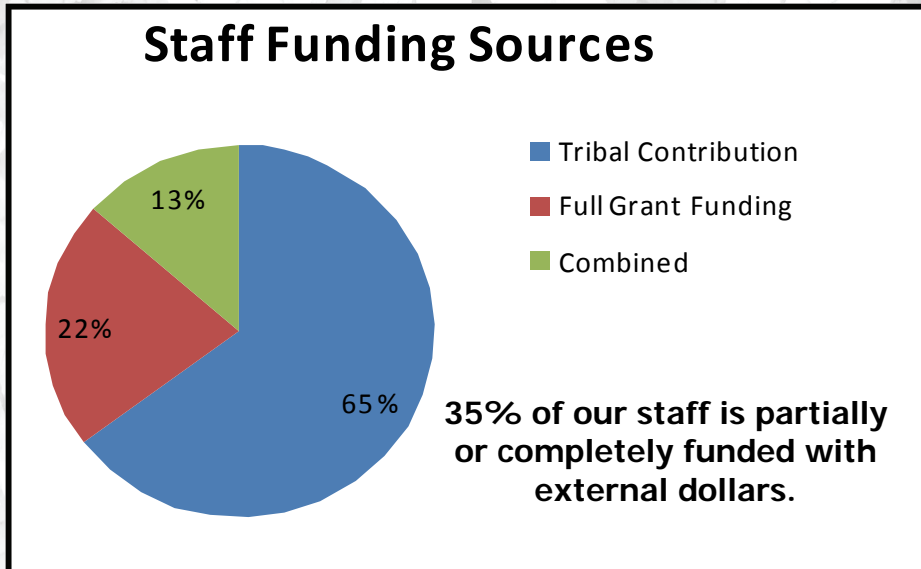


# Our Funding...



**About 43% of our funding comes from external sources:**

*Indian Health Services  
Bureau of Indian Affairs  
Natural Resource Damage Assessment  
Department of Natural Resources  
US Department of Agriculture  
Environmental Protection Agency  
Wisconsin Focus on Energy*



We continually search for additional external funding to support our programs.

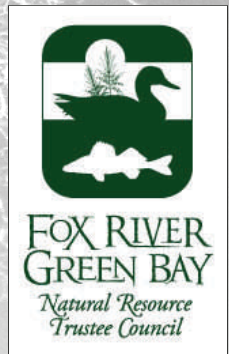
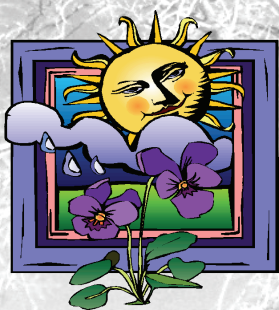


