

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 08 / 07 / 18

2. General Information:

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

Agenda Header:

☒ Accept as Information only

☐ Action - please describe:

Environmental Health Safety & Land Division 3rd Quarter Report FY2018.

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:

Additional Requestor:

Additional Requestor:

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Environmental Health Safety & Land Division 3rd Quarter Report FY2018.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org



Improving Organizational Change

A second EHS&L Division staff member became a certified remote drone pilot in third quarter and took this drone photo at Tsyunhéhkwa Farm. They will be tracking white corn growth through the season at the Tsyunhehkwa Farm.

Yawakó (A big thank you) to Tsyunhéhkwa staff that put in many extra hours over the Memorial Holiday weekend to make sure Oneida's white corn was planted in time for its long growing season to be ready in time to Harvest in October.



A good mind. A good heart. A strong fire.

FY2018
THIRD Quarter Report
Oneida Environmental, Health, Safety & Land Division
July 23, 2018

Overall Impressions of the THIRD Quarter

In the third quarter of FY2018, Environmental, Health ,Safety and Land Division (EHS&LD) has combined our two Divisional Reports and added Tsyuhhéhkwā Farm into our report as approved by the Business Committee. Third quarter is our divisions busiest time of year to get field work in and when we hold outreach events for Oneida including Youth and Elder Fishing Day, Earth Day and Tree Give Away.

Moving Toward the Strategic Plan: How EHS&LD contributes...

Advancing Onʼyoteʼaʼká Principles	<ul style="list-style-type: none"> • Tsyuhhéhkwā Farm staff participated in Oneida Culture Days at ONES teaching 125 students about traditional planting methods. • Three Sisters and Tobacco planting workshop taught by Tsyuhhéhkwā Farm staff on June 9 with 13 attendees. • Working towards strengthening Oneida values related to healthy waters in community by presenting and teaching. • Staff worked with Gene Redhail on implementing the clean up and overall improvement of the sweat lodge site at S. Overland Dr.
Exercising Sovereignty	<ul style="list-style-type: none"> • A class V Underground Injection Control (UIC) well risk assessment was created which will aid water monitoring efforts by showing what specific well sites pose a danger to underground sources of drinking water. • Provided Hazard Awareness Training to 15 Oneida Nation Staff (May 21). • Completed Nine (9) Underground Storage Tank inspections. • Provided UST Compliance training to 13 Oneida One Stop employees (April 3-5). • Participated in an inspection of natural gas pipelines through reservation with DOT. • Reviews to assist the acquisition of Homeowners Independent Purchase Program (HIPP) and two vacant parcels of agricultural land. • Completed a NEPA review for a new housing development that will make four lots available for community members to build their own homes. • Site visits and inspections to enforce Oneida codes.
Improving Organizational Changes	<ul style="list-style-type: none"> • After the retirement of the Forester in December 2017, the Eco Services dept revised the forester position and hired a new Oneida Forester in April. We are focused on making changes that will improve the communication, consistency and efficiency of the Hazardous Tree Removal Program. • Eco Services Dept took on management of Tsyuhhéhkwā Farm and hired a Supervisor Trainee to improve operations and fill a position that was vacant for a year. • Field Technician Trainee became a certified drone pilot. This will aid in acquiring more aerial photos or video of the various types of field work completed by the EHS&LD. This aids in transparency of the division, and data documentation and assessing the effectiveness of some field work. • Provided an Introduction to GIS Training to 7 Oneida Staff with the BIA (May 29-31). • Participate in the Land Use Review technical process improvement team. • Leading efforts to normalize and link land and project based information. • Pilot Division for utilizing Microsoft Sharepoint and Microsoft Team collaboration. • Provided Customer Immersion Experience for Microsoft Products to 9 Oneida Staff (June 27). • Adopting the AWQMS water monitoring system is the first step toward conducting a full trend analysis that will quantify changes in water quality over time. All historic data has now been QA/QCd and entered into the new system • Solar deployment project commissioned and 100% operational; website monitoring is functional; all solar agreements are in place.

Moving Toward the Strategic Plan: How EHS&LD contributes...

