

FY-2026 1st 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.

During the first quarter DPW continued to work with DTS to gather information on the facility management tool to come up with options and place it on DTS's technology roadmap. The automotive department has been equipping all vehicles model year 2013 to current with GPS. DPW has also sent out surveys to management about change in fleet management that should reduce cost, risk, and wear on our vehicles.

1. Identify current technology needs and outcomes. (Completed)
2. Coordinate with DTS and stakeholders to validate needs and establish phases and timelines to implement needed technologies. (Ongoing)
3. Establish implementation plan.
4. Measure outcomes for the various technology changes.

ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY



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 (Ongoing)
2. More efficient operation – Internal and external customers will work with us as partners as we increase trust and transparency. Metric - Engagement

Public Works is continuing to find ways to improve our outreach. In December, we had a divisional day of appreciation to recognize the achievements of each area and the individual staff. Communication internally is as important as community facing communications. Providing recognition and reviewing the year boosts morale and helps establish what is important to the division staff.

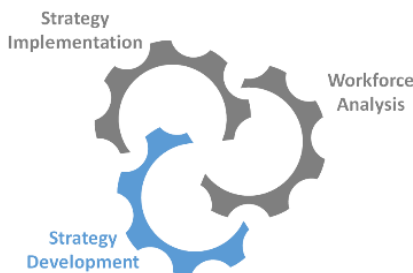
Public Works has also been working with other areas to establish agreements and responsibilities between us. Some areas of note include working with CHD about the Elder Apartments and Purchasing regarding the process for vehicle purchases. We have also been sending out communications related to changes in the fleet management processes.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Add a web page to support Parish Hall Rentals. (Ongoing)
2. Continue to segment information on pages to make it easier for customers to navigate. (Ongoing)
3. Create an inventory of services and customers of the services. (Ongoing)
4. Communicate the services using appropriate communication channels and methods. (Ongoing)
5. Provide consistent services and quality of service to all customers. (Ongoing)
6. Promote partnership and teamwork as core values of Public Works. (Ongoing)

Outcome/Goal # 3

ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES



MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

One of the newest opportunities we are looking into is preapprenticeship for adults, more specifically for our skills bank participants through Indian Preference. We believe vendors are an important asset of the Nation with the ability to employ tribal members and

strengthen our economy. Preapprenticeship is generally thought to be for high school students but with a little modification it can also be a way to add new abilities for those interested in a wide variety of hands-on jobs.

Internally, Public Works is looking at specific positions that are often underrated to more accurately identify hidden skillsets necessary for success. As an example, our custodians must have good people skills, how to operate special equipment, knowledge of the variety of chemicals they work with and disease spread prevention, as well as project management skills. However, most people think our custodians mostly clean floors and take out trash. By recognizing the skills and knowledge of these positions we hope to ensure they are fairly compensated and respected by their colleagues.

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.

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Photos (optional):



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