# Our Community Connections...



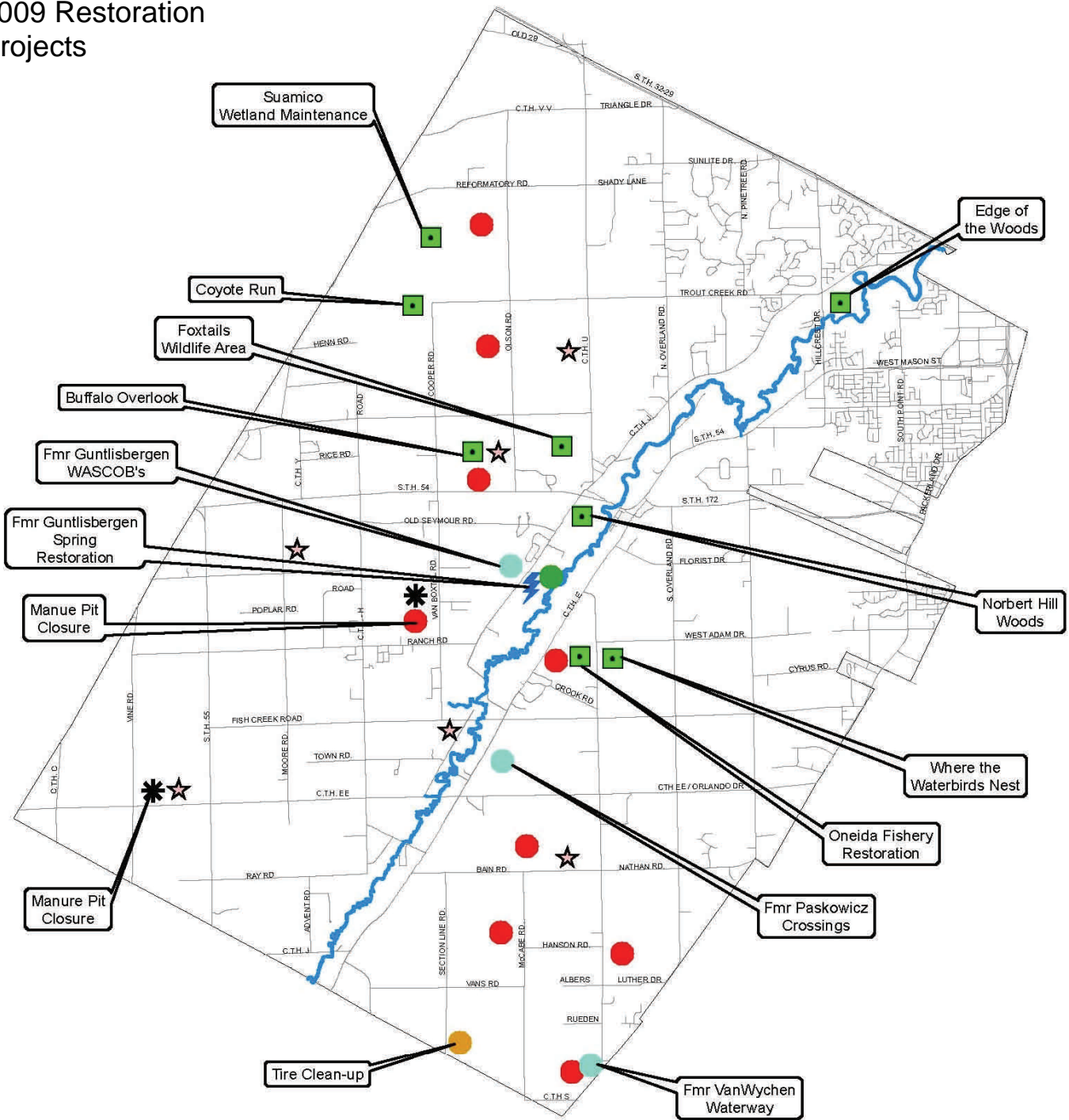
We connect with you at:

EHSD Tours, events, presentations, newsletters, internet, intranet, youth programs, consultation, classes, rabies clinic, farmers markets, Surveys, Tree Give-aways



# Our Projects...

## 2009 Restoration Projects



### Legend

- Stream Restoration
- Reforestation
- Water Quality Improvement (WASCOBS, Waterways)
- Buffers
- Other
- Manure Pits
- Wetland Restoration
- Demolition Sites
- Invasive Species Control
- Duck\_Creek
- Road Centerlines
- Reservation Boundary



GEOGRAPHIC LAND INFORMATION SYSTEMS  
 N703 Packerland Drive  
 Green Bay, Wisconsin  
 (920) 496-2007

File: Restoration-2009.mxd Date: 07-13-09 Revised 01-06-10



Source: Photography April 24, 2006  
 Coordinate System: Wisconsin State Plane, Central Zone  
 Lambert Projection, U.S. Foot  
 Horizontal Datum: NAD83  
 Vertical Datum: NAV88





# Fulfilling Our Responsibilities...

## *Onayote'a'ka* (People of the Standing Stone):

Oneida's per capita recycling collection was 96.14 lbs/person. The standard is 101.55 lbs/person. We will be working with community members to increase our recycling rate.

Conservation provided over 607 direct services including: removal of 243 community hazardous trees; process and delivery of 324 face cords of firewood for elderly heating assistance, sugar camps, and cultural ceremonies; brush clipping; process and delivery of 300 cubic yards of wood chips.

