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ONEIDA NATION
**PRE-DISASTER
MITIGATION PLAN**
2026-2031





**ONEIDA NATION
PRE-DISASTER MITIGATION PLAN
2026-2031**

ADOPTED

[INSERT DATE]

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STEERING COMMITTEE

Name	Title
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Brenda Mendolla-Buckley	AGM Executive Operations Casino Hotel
Brian Smith	Oneida Retail Enterprise Fuel Specialist
Carol Stiff	Transportation Department
Chad Fuss	Assistant CFO Gaming
Debra Danforth	Comprehensive Health
Debra Powless	Commerce Development Director
Eric Boulanger	Police Chief
Eric McLester	LEAF Division Director
Erik Cornelius	Gaming
Isaiah Skenandore	Risk Manager
James Petitjean	Retail CEO
James Snitgen	LEAF Environmental Quality Manager
Jason Doxtator	DTS (Digital Technology Services)
Jeanne Calhoun	Hotel Administrative Director
Jennifer Berg	Family Services Director
Jennifer Jordan	Sanitarian Environmental
Jessalyn Harvath	Gaming Senior Project Manager
Jessica Vandekamp	Community Resource and Economic Support Director
Jodi Tess	Aging and Disability Services Program Manager
Joel Maxam	Assistant Chief of Police
John Danforth	Director Trust Enrollment
John Nicholas	Manager - Utilities Waste Water
Kanani Nunies	Tribal Historic Preservation Officer
Kathleen King	Retail Assistant Manager
Katsitsiyo Danforth	Security Department Director
Kaylynn Biely	Emergency Management Director
Lisa Duff	Gaming and Hotel, Executive Assistant to CEO
Lisa Rauschenbach	Housing Division Director
Lisa Summers	Government Administration Director
Mae Cornelius	DPW Senior Operations Analyst
Mari Kriescher	Behavioral Health Director
Mark Powless	Services CEO
Maureen Perkins	Environmental Compliance Specialist
Melinda Danforth	Governmental Affairs Department Director
Michele Roberto	Oneida Gaming Shuttles
Michelle Tipple	Community/Public Health Officer
Paul Witek	Engineering Director
Ralinda Ninham-Lamberies	CFO
Ronald Vanschydel	Assistant Manager Custodial
Sarah White	Purchasing Director
Scott Denny	Housing Area Manager
Shane Hill	Manager of Digital Security
Shannon Stone	DPW Division Director
Sidney White	Oneida Community Health Center
Stephanie Skenandore	GIS
Tanya Hill	Zoning Administrator
Tina Jorgensen	Human Services Division Director
Troy Parr	Community Development Area Manager
Victoria Flowers	Environmental Compliance Coordinator

[INSERT ONEIDA RESOLUTION]

DRAFT

FEMA APPROVAL LETTER

DRAFT

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FOREWORD

The Oneida Nation strives to be a disaster resilient Tribal community by undertaking hazard mitigation planning and activities to reduce the costs and minimize the impact of disasters on its Tribal members and community.

Oneida Emergency Management is the lead department focusing on the needs of the Oneida Nation and the Oneida community in preparation for, mitigation from, response to, and recovery from emergencies or disaster that can affect the reservation. The Oneida Nation Pre-Disaster Mitigation Plan is an important component in the preparation and mitigation of disaster impacts. The original Pre-Disaster Mitigation Plan was developed to identify Oneida's major hazards, assess the risk and vulnerability of the Oneida Nation to those hazards, and recommend actions to reduce vulnerabilities. In this five-year plan update, all sections of the plan were reviewed and revised, as needed, and where applicable include updated data and demographics, risk assessments, mitigation goals, strategies, and action items.

The Oneida Nation Pre-Disaster Mitigation Plan is organized following the planning requirements found in 44 CFR Part 201.7 (*Tribal Mitigation Plans*).

Chapter 1 serves as an introduction to the Plan. It includes the purpose of the plan and identifies the regulations and assurances. It documents the planning process used to develop the plan, including how it was prepared, who was involved in the process, and how the public was involved.

Chapter 2 describes and details background information on the Oneida Nation, including a historical summary, demographic information, land area and use, and critical facilities and infrastructure.

Chapter 3, the Risk Assessment, provides an identification of the type, location, and extent of hazards that can impact the Oneida Nation, and an assessment of the Oneida Nation's vulnerability to each hazard. The hazards were revised in this plan update to include some additional human-caused hazards.

Chapter 4, the Mitigation Strategy, identifies the Oneida Nation's prioritized strategy for reducing the losses identified in the risk assessment. The chapter identifies the Oneida Nation's mitigation goals to guide the selection of activities to mitigate and reduce losses. These goals were reviewed and revised in this plan update to account for additional human-caused hazards in the risk assessment. This chapter also describes the Oneida Nation's capabilities, resources, and available funding to implement the identified mitigation strategies.

Chapter 5 describes the process for plan adoption and maintenance, and includes the method and schedule for monitoring, evaluating, and updating the plan. This chapter also describes the coordination efforts of the plan.

PLAN UPDATE SUMMARY

The Oneida Nation Pre-Disaster Mitigation Plan addresses natural and human-caused hazards. This current update added some additional human-caused hazards that were not addressed in the previous update, including pandemic, active threat, civil/social unrest and terrorism, and airplane crash. Other updates include new information about hazards that impact the Oneida Nation as well as internal changes to Tribal divisions and departments that address hazards or elements of hazards. This plan also integrated data from the Public Health Emergency Plan (PHEP) (effective

September 3, 2025). Throughout the process of updating this plan, the foundation was laid to develop a Threat and Hazard Identification and Risk Assessment (THIRA) for Oneida Nation. Additionally, efforts got underway with this plan to develop an Enhanced Pre-disaster Mitigation Plan for Oneida Nation.

The following is a summary of the changes made to each chapter of the previous version of the *Oneida Nation Pre-Disaster Mitigation Plan*.

- Chapter 1 - Introduction: Updated information on regulations, assurances, the plan development timeframe, planning process participants, and public review information.
- Chapter 2 - Oneida Nation Background Information: Updated demographic information regarding enrollments and member households, land area and use data, and critical facilities and infrastructure data.
- Chapter 3 - Risk Assessment: Hazard occurrences were updated and hazard risk rankings were reassessed by the Steering Committee based on previous hazard occurrences and consensus. Disaster declaration information was updated. Critical facilities and infrastructure were reevaluated and updated. All hazard profiles, occurrences, and probabilities were updated. Hazard occurrences were updated to include all from January 1, 2000 to December 31, 2025. Hazard probabilities were updated based on updated occurrences. Four human-caused hazards – pandemic, active threat, civil/social unrest and terrorism, and airplane crash – were added to the hazard profiles. The vulnerability assessment and calculations of potential losses were updated. A section discussing vulnerabilities associated with health care and public health was added, titled “Healthcare and Public Health Vulnerability.”
- Chapter 4 - Mitigation Strategy: The plan goals were updated to reflect the addition of four new human-caused hazards. The mitigation strategies were updated to account for completed projects, updated timetables, new project additions, and some revisions. Table A (below) lists the updates made to the identified mitigation strategies.
- Chapter 5 - Plan Adoption, Maintenance, and Coordination: Updated the plan maintenance process, the plan update schedule, and coordination information.

