

# FY-2026 2nd Quarter Report

## DIVISION OF PUBLIC WORK

### Status report of Outcomes/Goals

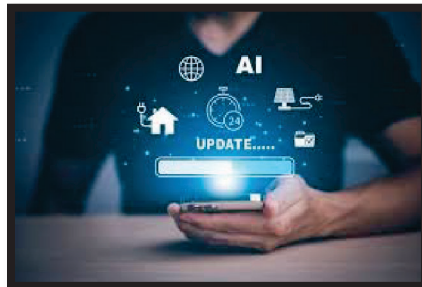
1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching 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?

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### 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.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the second quarter DPW has been in collaboration with DTS to establish the scope for the Archibus upgrade. Our plan is to address this project as a multi-phase project. The first phase is to update the software to the most current version. This will fix several parts that were broken from being out of date. In the second phase is where the project team will reorganize the structure to take advantage of the improved software. Stakeholders from Gaming, Land, and Retail will be included in the development of the new structure to ensure it will meet their needs. Additional improvements including changes to billing capabilities, GIS integration, and project management are anticipated in the second and third phases of the project.

Public Works is continuing to test fleet management data systems. We have had a surprising number of requests for cameras, including dash cams, internal cameras, and 360-degree cameras for vehicles. Initial concerns of excess monitoring seem to be fading already as various areas are gaining experience with their use. We have tested some of the in-vehicle coaching and have seen significant reductions in distracted driving behavior as an example of the benefits of this technology during the testing process.

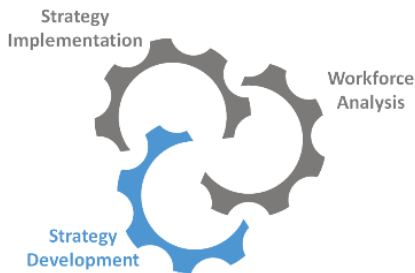
#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Identify current technology needs and outcomes.
  - a. (Completed, however technology continues to evolve. AI integration will likely be a next level need.)
2. Coordinate with DTS and stakeholders to validate needs and establish phases and timelines to implement needed technologies. (Ongoing)
  - a. A project charter has been developed for Archibus identifying stakeholders.
  - b. Stakeholders have been identified for fleet management activities.
3. Establish implementation plan.
  - a. An implementation plan for the Archibus project is being developed.
  - b. The fleet management technology is still in testing to discover our options.
4. Measure outcomes for the various technology changes.
  - a. Specific metrics are being determined for Archibus. Initial outcomes include getting the product fully functional, being able to track all associated costs including labor and materials, and increased data security.
  - b. Fleet management would like to measure driver safety performance, manage fleet costs and size, and collect data for decision-making such as
    - i. Vehicle utilization
    - ii. Cost of operation
    - iii. Safety factors
    - iv. Vehicle condition



### 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:

Public Works has been reviewing its mission and vision statements, including those of the departments within Public Works. As part of this effort, we are recognizing how advances in technology and the expectations of younger generations are changing the way we work. Many jobs of the future will require different skill sets than in the past. At the same time, it is essential to ensure that Oneida culture and values remain central to our work.

The Groundskeeping Department serves as a partner in stormwater management. Stormwater management is complex due to the level of collaboration required and the need for a strong understanding of environmental systems. The Groundskeeping crew is planning to take on additional responsibilities related to ditch clearing and culvert system maintenance throughout the reservation. This expansion of duties will require the development of new skills across several positions, effectively redesigning these roles. At the same time, job development efforts must prepare employees for potential career advancement. By establishing clear career pathways, we aim to support employee growth and improve retention within the department.

#### 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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