Community yard waste collection site at the Conservation field office offers daytime collection of grass clipping, leaves, brush, and tree wood for tribal members. Firewood, compost, and wood chips are available for personal use.

The Environmental Health (EH) program works to prevent injury and food and water related disease. The EH Program inspects and licenses food establishments owned and operated by the tribe or tribal members, such as the Packerland One Stop, White Eagle, Radisson, Wingate, and Headstart. In addition, the EH Program licenses and inspects every food establishment in Outagamie County, regardless of ownership or operation. EHSD also funded 173 child car seats for the Oneida CPS Program.

Parks crew maintains a total of 17 parks and maintain 25 miles of trails throughout the Reservation. Trail maintenance includes: mowing, pruning, repairing bridges. One new bridge was built.

1104 picnic tables were rented for use at community events over the year.

Two "Friend of the Environment" awards were given at Fall Fest to recognize community members who live the lifestyle of an environmental steward. We wanted someone with a passion for the environment, someone who embodies the idea of caretaker for the Earth. These recipients truly exemplify what it means to be a "Friend of the Environment". Recipients were Paul and Jill Ninham, owners of Duck Creek Coffee Company and Greg and Vicky Matson, owners of Yaweku and advocates of a community garden and the Tall Feather Good Village Project.

Oneida Living In Balance: Two cooking classes and one cooking film were sponsored by the team in FY2009. The OLB and Oneida Community Integrated Food Systems (OCIFS) have gathered information on food resources and Oneida Community needs on the Oneida Reservation and surrounding community. 342 surveys were collected from the community. The joint team is researching next steps from the results.

Ka'nityotiyá'sa Kunathuwi'sá ΔKΛhake?(Young Women's Group) : 10 Oneida young women completed the one year program, from five different school districts. 30 classes were attended by the youth in FY2009. The young women have grown and learned not only many traditional cultural teachings but also modern skills and lessons that will help them in their path as future leaders for Oneida.



# Fulfilling Our Responsibilities...

## *Kaháta?shúha?* and *Onekli?shúha?* (agriculture and grasslands)

72 acres of grass buffers were installed along streams to protect water quality from agricultural runoff and pollution. Maintenance was performed by mowing 40 acres of established buffers and 200 acres of land in the Conservation Reserve Program (CRP).

Six tribally owned farmsteads and 19 silos were deconstructed by recycling useable materials such as concrete and metals; capping water wells; abandoning septic systems; and restoring vegetation on the sites. 100% of the silos were recycled. Two manure pits were abandoned by cleaning and recovered by seeding to restore the site. Working with the Division of Land Management and other tribal departments, the Demo Team saved the tribe about \$46,000 by working together and avoiding landfill fees.

Seven agricultural Best Management Practices (BMP) projects were completed. Four waterway crossings, one water and sediment control basin (WASCOB), and two grassed waterways, to protect and improve water quality.

*Tribal Environmental Response Program (TERP)*: Nine environmental response action requests were fulfilled and the Wisconsin Department of Natural Resources (WDNR) contacted and requested input on three WDNR lead reviews of properties.

TERP conducted an area wide environmental assessment on the western half of Service Road (aka Upper Central Oneida) and provided cost estimates for cleanup of the environmental contamination at two locations.