Table A: Mitigation Strategy Updates from Previous Plan

Hazard	Description of Update
All Hazards	
Address stormwater management issues.	Addition.
Develop a standard for numbering building doors on occupied buildings.	Addition.
Conduct risk assessment to complete a Continuity Plan.	Addition.
Community Communications Plan for information management.	Addition.
Maintain a list of staging areas and dumpsters to address waste after a disaster.	Addition.
Manage removal of ash trees that create hazardous situations.	Addition.
Maintain a list of buildings to be used for reception centers.	Addition.
Acquire towers to improve range, add computer aided dispatch -- potential for StarLink integration.	Changed from "Acquire stand-alone digital system for communications."
Establish procedures for dealing with the collection and disposal of large volumes of after-storm solid waste debris.	Moved from Tornado and Strong Wind. Made DPW primary Responsible Party.

Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Update
All Hazards (cont'd)	
Develop a community lifeline chart and risk assessment resource list.	Changed from: "Develop real-time dashboard of employed resources, response time, and emergency status."
Evaluate tools and methods to improve interoperability efficiency and effectiveness.	Changed from "Evaluate communication tools and methods to improve interoperability efficiency and effectiveness."
Winter Storm	
Utilize snow fences or "living snow fences" (row of trees or other vegetation) to limit blowing and drifting of snow on critical roadway segments.	Removed, Oneida doesn't do this.
Tornado and Strong Wind	
Ensure that there are emergency/safety plans for each occupied facility.	Made 'High' priority.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Made DPW primary Responsible Party.
Need additional funding to manage downed and hazardous trees.	Addition.
Flood	
Develop a database of trained employees for Damage Assessment.	Addition.
Inventory floodfighting equipment and supplies (equipment, sandbags, sandpits, pumps, etc.) and develop an inventory database.	Changed from "Inventory floodfighting equipment and supplies (equipment, sandbags, sandpits, pumps, etc.)"
Establish list of contractors for floodfighting supplies.	Changed from "Establish MOUs with list of contractors for floodfighting supplies."
Provide community outreach about floodproofing techniques for residents and businesses.	Changed from "Provide community outreach about floodproofing techniques such as elevation, relocation, barrier construction, and wet floodproofing for residents and businesses."
Ensure appropriate future land use decisions align with the currently adopted version of the "Land Use Policy Framework" - as guided by the Oneida Nation Comprehensive Plan.	Changed from "Abide by proper land use policy framework through the Oneida Nation comprehensive plan."
Dense Fog	
Inform the county highway departments and Wisconsin DOT of areas lacking signage, damaged signs, or fading paint on roads.	Change primary Responsible Party to Tribal Transportation Program.
Provide information to area news media in order to broadcast emergency information that addresses safety precautions, including the need to avoid certain corridors or to slow down while traveling during a fog event.	Removed OPD, added RAVE.

Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Update
Hail	
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Made DPW primary Responsible Party.
Drought	
Develop a water maintenance or distribution plan.	Addition.
Maintain burn ban communications.	Removed, covered under Wildland Fire.
Wildland Fire	
Continue to provide burn ban communications. Refer public to fire danger map as questions arise on burning restrictions.	Removed LEAF as Resp. Party and added Communications; Brown and Outagamie counties. Changed from "Coordinate with the Wisconsin Department of Natural Resources to disseminate information to the public on preventing fires and providing notification on burning restrictions."
Cybersecurity	
Maintain a plan to address cybersecurity threats.	Addition.
Maintain logging and tracking of all occurrences segregated by internal and external threats.	Addition.
Develop a schedule for auditing digital systems.	Addition.
Assess vehicle cyber threats.	Addition.
Hazardous Spill	
Maintain staff capacity, certification, and training to address issues and maintain awareness of next steps and partners.	Changed from "Maintain staff capacity, certification, and training to address issues."
Manure Spill	
Maintain staff capacity, certification, and training to address issues.	Removed, LEAF does not respond directly to a spill. They are secondary to determine water quality impacts after the fact.
Continue to respond to and manage spills coming through the notification system.	Addition.
Continue water quality monitoring (including pre- and post-monitoring).	Addition.
Inventory all liquid manure storage facilities on Reservation and upstream.	Addition.
Document the spill response collaboration that exists with partners (incl. Brown and Outagamie counties and WDNR).	Addition.

CHAPTER 1 - INTRODUCTION

Disasters are occurring more frequently over time, with the past decade witnessing the highest number on record. These events have a considerable economic and operational impact on Tribal governments, businesses, and individuals. In order to lessen vulnerabilities to hazards and reduce the financial strain of recovery efforts, the Oneida Nation is focusing on minimizing disaster losses through the implementation of mitigation projects and initiatives. Hazard mitigation involves proactive measures aimed at eliminating or reducing long-term risks to human life and property from both natural and human-made hazards.

PURPOSE OF THE PLAN UPDATE

The Oneida Nation Pre-Disaster Mitigation Plan 2026-2031 was developed to update information on the Oneida Nation's potential for exposure to natural and human-caused hazards and to identify mitigation strategies aimed at reducing the impact of hazards. The plan conforms to Federal Emergency Management Agency (FEMA) requirements for hazards mitigation planning consistent with the Code of Federal Regulations (44 CFR Part 201.7) and provides information on risk areas, risk magnitude, and strategies to reduce hazard impacts. In this plan, the Oneida Nation addressed issues related to the protection of lives and property from hazards, the protection of critical facilities, and to reduce costs associated with disaster relief and rescue efforts. Completion and approval of this plan maintains the Oneida Nation's eligibility for certain FEMA assistance, such as Public Assistance and Hazard Mitigation Assistance (HMA) grants. Tribal hazard mitigation plans are approved for 5-year periods and must be updated to maintain grant eligibility. Furthermore, having a hazard mitigation plan better prepares the Oneida Nation before a disaster, and positions them for a quicker recovery after a disaster, because the hazards, capabilities, and mitigation actions are documented and ready to be acted on.

REGULATIONS

Hazard mitigation planning is conducted in accordance with the Disaster Mitigation Act of 2000 (DMA2K). DMA2K was signed into law in October 2000 to attempt to stem the losses from disasters, reduce future public and private expenditures, and speed up response and recovery from disasters. DMA2K encourages mitigation planning to address hazards proactively to avoid and reduce negative impacts. DMA2K requires a Tribal nation to have an approved hazard mitigation plan in order to be eligible to apply for grant funding through the federal hazard mitigation grants programs.

Section 322 of the Disaster Mitigation Act of 2000 requires the development and submittal for approval of a Tribal hazard mitigation plan in order for a Tribe to be eligible for federal mitigation funds and certain other disaster assistance.