Promoting Positive Community Relations	<ul style="list-style-type: none"> • Tsyuhhéhkwa Farm staff conducted 7 tours for 76 community members. • May 20 Tsyuhhéhkwa Farm hosted the seed and plant distribution and sold 117 plant shares to the Oneida community on the day of the event. • April 19 Coffee with the Planners – Environmental education on sustainable agriculture plans, services Eco Services provide and updates/progress on the grazing projects. • May 19 Hosted the Earth Day Clean up and Tree Give Away Event for tribal members. • June 2 Hosted the Youth and Elder Fishing Day attended by 160 members. • Speaking with elders and various tribal departments on a daily basis to address their concerns about hazardous trees on their properties. • Hazardous tree program development: including submitting articles to Kalihwisaks to inform the community about our hazardous tree removal program; letters sent to elders who are waiting for contracted tree services to update them on the progress we are making to have their trees removed. • Updating and posting to our social media pages with relevant community information including swimming water quality testing results. Working to have our social media presence become a tool community member's look to for environmental related needs and questions. • An EHS staff member assists Oneida Adventures as paddle helper as it provides opportunities to meet and get to know community members; provide education about water resources at Oneida, and to receive feedback and to listen and respond to community concerns. Assisted Oneida Adventures with three kayaking events at Oneida Lake in June. • Participate in community meetings; work with building occupants and staff to understand energy systems, assisting electricians with Turtle School lighting project.
Inspiring YukwatsistayΛ (Our fire, our spirit within each one of us)	<ul style="list-style-type: none"> • Outreach to get Oneida youth educated and excited about Oneida's water resources. • Finding wood turtles in the vicinity of the recent land acquisition (Desjardins property) is exciting and reminds staff of the importance of the work that Oneida Environmental is doing in healing the landscape and provides great motivation for this work. • Adding easily accessible resources for waste management so tribal members do not feel the need or desire to resort to illegal dumping or questionable storage practices.
Encouraging Tsi? NiyukwalihoTΛ (We have everything here to sustain us)	<ul style="list-style-type: none"> • Tsyuhhéhkwa staff performed tilling services for 35 personal gardens and 9 Program community gardens in Oneida to encourage gardening and local foods. • Work with Division staff to learn new software and collaboration tools. • EHS Staff Continued to bring in large amounts of outside funding to keep protecting and restoring Oneida Nation waters and lands. • Working towards strengthening Oneida values related to a healthy environment by teaching food safety class and education on healthy waters. • Awarded staff incentives for outstanding/above and beyond activities and encourage them to continue doing an excellent job. • Encouraging and assisting Tribe to be responsible stewards and practice energy conservation.

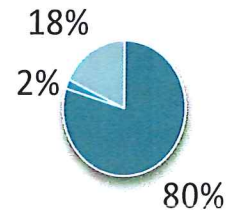
Personnel

Time-Off Accrual Management

We have 9 employees over the 200 hours for vacation and personal time accruals. These employees are encouraged to take time off monthly by their supervisor and to review their hours on the Employee Self Services computer site.

Environmental, Health, Safety & Land Staff

■ Oneida ■ Other Tribe ■ Non-Oneida



Environmental, Health, Safety and Land Division have 4 Summer Youth workers this year.

- Dylan Pelky will be going to Western Michigan College in the fall. He learned administrative responsibilities as well as assisting with demolitions and trespassing issues.
- Boyd Thayer goes to Pulaski High School and is learning administrative responsibilities along with helping conservation pack with their move to the Land Office. He also learned to take inventory.
- Emmanuel Twocrow goes to a College in Oregon and is helping out at the Tsyunhehkwa Farm. Some of the things he is working on are the three sisters, tobacco, strawberry, community & seed bank gardens. He also does chicken chores, move and load cattle, overall farm cleanup and beautification, minor machine work and maintenance and some white corn work.
- Arianna Cottrell goes to Green Bay Southwest and is helping out at the Tsyunhehkwa farm also. She also works on the three sisters, tobacco, strawberry, community & seed bank gardens. She also does chicken chores, move and load cattle, overall farm cleanup and beautification, minor machine work and maintenance and some white corn work.

Encouraging Tsi' NiyukwalihoTÁ

(We have everything here to sustain us)

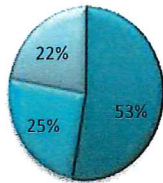
Planting grazing fields at Tsyunhehkwa for cattle supplies them with forage and provides Oneida with a source for grass fed cattle and the cows provide nutrients to build soil health for growing future White Corn fields.