12 Asbestos inspections at tribal buildings and 31 complaint based indoor air quality inspections were completed.

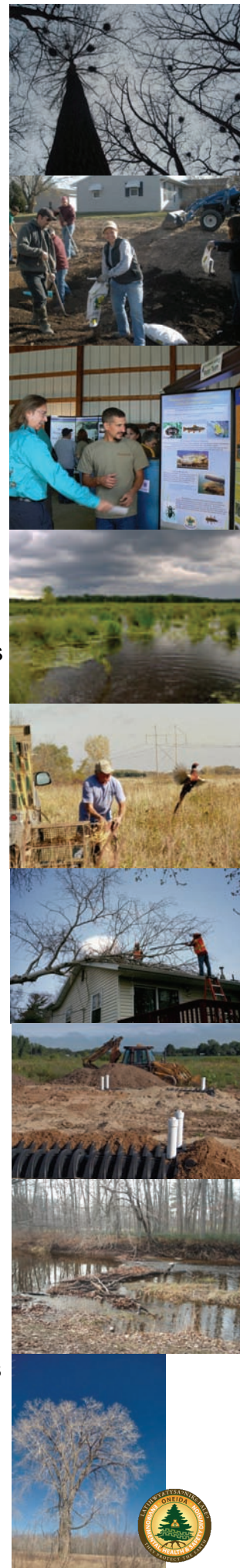
Tree maintenance at Cornelius Circle, Turtle Where it Ends, Turtle School, Norbert Hill Center (NHC), and Site II Park. Trail construction in NHC woods.

Staff completed 19 Land Use Technical Unit Reviews (LUTU), 69 environmental impact reviews, 20 Phase 1 Environmental Site Assessments, and 1 Area Wide Site Assessment. LUTU reviews evaluate lands to recommend appropriate uses.

Surveyed 1000 acres for Division of Land Management, documenting forest, streams, building sites, and agriculture lands

## *Owela?shúha?* (air)

The Oneida Nation Air Program is expanding community education and outreach about the understanding of the relationships between the cultural, scientific and environmental/economic implications of air quality for tribal membership health and environmental well-being. This includes the Oneida Nation Air Force which is a multi-generational, multi-media educational approach. Also, the regular review of air permits and the maintenance of an air emissions inventory is the monitoring mechanism for potential impacts to local quality of life of the Oneida community impacted by local and regional development.





# Fulfilling Our Responsibilities...

## *Ohnekanusho·kú and Kana·wáku* (water and wetlands)

EHSD continued assessing the health of Reservation streams and lakes through benthic invertebrate surveys at 8 stream locations and fishery surveys at 2 locations. Biological data will be analyzed with monthly and quarterly physical and chemical surface water quality data (10 locations) for trends analysis and management decisions.

A spring restoration project was completed on the Duck Creek Ridge.

In order to protect groundwater, the Community Well & Septic Department provides maintenance and addresses failing equipment. Tribal homes were served with general septic repairs, maintenance, and emergency services including: abandon one well, 3 new wells installed, and 10 emergency septic renovations. 18 Tribal homes were serviced with on site sewer and water facilities. 33 homes were served with emergency septic pumping and 15 homes received un-earned income service.

## *Kaluta'shúha? and Onuhkwatho·kú* (woodland and medicines)

Invasive species are non-native plants that invade the landscape and are a concern because they displace native vegetation in wetlands, forests, fields, and roadsides of the Reservation. The effect is poor quality habitat for native wildlife. Currently our efforts have focused on controlling *Phragmites* and purple loosestrife in wetlands, and garlic mustard in upland wooded areas. To date, over 65 acres have been treated with great success. Monitoring and treatment at these sites will continue and be expanded.



The Emerald Ash Borer (EAB) is an invasive insect species from Asia that kills all native and several horticultural varieties of ash trees. The pest is responsible for the destruction of over 25 million ash trees across 12 regional states. Due to more recent confirmations of their presence in Wisconsin, federal authorities have quarantine 11 counties, including

Brown County, restricting the movement of hardwood and ash nursery stock out of infested areas. The pest was found in three counties in Wisconsin. The Oneida Environmental, Health & Safety Division (EHSD), partnering with the Animal, Pest Health Inspection Service (APHIS), has been monitoring for their presence since 2002, with monitoring traps at several Reservation locations. Staff has also limited the number of ash species used in reforestation and urban tree planting projects. EHSD will be participating in a USDA National Ash Seed Collection Initiative to help preserve Oneida ash trees for future generations. No EAB has been confirmed on the Oneida Nation of Wisconsin to date.

Planted 800 tree seedlings at Silver Creek Tributary to help stabilize soils and water temperature and to enhance wildlife habitat adjacent to agricultural farm fields.