This Plan meets the requirements for a Tribal Plan under 44 CFR Part 201.7. Meeting the planning requirements of these regulations maintains the Oneida Nation's eligibility for obtaining the maximum federal disaster assistance available including the hazard mitigation grants available through the Robert T. Stafford Disaster Relief and Emergency Assistance Act, also known as the Stafford Act. The Stafford Act is a federal law that allows the president to provide financial and logistical support to local, state, tribal, and territorial governments in response to a disaster or emergency. The Stafford Act also allows the president to declare a national emergency or disaster, and to determine how much federal assistance to provide.

On January 29, 2013, President Obama signed the Sandy Recovery Improvement Act of 2013, which amended the Stafford Act. The 2013 Act included a provision to provide federally recognized American Indian and Alaskan Tribal Governments the option to request a Presidential emergency or major disaster declaration independent of a state. Tribal governments may still choose to seek assistance under a state declaration request.

ASSURANCES

The Oneida Nation will comply with all applicable Federal statutes and regulations in effect with respect to the periods in which it receives grant funding, including 2 CFR Parts 200 and 3002. The Oneida Nation Pre-Disaster Mitigation Plan 2026-2031 will be amended according to the process described in *Chapter 5: Plan Adoption and Maintenance*, whenever necessary, to reflect changes in Tribal or Federal laws and statutes.

PLAN DEVELOPMENT TIMEFRAME

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was developed over a 20-month time period beginning in September 2024. **Plan development concluded with the adoption of the plan by the Oneida Nation Business Committee on _____.**

ACKNOWLEDGEMENTS

Oneida Emergency Management would like to acknowledge and thank the members of the Oneida Nation Pre-Disaster Mitigation Plan Steering Committee for their commitment to the development of the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031*. The process was a multi-department effort with Oneida Emergency Management serving as the lead agency for the planning process and Community Assistance Planning LLC providing facilitation and plan development assistance.

PRE-DISASTER MITIGATION PLAN STEERING COMMITTEE

The Oneida Nation established a Steering Committee to guide the development of the hazard mitigation plan (Table 1.1). The Steering Committee, comprised of Oneida Nation department representatives, provided valuable input to the plan throughout the planning process.

The Steering Committee held 11 meetings from November 2024 to May 2026. Additional plan review occurred outside of these meetings via e-mail.

Table 1.1: Pre-Disaster Mitigation Plan Steering Committee

Name	Title
Brandon Noll	GIS
Brenda Mendolla-Buckley	AGM Executive Operations Casino Hotel
Brian Smith	Oneida Retail Enterprise Fuel Specialist
Carol Stiff	Transportation Department
Chad Fuss	Assistant CFO Gaming
Debra Danforth	Comprehensive Health
Debra Powless	Commerce Development Director
Eric Boulanger	Police Chief
Eric McLester	LEAF Division Director
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Isaiah Skenandore	Risk Manager
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Joel Maxam	Assistant Chief of Police
John Danforth	Director Trust Enrollment
John Nicholas	Manager - Utilities Waste Water
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Sidney White	Oneida Community Health Center
Stephanie Skenandore	GIS
Tanya Hill	Zoning Administrator
Tina Jorgensen	Human Services Division Director
Troy Parr	Community Development Area Manager
Victoria Flowers	Environmental Compliance Coordinator

PUBLIC PARTICIPATION

The public, represented as the General Tribal Council (GTC), is the governing body of the Oneida Nation and consists of all enrolled Oneida Tribal members who are 18 years of age or older who are present at a duly called GTC meeting. The GTC meets twice a year and when the Oneida Business Committee Chairperson calls a special GTC meeting, as needed or as requested, through a GTC petition signed by at least 50 qualified GTC members. Since the adoption of the Oneida Constitution in 1936, the GTC has delegated much of its authority to the Oneida Business Committee.

On June 30, 2026, the GTC was provided digital access via a QR code to review the draft of the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031*, which was also posted on the Oneida Nation website.

PARTICIPATION BY OVERLAPPING JURISDICTIONS

A draft of the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was provided to Brown and Outagamie counties for their review and comment.

CHAPTER 2 - ONEIDA NATION BACKGROUND INFORMATION

The Oneida Nation Reservation is located in northeast Wisconsin (Map 2.1), overlapping the boundaries of eastern Outagamie County and western Brown County. The Oneida Nation has a land area of 65,442 acres (Table 2.1).

The Town of Oneida in Outagamie County and the Village of Hobart in Brown County are entirely within the federal boundaries of the Oneida Nation Reservation. Three other Brown County communities lie partially within the boundaries of the Oneida Nation Reservation including the Village of Ashwaubenon, the City of Green Bay, and a small corner of the Town of Pittsfield in Brown County (Map 2.2).

The following provides information about Oneida's history, demographics, land use, and critical facilities.

HISTORICAL SUMMARY

In 1838, the Oneida Reservation was established by treaty with the United States. The Treaty reserved to the Oneida Nation “a tract of land containing one hundred acres, for each individual, and the lines of which shall be so run as to include all their settlements and improvements in the vicinity of Green Bay.” The Treaty called for the United States to survey land for the reservation “as soon as practicable.” After taking a census of the Oneida, a reservation of approximately 65,400 acres was surveyed and established in compliance with the Treaty.

This Treaty was the culmination of almost two decades of relocation. The Oneida were members of the Iroquois Federation, with their homeland in New York.¹ Like so many other tribes during the removal period (ca. 1828–1847), some of the Oneida were compelled—after years of encroachment, erosion of their land base, and pressure from both federal and state governments—to move west. This process resulted in the 1838 Treaty, in which the United States agreed to establish a reservation for the Oneida in exchange for the Oneida ceding “all their title and interest” in other land in Wisconsin that had previously been set apart for the Oneida and other New York tribes by earlier treaties.

Toward the end of the nineteenth century, Congress began a nationwide policy of encouraging individual ownership of Indian reservation land. For nearly fifty years, beginning with the General Allotment Act of 1887 (also known as the Dawes Act), and ending with the Indian Reorganization Act of 1934, Congress followed a policy of allotting to individual tribal members reservation lands that had been held in common by the respective tribes. The objectives of allotment were simple and clear cut: to eventually extinguish tribal sovereignty, erase reservation boundaries, and force the assimilation of Indians into the society at large.

The Oneida Reservation in Wisconsin was allotted soon after passage of the Dawes Act in 1887. President Benjamin Harrison approved the allotment of the Oneida Reservation, and an agent of the Office of Indian Affairs was assigned in June 1889 to carry it out. The Reservation was split into 1,530 allotments for tribal members with 80 acres reserved for establishing schools and a small

¹ The Oneida Nation is one of the five original nations of the Haudenosaunee (People of the Longhouse, a.k.a. Iroquois Confederacy). These nations, the Mohawk, Oneida, Seneca, Cayuga, and Onondaga, were joined by the Tuscarora Tribe early in the 1700s to form the Six Nations of the Haudenosaunee (Oneida Nation Brochure, *Purple Book*, 1991).

amount of land set aside for future allotments. Trust patents were issued on June 13, 1892, with fee patents set to issue to allottees twenty-five years later, in 1917.