Quarter Three Budget Update

EHS&L Funding for Period Ending 6/30/18

■ Revenue ■ Grants ■ TC



EH&SD Has a Positive Variance in Expenses for Period ending 6/30/17

1,076,706

1,035,675

Budgeted

Actual

Land Management has a Negative Variance in their Net Income for period ending 6/30/18

686,124

537,974

Budgeted

Actual

Promoting Positive Community Relations



Staff participated in Silver Creek Project Kids' Monitoring Event on Thursday, May 10, 2018 in partnership with N.E.W water and Oneida and Bayport High schools. Students learned about water quality assessment, invertebrate communities, and how drones are used for field exploration.

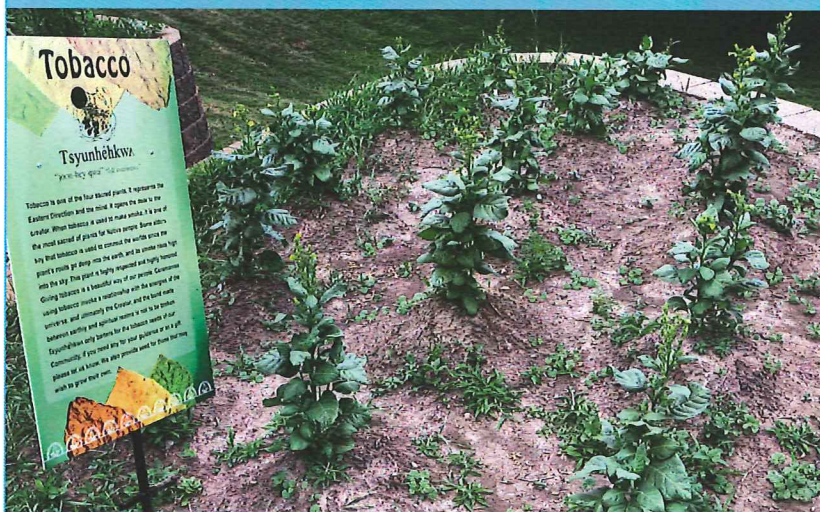


Grants Applied for in the Second Quarter of FY18

Agency	Activities	Amount
Fund for Lake Michigan (applied)	To restore a reach of Silver Creek.	200,000
EPA (applied)	Hazardous waste assessment and determination for the Tribal Organization	90,000
EPA (awarded)	Clean Water Act 106 grant awarded to run the water resources program	346,320
WI DATCP (awarded)	Household clean sweep to assist in the disposal event costs associated with a hazardous materials collection event for Oneida Tribal Residents	6505

ACQUISITIONS

Date	Property Address	Acre-age	Brown	Out	Use
4/30/2018	2464 He- Nis Ra Lane	0.2	0.2		HIP-RES
5/4/2018	W800 Blk Cooper Road	1.5		1.5	RES
5/7/2018	3781 Hillcrest Dr	0			RES
5/31/2017	2443 Parkwood	0.28	0.28		HIP-RES
6/1/2018	2420 Shady Oak	0.45	0.45		HIP-RES
6/14/2018	3900-4000 Blk N. Overland	22.98	22.98		Agricultural
6/29/2018	2855 Ogdan Woods	0.35	0.35		HIP-RES



Advancing Onʼyoteʼa:ká Principles

Tsyunhéhkwa Farm grows traditional tobacco for the community available to tribal members for ceremonial and personal use.