# Fulfilling Our Responsibilities...

## *Kutélyoho·kú and Otsi?táha?shúha?* (animals and birds)

### **Oneida Reservation Bird and Frog Surveys, 2009:**

The Oneida Reservation provides habitat for hundreds of wildlife species. Regularly monitoring species in identified habitats allows for management programs to be developed that will ensure species survival. In 2009, marshland birds were surveyed in five Reservation locations and five additional locations were identified for future surveys. Survey results indicate that wetlands on the Oneida Reservation are as rich in species diversity as any area in Wisconsin.

Amphibian populations were surveyed at eight locations using Wisconsin's Frog and Toad Survey format. Seven frog species were recorded. Results show that Oneida's restoration sites are quickly inhabited by native amphibian populations. These animals help to control mosquito populations and provide food for other native species including fish, herons, pelicans, and bitterns.

A Heron Rookery has been observed over the last few years along Duck Creek. It has increased in size, totaling 20 nests this year.

### **Trout (Tsyotyá·ktu) Reintroduction:**



The Trout Creek watershed has been the focus of restoration projects over the past few years. Trout Creek is one of few streams on the Reservation capable of supporting sensitive, cold water fish and wildlife species. The

collective efforts of EHSD with local, state and federal partners have allowed Trout Creek to recover. Assistance and funding was received from state and federal agencies to release 4800 brook trout fingerlings in May 2009, at five locations of Trout Creek. Monitoring in the fall found fingerlings doing well in all locations sampled. In Spring 2010, 3000 additional fingerlings will be released.

### **Game Management :**

Conservation has issued 789 Sportsman's License as of 1/5/10

Gun Season Harvest: 90 Deer

Early Bow Season Harvest: 71 Deer

Muzzleloader Season Harvest: 28 Deer

Turkey Season: 5 Hen's harvested

### **Fishery Project:**

EHSD staff continues to monitor the progress of the Fox River clean up by reviewing and commenting on proposed modification to the Georgia-Pacific Landfill and clean up plans.



# Our Connection to You...

## Events:

- 1200 trees were given away at the Annual Oneida Earth Day.
- Tribal Forester and OCC crew helped 5<sup>th</sup> Grade students plant 40 trees at the Turtle School on Arbor Day.
- 490 pets vaccinated at the Rabies Clinic
- Assisted with 14 Farmer's Markets

Over 1,000 participants at our annual events that include: 10th Annual Youth & Elders Fishing Day, Home Resources Fair, Ridgeview Open House, and Fall Fest.

Every year, EHSD gathers the materials to construct the Longhouse Village at the annual Indian Summer Festival event in Milwaukee. When Indian Summer is over, the longhouse is deconstructed and rebuilt in Oneida.

## Training:

Presented 1 Hunter Safety Class- Grade Point Average of 92% with 14 students

Rain-barrel Workshops-Approximately 80 rain-barrels were produced by community members at workshops in Oneida and at SEOTs.

87 staff from the Custodial Department attended Personal Protective Equipment and Hazard Communication training. 19 Family Fitness staff were trained in Employee Safety Responsibility and Fire Extinguisher Use, and 28 Headstart employees attended Fire Safety training. 454 employees attended 8 hour Defensive Driving course.

25 food safety classes were held and 357 students completed food safety certification classes.

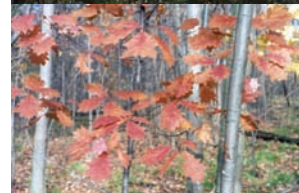
## Awareness:

2 newsletters published semiannually and sent to tribal member households in Brown, Outagamie and Milwaukee Counties

1000 Desktop Wildlife Calendars for 2009 were produced and distributed. The calendars described 12 different locations on the Reservation and included key wildlife dates throughout the year. Since the overwhelming response was positive, we designed a Climate Change calendar for 2010.

A seatbelt observation study was completed in 2009. There was a 4% increase in seatbelt usage from 2008 and a 10% increase since 2004.