In 1906, Congress amended the Dawes Act to speed the allotment process. The Burke Act gave the Secretary of the Interior the discretion to issue “a patent in fee simple,” free of all restrictions, to any allottee “competent and capable of managing his or her affairs” before the expiration of the twenty-five-year trust period. The Dawes Act, originally and as amended by the Burke Act, contained no reference to reservation boundaries, to tribal interests in reservation land, or to any particular reservation.

A month after passing the Burke Act, Congress specifically addressed the Oneida Reservation allotments in an appropriations act for the Office of Indian Affairs. Among addressing other matters relevant to Indian affairs and various Indian reservations, the provisions specific to the Oneida authorized the Secretary of the Interior “in his discretion, to issue fee-simple patents”, and reiterated the authority of the Secretary to issue fee-simple patents to Oneida allottees.

Over the next few decades, many of the Oneida Reservation allotments were fee-patented. Most of these parcels were eventually conveyed to non-Indians by sale, foreclosure, or enforcement of tax liens. By 1917, only 106 Oneida allotments remained in trust, and over 50,000 of the 65,000 acres of reservation land were owned by non-Indians. This pattern of land loss was not unusual. Allotment “proved disastrous for the Indians.” By the late 1920s, the policy of allotment was recognized as a failure. Still, the Oneida persisted.

In 1934, federal policy toward Indian lands turned 180 degrees. Congress passed the Indian Reorganization Act of 1934, not only to stem the loss of Indian land holdings brought on by allotment but also to give tribes the opportunity to re-establish their governments and land holdings. “The intent and purpose of the [Act] was ‘to rehabilitate the Indian’s economic life and to give him a chance to develop the initiative destroyed by a century of oppression and paternalism.’” The 1934 Act brought an end to allotment, indefinitely extending the trust period on all remaining trust patents. The Act allowed tribes to organize and adopt constitutions with a congressional sanction of self-government. It also authorized the Secretary of the Interior to acquire lands to be placed into trust for tribes.

The Oneida are proud and productive residents of the greater Green Bay region. They have persisted through periods of both triumph and tragedy to contribute to the economic, cultural, and spiritual well-being of the Fox River Valley. Beginning in the 1960s and continuing through the 1970s, more sources of funding became available for Indian tribes. The Oneida Nation took advantage of as much of this federal funding as possible, securing several key grants, some of which were specifically slated for the support of Indian reservations. From the 1970s and into the 1980s, the Oneida Nation continued developing economically to create a more secure future for their tribal members, as well as exercising jurisdiction over their lands.

In 1988, Congress passed the Indian Gaming Regulatory Act, a law which created a regulatory framework for tribes seeking to build and operate casinos as a means of revenue. Through the expansion of its tribal enterprises, the Nation has been able to re-acquire title to land within the reservation and to offer a wide variety of services to its members and the community. Today, the Oneida Nation’s economic enterprises are numerous and varied across industries, with gaming and hospitality/recreational sector activities being the most widely recognized. Capital projects, educational services, and the delivery of public, and human and health services to Oneida members, while less visible to the public, are noteworthy pursuits that enhance the economic and social vitality of the region. Combined, these Oneida economic activities generate significant output, income, and employment impacts on the local community. The Nation’s overall vision and seven generation focus have been a key to ensuring the Nation’s vitality.

Sources:

Oneida Nation v. Village of Hobart, 19-1981, United States Court of Appeals, Seventh Circuit, July 30, 2020 (“The Oneida Reservation defined by the 1838 Treaty remains intact, so the land within the boundaries of the Reservation is Indian country.”)

A History of Relations Between the Oneida Nation and The United States of America, 1776-1934, Frederick E. Hoxie, Ph.D., Nov. 15, 2017

The Oneida Indian Reservation in Wisconsin- Its Land, Its People, And Its Governance, 1838-1938, R. David Edmunds, Ph.D., Nov. 15, 2017

A History of The Oneida Reservation Boundaries, 1934-1984, Douglas M. Kiel, Ph.D., Dec. 15, 2017

The Economic Impact of The Oneida Nation, St. Norbert College- Center for Business & Economic Analysis, 2018

Land Is Life: How the Oneida Nation Is Reclaiming Its Land, And Its Identity, Frank Vaisvilas, Green Bay Press-Gazette, Aug. 24, 2020

DEMOGRAPHIC INFORMATION

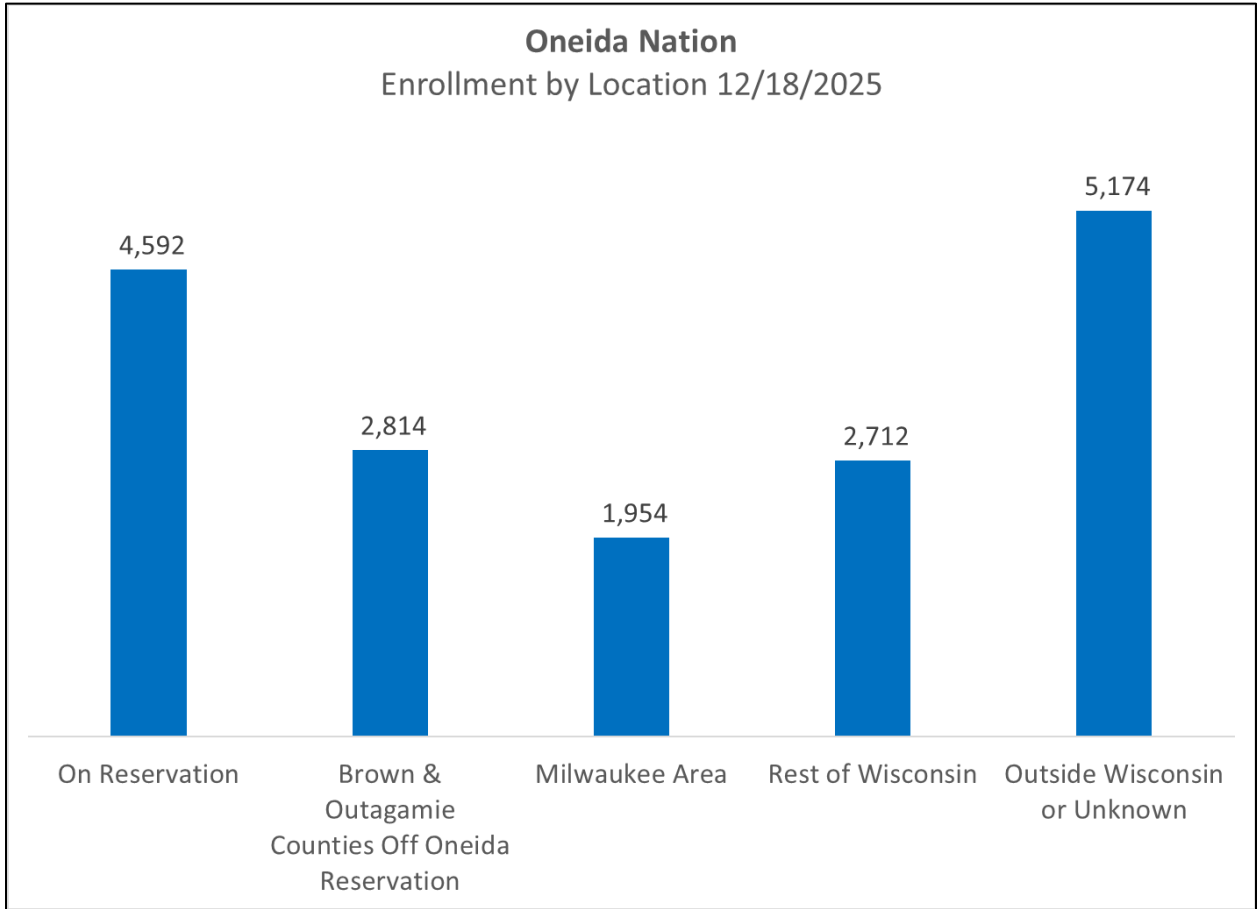
To plan for potential hazards, it is important to gain an understanding of the population and housing characteristics for the Nation. The Enrollments Office of the Oneida Nation is responsible for keeping Oneida enrollment information current and is the best source for demographic information related to Oneida members both within and outside the Reservation boundaries. Other demographic sources, such as U.S. Census Bureau’s American Community Survey, provide data on the Reservation population; however, the data is not specific to Oneida members and includes non-members residing within the Tribal boundaries. The demographic information in this section of the plan was developed by the Oneida Nation Self Governance Department with data from the Enrollments Office and the Quality of Life Survey.