Travel & Training

EH&S Division Travel for 3rd Quarter

Staff	Event	Location	Cost
Water Resources Supervisor	Society for Freshwater Science Meeting	Detroit MI	1,517.50
Water Resources Specialist	Society for Freshwater Science Meeting	Detroit MI	2,116.00
Water Resources Specialist	Region 5 State & Tribal Water Quality Standards Meeting	Chicago, IL	520.00
EHS&L Division Director	WTCAC	Danbury WI	Expense Free
EHS&L Division Director	WTCAC	Red Cliff, WI	Expense Free
Project Manager	Heating the Midwest Conference	Carlton MN	504.00
Deputy Director, Env Health & Safety	Region 5 Tribal Operations Committee meeting	New Buffalo MI	693.00
Council Member	Region 5 Tribal Operations Committee meeting	New Buffalo MI	693.00
Deputy Director, Env Health & Safety	2018 National Tribal Forum on Air Quality	Carlton MN	445.00
Deputy Director, Env Health & Safety	Rising Voices-Climate Solutions	Duluth MN	736.00
Safety Coordinator	Defensive Driving Course	Madison WI	203.50
Reality Specialist Coordinator/Fee to Trust Specialist	8th Tribal Land Staff National Conference	Tulsa Ok	1,173.00
GIS Specialist	Pix4D Software Training (Drone)	Eagan MN	436.00
Env Compliance Inspector/Specialist	UST Bootcamp Training	Tulsa OK	279.50
Env Compliance Coordinator	UST Bootcamp Training	Tulsa OK	294.50
Senior Warden	Native American Fish & Wildlife Society Board of Directors Meeting	Warwick, RI	280.00

Promoting Positive Community Relations

First Downs For Trees Tree Planting by the Oneida Nation High School science classes around the parking lot to provide shade at Turtle school took place on May 8 . This program of the Green Bay Packer Organization donates trees to local communities and supports tree planting by introducing children and their families to the value of trees in our neighborhoods.