*Lead Free in Indian Country* is a cooperative effort between the Oneida Nation in Wisconsin and the Federal Environmental Protection Agency (EPA) to address lead poisoning awareness and lead law compliance. The impacts of lead poisoning are preventable thus education and raising public awareness to the costs to the individual and the community are the main goals of the campaign. The program facilitated training of 22 tribal housing staff from four tribes in WI.



# Our Cross Functional Projects...

## **Live Sustain Grow:**

Live Sustain Grow teams are in the process of creating an innovative plan that provides direction and fulfills the needs for natural resource planning on the Oneida Reservation. A Core Team, Outreach Team, and Management Team finalized project statements regarding plan and outreach.

Community outreach on goals of the project were presented at Youth and Elder Fishing Day, Ridgeview Plaza Open House, Farmer's Markets, Fall Fest, and other community events. Eleven *Kalihwisaks* articles published providing education on natural resources and project goals and 526 community surveys collected and compiled-398 responses received from Brown and Outagamie Counties. Resource History and Resource Description sections drafted for each chapter of the Live, Sustain, Grow plan.

## **Energy- Climate Change- Sustainability**

Climate change is now widely recognized as one of the most significant global challenges we face. Impacts of climate change will be greater weather extremes, agricultural yield fluctuations, rising sea level, species extinction, resource availability and conflict, increases in the ranges of diseases and economic costs of damage and resource scarcity, to name a few. EHSD has presented information to Tribal management and working with the Oneida Energy Team. The Energy Team is developing the Oneida Energy Management Plan to address our fossil fuel consumption and energy costs

Staff from many departments throughout the organization are coordinating efforts through the Oneida Energy Team. A cross-departmental team have assigned staff to help coordinate the large number of actions needed to meet the important challenges regarding energy.

Climate Change presentations to Senior Management, Joint Executive Team and the Business Committee were given stressing the need for committed action. Sponsored Carbon Markets Workshop to investigate opportunities in Oneida.

Baseline energy usage collected for all major Tribal facilities

Wind monitoring tower erected December 2009, to assess wind resource on the reservation to determine if wind energy is a good investment.

\$326,500 Energy Efficiency and Conservation grant received. For various conservation and renewable energy projects including: energy efficient lighting, motion sensors for lights, and solar hot water systems will be implemented.

Oneida Resident Center Care Community Building energy conservation. Focus on Energy is working with the project team to evaluate options and provide incentives.

Home weatherization tests and rebates Sponsored by the Environmental Resource Board to assess the efficiency of tribal homes.



# Our Contribution to Self Governance...

EHSD staff exercises tribal sovereignty by assisting community members and tribal departments in compliance with tribal, federal, and applicable state environmental laws.

## **Tribal Laws:**

- We completed:** 68 food service/restaurant inspections  
24 temporary food stand surveys  
105 tattoo inspections
- We issued:** 66 Wood Cutting Permits  
4 Hunting citations & 70 warnings  
275 Domestic animal licenses  
789 Sportsman's License issued as of 1/5/10  
198 Fall Turkey Permits issued  
53 food licenses
- We responded to:** 68 Animal Complaints  
14 complaints related potential contamination
- We patrolled:** 21,136 miles by Conservation Wardens

## **Federal Laws:**

### ***Municipal Separate Storm Sewer System (MS4)***

As an operator of a small Municipal Separate Storm Sewer System (MS4), Oneida is required by the EPA to develop, implement, and enforce a stormwater management program. The overall goal of the Oneida Stormwater Management Program will be to facilitate stormwater drainage and increase sediment and contaminant removal by using low impact development techniques to reduce and slow stormwater runoff and promote infiltration. We intend to achieve this by developing a Stormwater Management Plan (SMP) and a related Stormwater Ordinance, which will emphasize the use of low impact design. This SMP will serve as a planning document to guide Oneida in protecting its water resources, especially as additional development and redevelopment occur.

### ***3 Direct Implementation Tribal Cooperative Agreements (DITCA):***

Water Resource Supervisor received Federal Stormwater Inspector Credentials from the Environmental Protection Agency (EPA). Will perform federal stormwater inspections for compliance with the Construction Site General Permit at Tribal and non-Tribal construction sites on the Reservation on behalf of the EPA.

