

FY-2025 2nd quarter report

DIVISION OF PUBLIC WORK

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

UPDATING & EXPANDING TECHNOLOGY:

Technology will be brought current, systems will be connected/ data shared, technology will align with functional need



MEASUREMENT:

1. Adoption rate of staff – By implementing better technology we expect an efficiency benefit to staff as well as improved data capture which should encourage technology adoption.
2. Improved data outputs – An increase in the available reports and more accurate data.
3. Reduced administration – Incorporating automation and artificial intelligence to assist with tasks such as scheduling, and communication should significantly reduce administration.
4. Improved attraction and retention – Using the right tools will attract younger employees that expect to use modern technology in their work. Efficient and easy systems will encourage retention as well.

MEASUREMENT:

1. Customers Relations Improved – The number of customer complaints will be reduced as customers have a better understanding of services we provide. Metric - Customer response
2. More efficient operation – Internal and external customers will work with us as partners as we increase trust and transparency. Metric - Engagement

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the second quarter, Public Works has begun assessing its communication channels and how they could best serve us with outreach to the different customers we have. Some of the goals we have identified include

1. Utilizing the Kalihwisaks to keep an ongoing awareness in the community. This could be public service messages or stories about our activities the community may be interested in.
2. For messages to our older community members, we will utilize the Drums newsletter.
3. Public Works is also looking at ways to make our web pages easier to navigate and find information. Areas we have identified for improvement would be related to waste management, utilities, and Parish Hall.

The reason this is important is because Public Works is a large division in the Nation that consumes a large amount of resources. It is important for people to understand what they are and how those resources are used to create value for the Nation and our members. On April 1, 2025 Public Works participated in a Facebook Live discussion to share more information about our division.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Create an inventory of services and customers of the services.
2. Communicate the services using appropriate communication channels and methods.
3. Provide consistent services and quality of service to all customers.
4. Promote partnership and teamwork as core values of Public Works.

Outcome/Goal # 3

ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES



MEASUREMENT:

1. Positions are filled. Metric: Number of filled vs unfilled positions.
2. Staff are qualified and can support vacancies. Metric: Development plans are in place.
3. Departments will be able to address future needs due to changes and retirements. Metric: Strategic Plans and Succession Plans are in place.
4. Staff are engaged and committed to their personal development. Metric: Tie employee development to their compensation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

With the change in the US Federal administration, policy changes have been implemented rapidly. This has had the unfortunate effect of poor communication and uncertainty, causing the Oneida Nation to go into cost containment to protect jobs and services. Managers have been rushing to fill positions in anticipation of a hiring freeze and a lowering of the employment cap.

In Public Works, there are at least three management level positions that will be vacated due to staff taking on new positions. A major challenge created when filling positions is it tends to create new vacancies in other positions. As a position is posted and filled, employees may move out of their current position to move to a new position. This can happen several times as a result of one initial position posting.

Cost containment and lower workforce level caps may impact Public Works strategies as we evaluate our current and future resources. However, most of our budget is Tribal Contribution and the portions that are funded through grants, compacts, and treaties have been verified for this fiscal year. We have identified some positions that will be required for the next fiscal year and anticipate cost reduction as employees retire and are replaced with employees with lower overhead costs, and improved efficiency due to technology.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Continue to look at our vision of the future for each area and how Public Works will prepare for that future.
2. Provide position specific development opportunities including development for future advancement opportunities.
3. Provide soft skills and leadership development opportunities for all employees that promote Oneida's Core values and positive work culture.
4. Provide technical training for new technologies as they are implemented.

Contact Info

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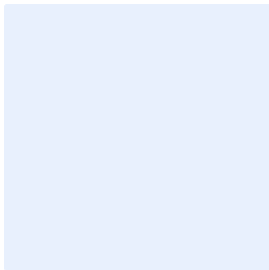
E-MAIL: sstone@OneidaNation.org

MAIN WEBSITE: <https://oneida-nsn.gov/resources/dpw/>

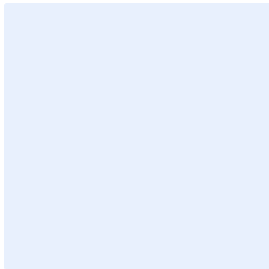
Photos (optional):



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