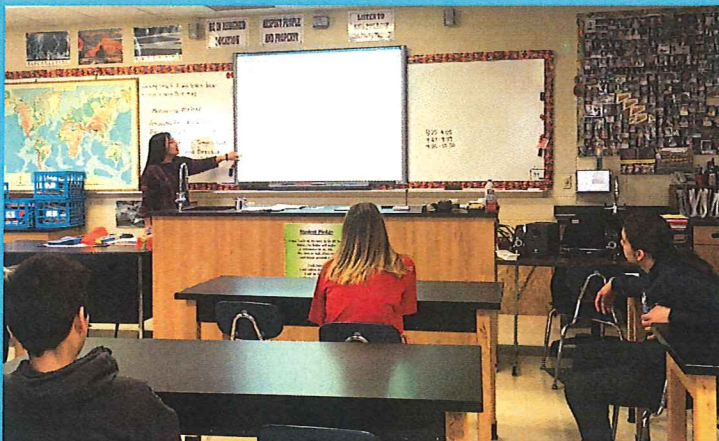


Notable Accomplishments for Third Quarter

- Oneida Compliance Assistance Program Provided Underground Storage Tank Boot Camp on April 3-5, 2018 in Oneida, WI and April 24-26, 2018 in Tulsa, OK.
- The Oneida Compliance Assistance Program hosted Cathodic Protection training/ certification in Oneida, WI May 1-3.
- Secured remaining funding needed for Silver Creek Stream Restoration and began meeting on the Oneida Community Trail project that will be constructed at the same time as the stream project.
- Taught Food Handler's certification training for our Pow Wow and LPGA vendors. Routine Food Handler's certification training for community members and employees.
- Food Handling Licensing and inspecting of the Pow Wow and the LPGA at Thornberry Event.
- Indoor Air Quality Complaints and Asbestos Inspections.
- Did 1 hour training for Oneida Adventures staff on identification of Aquatic Invasive Species on April 9.
- Conducted training for Frog & Toad Survey volunteers on April 5.
- Conducted "lightning talk" on grazing at Oneida for Green Bay Conservation Partners meeting on April 19
- Wildlife survey with wildlife ecologist surveying for wood turtles and bats. For Wood Turtles, we are focusing on how this information can help us make management decisions to better protect wood turtles which might include creating nesting areas and/or protecting existing nest sites. The State of Wisconsin lists Wood Turtle as a Threatened species. As a long-lived, slow-to-mature species, wood turtle populations are very vulnerable to loss of even a single adult. Wood turtles prefer rivers and streams with adjacent wetlands and upland hardwood forests, much like the habitat found in the intact portions of Duck and Trout Creeks. For bats we are gathering baseline data as we have no data.
- Oneida Conservation Department (OCD) monitored sportsmen and collected data on the harvest of fish.
- May opening of Oneida Lake brought with it recurring seasonal issues of monitoring for illegal activities, vandalism, and inappropriate actions at the lake.
- OCD completed 41 community work requests, 3 contract tree orders, and 9 Funeral wood burning loads delivered.
- OCD delivered 21 loads of woodchips for landscaping to the community.
- Conservation Officers responded to 8 complaints for nuisance animals, and community assistance.
- Conservation Officers made 30 contacts, which resulted in educational opportunities about wildlife, possible violations, and safety. During these contacts, 2 warnings were issued and 0 citations, however; one contact with an ATV rider resulted in numerous violations/infractions.
- Warden Metoxen (current NAFWS Regional director) traveled to Warwick, Rhode Island for the Native American Fish & Wildlife Society Board of Directors meeting. Staff participated in "Active Shooter" training that utilized "SEEMS" ammunition in the scenarios, along with other environmental sessions. Officer Metoxen was part of the Regions National Shoot Team and received the First Place recognition.
- Conservation staff worked extensively on the "Longhouse" at Cultural Heritage grounds, assisting the Tourism Department to assist with final process of construction.
- 90% of the property corner survey requests have been completed by Eco Services staff.
- Staff drafted an Operations Plan for a proposed Tribal Staging Area on Cty U where the Conservation Facility is located. This document was approved by the Demo Team and is being used for the LUTU process. The goal is to reclaim/ abandon the existing staging area on Adam Drive.
- Worked on getting pasture crops in the ground such as the 3 acres at the White Corn Project, 40 acres at Tsyuhhéhkwa for pastures, and at the 137 acres at the Trout Creek Headwaters Project.
- Managed and sold the hay plantings for Tsyuhhéhkwa (45 acres) and at the State Farm Grazing Project (462 acres)
- Have 2 TANF youth workers for the summer at Tsyuhhéhkwa.
- Tetwatohtalhos-E-Waste Voucher Program-April to June-Voucher: 30 vouchers registered, RAS-Presentation on Green Cleaning and Health Risks from Chemical Cleaners-approx 25 participated.

Third Quarter Accomplishments Contd.

- Continued work on the Integrated Waste Management Plan with Town of Oneida
- Energy outreach at Coffee with the Planners meeting, Industrial Hemp Expo, and Society of American Indian Government Employees.
- Developed hemp growing plan; prepared contract for seed purchase, partners in place for 2019 season.
- Reconvened Energy Team in preparation for next edition of strategic energy plan.
- Obtained a waiver to commence a 420 acre NRCS Agricultural Conservation Easement Program (ACEP) project at the former State Farm.
- Conducted a wetland delineation for a member to assist with their decisions on implementing a major home project.
- Land staff completed and submitted the document request to Internal Audit for the Department Administrative Audit they are completing.
- Land staff helped to coordinate the BIA 2 day fee-to-trust training by the BIA and Land staff attended.
- Land staff attended the Hobart Town Hall meeting that had presentations on the Nation.
- Land staff started process and cleaning office for moving Conversation Department to Land Management. To be completed in 4th qtr.
- Land has 2 summer interns.
- In this quarter we acquired 25.76 acres. We currently own approximately 26,957.58 which is 41% of the reservation.
- The new forester evaluated hazardous trees for 60 tribal members and generated work orders to have their hazardous trees removed.
- Create a risk assessment to rank potential UIC sites. The risks assessment procedure will allow UIC credentialed inspectors to compete inspections at higher risk areas first. It will also guide water monitoring efforts by showing where the potential for drinking water pollution is the greatest.
- Created public outreach material including a UIC poster and an article submission to the Kalihwisaks to help inform the public about what Class V UIC well is. The outreach material will help residents decide if they operate a Class V UIC well site and if they do need to take additional steps.
- Oneida Underground Injection Control (UIC) Inventory Project was completed on June 28, 2018.
- Field technician trainee became an certified remote drone pilot on April 23, 2018 .



Inspiring Yukwatsistayá

(Our fire, our spirit within each one of us)

Multiple staff from the Environmental department presented at the Seymour Middle School Career Connections program on Thursday, April 26, 2018. This involved talking with local 8th grade students about what an environmental career is like and how to pursue it.