Underground Storage Tank (UST) Direct Implementation Tribal Cooperative Agreement (DITCA) For 2009, all 15 federally regulated UST facilities within the exterior boundaries were offered compliance assistance prior to a U.S. Environmental Protection Agency (EPA) inspection. The EPA inspection recorded a 90% compliance rate with federal UST regulations. The national average for UST compliance rates in Indian Country is 51%.

In June 2009, EHSD reestablished the Lead DITCA and initiated the "Lead Free in Indian Country" campaign for lead renovation, repair, and paint education and lead law compliance on all Wisconsin reservation lands.



# Our Plans for the Future...

## **Elderly Incentive Program**

We just recently kicked off in November 2009 this Injury Prevention effort. We know active elders are less likely to be injured. The program collaborates all of the different services and efforts across the organization that are focused on the elderly. Anyone 55 years of age or older is welcome to participate, and can earn points on a monthly basis for participating in a wide variety of different activities focused on mental, physical, and spiritual well-being. Awards are given to the highest monthly point totals.

## **Healthy Homes Program**

We recently were awarded a grant which provides funding to visit with at least 100 home owners to assist them with preventing injury and illness before it occurs. The purpose of the program is to develop, demonstrate, and educate residents about the preventive measures to take to correct safety and health hazards in the home.

## **Natural Resource Damage Assessment**

Received a grant of \$1.2 million dollars has been awarded for restoration projects on the Reservation. One project in 2010 is to construct and erect 10 nesting platforms at five different wetland restoration sites. The nesting platforms are expected to attract breeding pairs of ospreys and possibly bald eagles. They will also be used as perches for hawks, great blue herons, black-crowned night herons, and other wetland related bird species.

## **Sustainable Communities Team**

*Highway 54 road improvements* planned for 2011: New bridge, walking trails, safer pedestrian routes (crosswalks and bridge underpass), improved turning lanes, culturally sensitive landscaping design, and improvements to slow traffic and improve vehicle safety.

*Pedestrian Trail construction: 2010:* Turtle Where-it-Ends to Duck Creek Trail and 2011: Site 1/Library/Civic Center to Norbert Hill/Tribal School.

*Central Oneida Redevelopment:* Catalyst projects supporting future redevelopment planned - improvements include enhanced design for the Farmer's Market, the Duck Creek Trail area, and more. Stay tuned!

## **Integrated Solid Waste Management Plan**

We received funding to complete an Integrated Solid Waste Management Plan which will be included in the Live-Sustain-Grow Plan.

## **EHS & Experiential & Adventures**

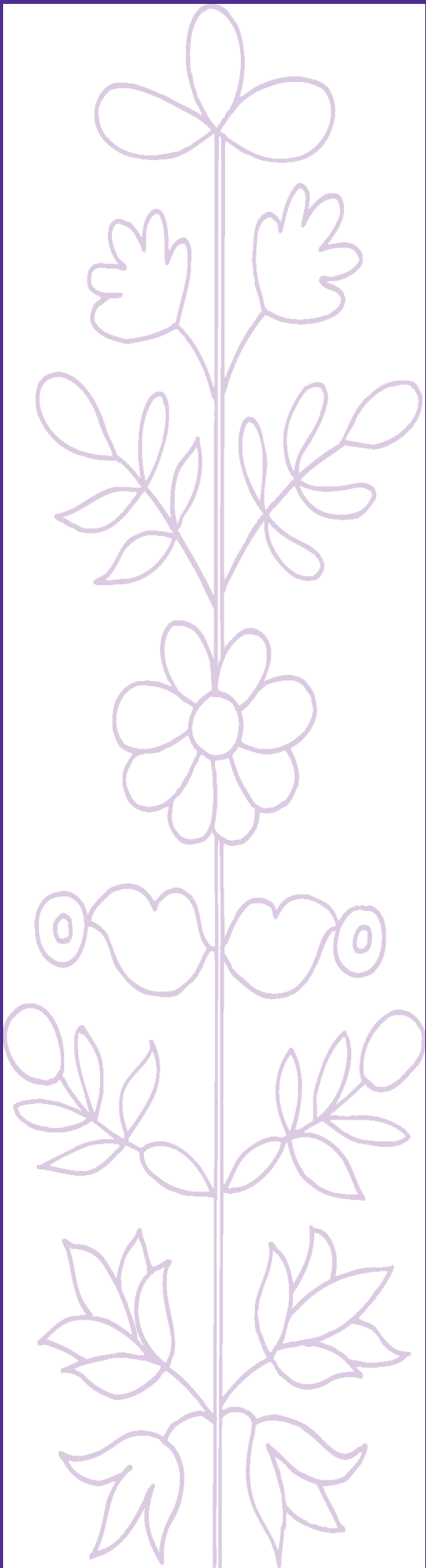
A new Environmental & Experiential Education program will be kicking off in FY 2010. The program is being made possible through the cooperation of the Department staff. Participants will learn outdoor recreation skills and environmental education that will foster environmental stewardship while getting to know Tribal lands and encouraging wellness. Each class will contain teachings of the Oneida culture and language relevant to that time of year or activity, environmental education and an experiential activity. We hope to begin this program in summer 2010 so watch for details.