ENROLLMENT

As of December 18, 2025, there were 17,246 Oneida enrolled members. Of these enrolled members, 4,592 (27%) live on the Oneida Reservation in Wisconsin, and 2,814 (16%) live in Brown and Outagamie counties in Wisconsin but not within the Oneida Reservation boundaries. The rest of Oneida enrolled members (46%) live elsewhere (Figure 2.1).

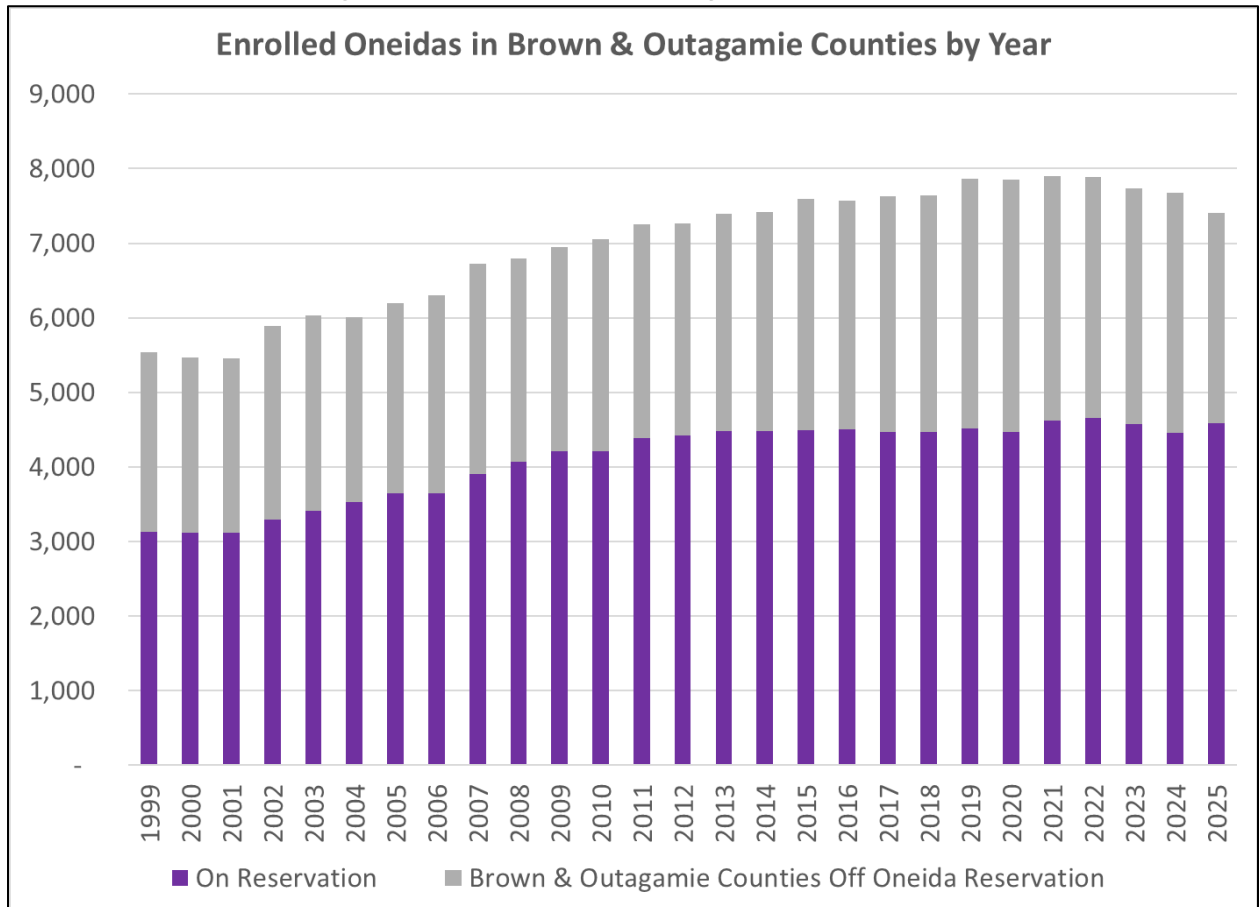
Of the Oneida members who live in Brown and Outagamie counties, 1,516 (20%) are under 18 years old; 4,060 (53%) are aged 18-54; and 2,096 (27%) are 55 and older. Just over half of the Oneida members who live in Brown and Outagamie counties (54%) are female. Figure 2.2 displays the growth of Oneida membership in Brown and Outagamie Counties since 1999.

Figure 2.1: Total Enrollment by Location, 2025



Source: Oneida Nation Self Governance Department, Enrollments Office, and the Quality of Life Survey, 12/18/2025.