Plans for FY18 Fourth Quarter

- Continue Hazardous Tree Program development including creating an S.O.P. for hazardous tree removal and working with elderly services to improve the efficiency of the Hazardous Tree Removal program.
- Managing the DNR Managed Forest Law Program lands- Determine if the former Robertson property needs to be thinned. If so, will be completing the cutting notice, submitting the notice to the DNR's Managed Forest Law program and contracting a logger to complete the mandatory practice. Decision on former Van Schyndel property will enter in to a new 25 year contract with the DNR's Managed Forest Law program.
- Provide feedback and input for the EHS Data Integration Project.
- Increase efficiency of fulfilling requests for aerial drone photography or video.
- Oneida Compliance Assistance Program will provide Underground Storage Tank Boot Camp in Oneida, WI. July 24-26.
- Continue Invasive Species treatment and management within Oneida Natural Areas.
- Implementation of the habitat enhancement projects in Lancaster Brook and in Oneida Lake.
- Improvements made to our Pet Safety Program Database to link animal reports.
- Developing a beach monitoring online notification system.
- Provide industrial hygiene services in the areas of indoor air quality, water damage, mold, asbestos, and lead (Pb) and occupational exposure to known or potential hazards.
- Fully implementing the AWQMS system and learning how to maximize potential for data analysis and assessment.
- Develop a strategy for combating aquatic invasive species (AIS) at Quarry Lake and prevention activities at Oneida Lake. Awarded two grants for this purpose (notified on July 13).
- Working on amending the Oneida Nation Hunting, Fishing, and Trapping Law to include the gathering of natural resources by the sportsmen and membership. August sales of the annual Sportsman Hunting license and implemented with the start of the new 2018 hunting seasons, which start in September.
- Eco Services Department and Tsyuhhéhkwa Farm will be reviewing job descriptions and hiring staff for the vacant positions of Agricultural Worker II and Outreach Worker.
- Finalization of a Cattle Management Plan for Tsyuhhéhkwa Farm will be drafted by Eco Services.
- Track growth of white corn with drone photos to see areas where seed may have washed out or where its growing well.
- Cattle handling corral will be installed in Tsyuhhéhkwa barnyard.
- Finishing up installing waterlines Tsyuhhéhkwa , ONF, Robertson Grazing, and the State Farm; Getting Tsyunhehkwa's hay done; Working on Skenandore Farm Grazing Project.
- Planning team working on Husking Bee event on Sat Oct 6 at Tsyuhhéhkwa Farm.
- Pursuing the purchase of equipment through grant funding to increase our capacity.
- Receiving and analyzing the bids for Phase 2 of the Lake Oneida project.
- Continue work on the Tetwatohtalhos (Pollution prevention) program and establishing collection service for Town of Oneida.
- Strategic energy planning session with Oneida Tribal leaders/staff/community to develop goals/tasks for next 5 years.
- Finalize Midwest Tribal Energy Resources Association non-profit status; Visit Midwest tribes to encourage membership and to discuss energy needs.
- Complete office clean-up and set-up for Conservation move to Land offices end of July.
- Complete demolition of the former Beavers Bar at 140 Service Drive.


Current Local or Regional Collaborations

NWTC, UWGB, WI DNR, WTCAC, EPA, BIA, ITEP, USGS, USFWS, NEW Waters, NRCS, APHIS, PA Region 5, Lake Michigan Regional Invasive Species Consortium, The Nature Conservancy, Wisconsin Department of Health, Outagamie and Brown County Land Conservation Departments, Pheasants Forever, Tilth Agronomy, Advanced Disposal, Harters Disposal, Town of Oneida, Brown County, Outagamie County

Report Prepared By:

 July 27, 2018

Sylvia Cornelius, Eco Services Department Manager

 July 27, 2018

Brenda Skenandore, Executive Assistant

Report Reviewed By:

 July 27, 2018

Patrick Pelky, Environmental Health Safety & Land
Division Director



Encouraging Tsi? NiyukwalihoTÁ

(We have everything here to sustain us)

The Forster's Tern is listed as Endangered in Wisconsin, and has been identified in only 13 counties in the state. As with most endangered species, the most critical risk factor has been habitat loss: high water levels, lakeshore development and filling of wetlands.

Forster's Terns prefer large, semi-permanent and permanently-flooded wetlands with healthy stands of cattail and hardstem bulrush. This year a nesting pair utilized a nesting island at Oneida Natural Area, "Where the Waterbirds Nest."