## How to Reach Us...

| PROBLEM, QUESTION, OR NEED                      | NUMBER   |
|---|----------|
| ENVIRONMENTAL, HEALTH & SAFETY DIVISION         | 496-5330 |
| CONSERVATION DEPARTMENT                         | 869-1450 |
| House or workplace mold or asbestos inspections | 496-5339 |
| Workplace smells or smoky environments          | 496-5339 |
| Outdoor air quality                             | 496-5363 |
| Live, Sustain, Grow Project                     | 496-5362 |
| I got sick after eating at an Oneida restaurant | 496-5336 |
| Strange bug, frog, bird, etc. in my yard        | 496-5350 |
| Wild animal living under my porch               | 869-6505 |
| Vicious or stray dog needs to be removed        | 869-2239 |
| Rabies: clinic, tag numbers, pet status, etc.   | 496-5336 |
| Well/home/ water samples                        | 496-5355 |
| Well or septic problems or needs                | 496-5355 |
| Lake Project information                        | 496-5347 |
| Strange weed in my lawn                         | 496-5346 |
| NEPA paperwork needs                            | 496-5350 |
| Stream dumping or runoff concerns               | 496-5333 |
| Gas, oil, or pesticide spills                   | 496-5328 |
| Diseased or storm damaged trees                 | 869-6501 |
| Illegal burn site identified                    | 869-6504 |
| Climate Change                                  | 496-5342 |
| Illegal poaching or trespass                    | 869-6504 |
| Firewood Needs                                  | 869-1450 |
| Picnic tables for an event                      | 869-1450 |
| Recycle: bins, oil, appliances, etc.            | 496-5342 |
| Illegal dumping                                 | 496-5328 |
| Hunting and fishing licenses                    | 869-1450 |
| Dog or cat license                              | 869-1450 |
| Hunter safety training                          | 869-1450 |
| Walking trail or natural area information       | 869-1450 |
| Ant, bee or other insect problem                | 869-1450 |
| Eco-friendly pesticides or cleaning supplies    | 496-5349 |
| Healthy Homes                                   | 496-5351 |
| Energy efficiency home testing                  | 496-5349 |
| My garbage did not get picked up                | 497-5806 |
| Lead based paint                                | 496-5363 |
| Renewable Energy Program                        | 496-5348 |





*For More Information :*

**Visit our website**

[www.Oneidanation.org/environment](http://www.Oneidanation.org/environment)

**Call us**

920-496-5330 (Main Office)

920-869-1450 (Conservation Office)

**Write us**

Environmental, Health & Safety Division

PO Box 365

Oneida, WI 54155

**Come see us**

3759 W. Mason St, Oneida, WI (Main office)

N8047 Cty Highway U, Oneida, WI (Conservation Office)