Figure 2.2: Total Enrollment by Year, 1999-2025



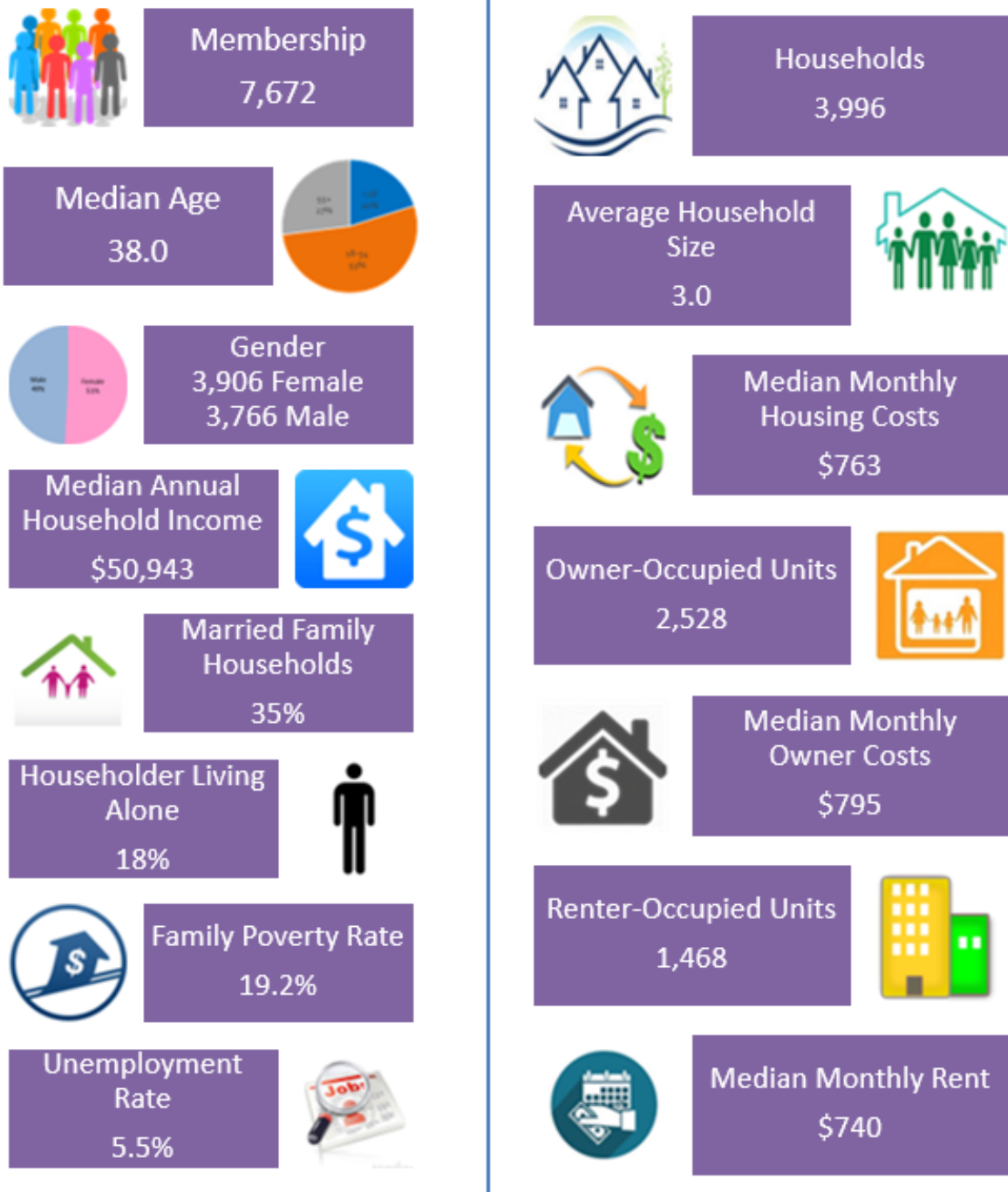
Source: Oneida Nation Self Governance Department, Enrollments Office, and the Quality of Life Survey, 2025.

HOUSING

According to Oneida Enrollment records from 2025, there were 4,506 enrolled Oneida households in Brown and Outagamie counties.

Figure 2.3 details the demographics of Oneida members and their households (including both on-reservation and off-reservation members in Brown and Outagamie counties).

Figure 2.3: Oneida Nation Demographic Infographic, 2025



Source: Oneida Nation Self Governance Department, Enrollments Records, 2025; and 2024 Oneida Quality of Life Survey.

LAND AREA AND USE

The Oneida Reservation has a land area of 65,442 acres (Table 2.1). The predominant land use type is agriculture (57%), followed by residential (14%) and forestry (14%).

Of the total acres, almost 60% is in the Town of Oneida (Outagamie County); about 33% is in the Village of Hobart (Brown County); 6% is in the City of Green Bay (Brown County); and <1% each in the Village of Ashwaubenon (Brown County) and the Town of Pittsfield (Brown County).

Table 2.1: Land Use, 2024

Land Use Type	Acres	% of Total
Agricultural	37,366.34	57%
Residential	9,456.67	14%
Forestry	9,319.67	14%
Grassland	2,399.59	4%
Transportation/Communications/Utilities	1,481.00	2%
Wetlands	1,442.70	2%
Commercial	1,129.56	2%
Industrial	1,058.16	2%
Recreational Acres	744.01	1%
Hydrology	645.46	1%
Quarry & Gravel Pit	398.76	1%
Total	65,441.92	100%

Source: Oneida GIS Department, 2025.

CRITICAL FACILITIES AND INFRASTRUCTURE

Critical facilities and infrastructure are buildings, structures, or systems that are relied upon during a hazard event, and if destroyed would present an immediate threat to life, public health, and/or safety. The Oneida Nation determined the criticality of their facilities and infrastructure based on the relative importance of its various assets for the delivery of vital services, the protection of special populations, and other important functions.

The Oneida Nation's critical facilities and infrastructure have been categorized to further define their functions, risk, and vulnerability. The designations align with the FEMA Community Lifelines categories, which includes the following plus a few tribal specific designations.

- Safety and Security
- Food, Hydration, Shelter
- Health and Medical
- Energy
- Communications
- Transportation
- Hazardous Materials
- Water Systems
- Tribal services facilities
- Tribal housing sites
- Tribal owned facilities

The critical facilities list is not exhaustive, and a facility will only appear under one category even though some could be listed under more than one category. The definition of each FEMA

category used to classify Oneida Nation’s critical facilities is defined as follows. (Note that these categories are listed in alphabetical order, not in order of priority.)

- **Communications** (Table 2.2): Facilities/infrastructure that are needed to maintain the sharing of critical information before, during, and after a hazard event, including Infrastructure, Responder Communications, Alerts Warnings and Messages, Finance, 911 and Dispatch.
- **Energy** (A table is not included as only Oneida Nation’s Natural Gas Line is included under this category.): Facilities/infrastructure that are needed to power the systems that support the safety and welfare for the entire population, including power grid and fuel sources.
- **Food, Hydration, and Shelter** (Table 2.3): Facilities that are critical to the health and welfare of the entire population, including Food, Hydration, Shelter, and Agriculture.
- **Hazardous Materials** (Table 2.4): Facilities that may present or intensify a threat if impacted by hazards, including Facilities, HAZMAT, Pollutants, and Contaminants.
- **Health and Medical** (Table 2.5): Facilities that are critical to care for the health of the entire population including, Medical Care, Public Health, Patient Movement, Medical Supply Chain, and Fatality Management.
- **Safety and Security** (Table 2.6): Facilities that are critical to protect the entire population from harm and are essential following hazard events, including Law Enforcement/Security, Fire Service, Search and Rescue, Government Service, and Community Safety
- **Transportation** (Table 2.7): Facilities/infrastructure that if compromised could impact movement through the Reservation or evacuations, including Highway/Roadway/Motor Vehicle, Mass Transit, Railway, and Aviation.
- **Water Systems** (Table 2.8): Facilities/infrastructure that are needed to ensure the entire population has clean water, including Potable Water Infrastructure, Wastewater Management

ONEIDA NATION CRITICAL FACILITIES AND INFRASTRUCTURE

The Oneida Nation and the Pre-Disaster Mitigation Plan Steering Committee identified structures, significant sites, and infrastructure owned by the Oneida Nation as critical. Because the Oneida Nation provides most of its own services to the people of the Oneida Nation, it was determined that all facilities and infrastructure are vital to that mission. Identified critical facilities and infrastructure for the Oneida Nation includes:

- | | | |
|---------------------------------|-----------------------------------|-----------------------------------|
| • Childcare services facilities | • Cultural heritage sites/museums | • Wastewater treatment facilities |
| • Schools | • Police department | • Food processing sites |
| • Senior service facilities | • Manufacturing facilities | • Commercial sites |
| • Food production sites | • Health care centers | • Dams |
| • Banks | • Community services | • Water supply facilities |
| • Warehouses | • Religious service facilities | • Shelters |
| • Tribal service facilities | | |

Table 2.2: Oneida Nation Communication Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Oneida Printing	00011	Hazardous Materials
Technology Infrastructure	n/a	
Telecommunication Tower - NW Tower	FCC-1327467	
Telecommunication Tower - Public Safety Tower	FCC-1329621	
Telecommunication Tower - Skenandoah Tower	FCC-1329450	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.3: Oneida Nation Food, Hydration, and Shelter Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Apple Orchard - House/Office	00025	
Apple Orchard - Storage	00026	Hazardous Materials
Apple Orchard - Store	00024	
Civic Center (Assembly Area/Shelter)	00001	
Four Paths Tenant Building	00161	
Green Earth Library (Tornado Shelter)	00023	
Human Services (Assembly Area/Shelter) - Cottage #1	00056	
Human Services (Assembly Area/Shelter) - Cottage #2	00057	
Human Services (Assembly Area/Shelter) - Cottage #3	00058	
Human Services (Assembly Area/Shelter) - Cottage #4	00059	
Human Services (Assembly Area/Shelter) - Garage	00060	
Oneida Food Distribution/Oneida Pantry Building	00101	
Oneida Nation Elementary School (Assembly Area/Shelter)	00084	
Oneida Nation Farm - Barn	00159	
Oneida Nation Farm - Office & Shop	00186	
Oneida Nation Farm - Shed	00155	Hazardous Materials
Recreation Center - Cty H (Assembly Area/Shelter)	00104	
Safe Shelter	00096	
Tsyunhehkwa - Barn	00075	Hazardous Materials
Tsyunhehkwa - Greenhouse	00076	
Tsyunhehkwa - Office	00074	
Tsyunhehkwa - Processing Building	00077	Hazardous Materials

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.4: Oneida Nation Hazardous Materials Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Kahnekanodú Cultural Center	00166	
Oneida Nation Museum (old) (scheduled for demo 2026)	00016	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.5: Oneida Nation Health and Medical Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Employee Health Nursing	00080	
Lee Mclester Complex - Aging & Disability Services, and Elder Apartments	00100	
Lee Mclester Complex - Anna John Resident Centered Care Community	00149	
Oneida Community Health Center	00105	Hazardous Materials

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.6: Oneida Nation Safety and Security Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Airport Road Child Care Center	00063	
Aliskwet Court	N-001	
Archiquette Building (incl. Library, Trust/Enrollments)	00006	
Barbershop on Packerland	00083	
Bay Bank - Mason St.	00152	
Bay Bank - Packerland Dr.	00081	
Bread Creek Village	N-022	
Community Education Center	00005	
Comprehensive Housing Office	00064	
Comprehensive Housing Shop	00184	Hazardous Materials
Comprehensive Housing Warehouse	00065	Hazardous Materials
Conservation - Barn	00146	Hazardous Materials
Conservation - Field Office	00126	
Conservation - Garage	00143	
Conservation - Storage	00144	Hazardous Materials
Conservation - Storage	00145	Hazardous Materials
Cora House Housing	N-002	
Cornelius Circle	N-003	
Cultural Heritage (incl. in SSB Cottage and former Language House)	n/a	
Daniel Court	N-004	
DPW - Fernando Drive - Warehouse A	00128	
DPW - Fernando Drive - Warehouse B	00129	
DPW - Fernando Drive - Warehouse C	00130	
DPW - Groundskeeping - Garage (1237 Flightway)	00108	Hazardous Materials
DPW - Groundskeeping - Office (1239 Flightway)	00107	
DPW - Groundskeeping - Storage	00109	Hazardous Materials
DPW - Main - Administration	00004	
DPW - Main - Automotive	00031	Transportation
DPW - Main - Salt Shed #1	00034	Hazardous Materials
DPW - Main - Salt Shed #2	00136	Hazardous Materials
DPW - Main - Storage (blue)	00033	Hazardous Materials
DPW - Main - Storage (green)	00032	Hazardous Materials
DPW - Ranch Road - Storage	00112	
DPW - Ranch Road - Storage - Electrical	00017	
DPW - Ranch Road - Storage - Plumbing	00111	
Elder Village	N-005	
Employee Services	00154	
Flying Leaf Subdivision (Site II)	N-006	
Former ONE Building - Schneider-leased	n/a	
Gaming - IMAC	00018	
Gaming - Parking Structure	00091	
Gaming - Warehouse (incl. gaming shuttle dept)	00106	Hazardous Materials
Green Earth	N-007	
Green Valley	N-008	
Hillside Housing	N-009	
Joshua Heights	N-010	
Land Management - Garage (blue)	00089	
Land Management - Garage (red)	00088	
Land Management - Maintenance	00087	
Land Management - Office	00086	
Law Enforcement Center	00021	
Legacy Lane	N-011	
Little Bear Development Center	00038	
Log Homes 1-5	00167 thru 00171	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.6 (continued): Oneida Nation Safety and Security Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Log Homes 6	00192	
Macco's Floor Covering Building (Larsen Road)	n/a	
Manders Court	N-012	
Mason Street Casino	00039	
Mason Street Mall (2655 W Mason)	00028	
Norbert Hill Center/High School/BC	00003	Communications
Norbert Hill Garage	00030	Hazardous Materials
One Stop - EE new	00049	Hazardous Materials
One Stop - EE old	00187	Hazardous Materials
One Stop - Hwy 54	00148	Hazardous Materials
One Stop - Packerland	00097	Hazardous Materials
Oneida Car Wash	n/a	
Oneida Casino - Hotel - Main	00176	
Oneida Casino - Hotel - Tower 1	00177	
Oneida Casino - Hotel - Tower 2	00178	
Oneida Casino (Data Center)	00092	Communications
Oneida Judicial Center	00008	
Oneida Lake Beach House	00153	
Oneida Lake Campground Restroom	00180	
Oneida Mall	00013	
Oneida Police Department Evidence Storage	00131	
Oneida Transit Garage	00160	Hazardous Materials
Oneida Utilities Department - Office	00022	
Oneida Utilities Department - Storage	00118	
Parish Hall (aka Episcopal Parish Hall)	00099	
Post Office	00103	
Recreation Centers - Site II	00068	
Recreation Centers - Three Sisters	00069	
Ridgeland Housing	N-013	
Ridgeview Plaza	00042	
Rolling Hills Housing	N-014	
Sand Hill Circle Housing	N-015	
SEOTS Community Center	00151	
Site I	N-016	
Skenandoah Complex (Data Center)	00132	Communications
Standing Stone	N-017	
Tall Feather Way	N-018	
Thornberry Creek at Oneida Golf Course (incl. clubhouse)	00134	
Three Sisters	N-019	
Three Sisters Head Start	00054	
Turtle Where it Ends	N-020	
Unnamed vacant building (431 Hillcrest)	00043	
Uskah Village	N-021	
Veterans of Foreign Wars (VFW) Building	00174	
Veterans Services Building/Office	00007	
West Mason Business Center (2685 W Mason)	00175	
Wingate	n/a	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.7: Oneida Nation Transportation Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Four Paths Gas Station	00051	Hazardous Materials
One Stop - Larsen Rd	00124	Hazardous Materials
One Stop - Westwind	00120	Hazardous Materials
Oneida Transit Garage	00185	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.8: Oneida Nation Water Systems Facilities/Infrastructure

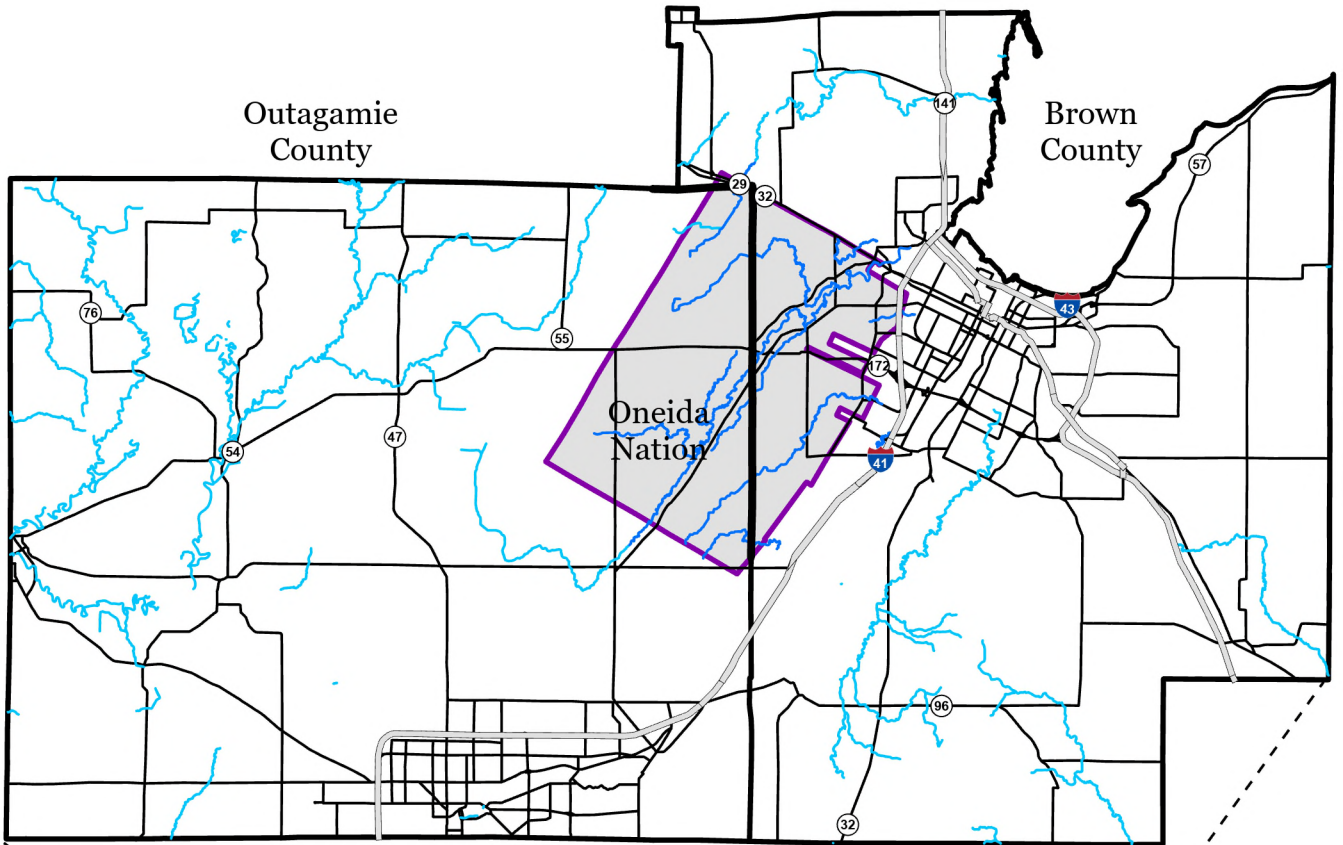
Facility Name	Building Number	Secondary Category
Dam (Finger Lake/Osnuksa)	n/a	
DTS Radio Building - Water Tower	00037	Communications
Lift Station #1	n/a	
Pump House - Hillside	00189	
Pump House - Ridgeland	00190	
Pump House - Sandhill	00191	
Pump House - Site 1	00188	
Wastewater Treatment Facility - Clarifier	00123	Hazardous Materials
Wastewater Treatment Facility - Headworks	00122	Hazardous Materials
Wastewater Treatment Facility - Main	00121	Hazardous Materials
Water Tower - Hwy 54 Water Tower	n/a	
Water Tower - Rolling Hills Water Tower	n/a	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Oneida Nation critical facilities are displayed on Map 2.2. Additional critical facilities include power substations and backup power (Map 2.3), FCC commercial towers (Map 2.4), broadband coverage (wireline) (Map 2.5) and broadband coverage (wireless) (Map 2.6).

Location Map

Oneida Nation Pre-Disaster Mitigation Plan
Oneida Reservation, Wisconsin



Wisconsin

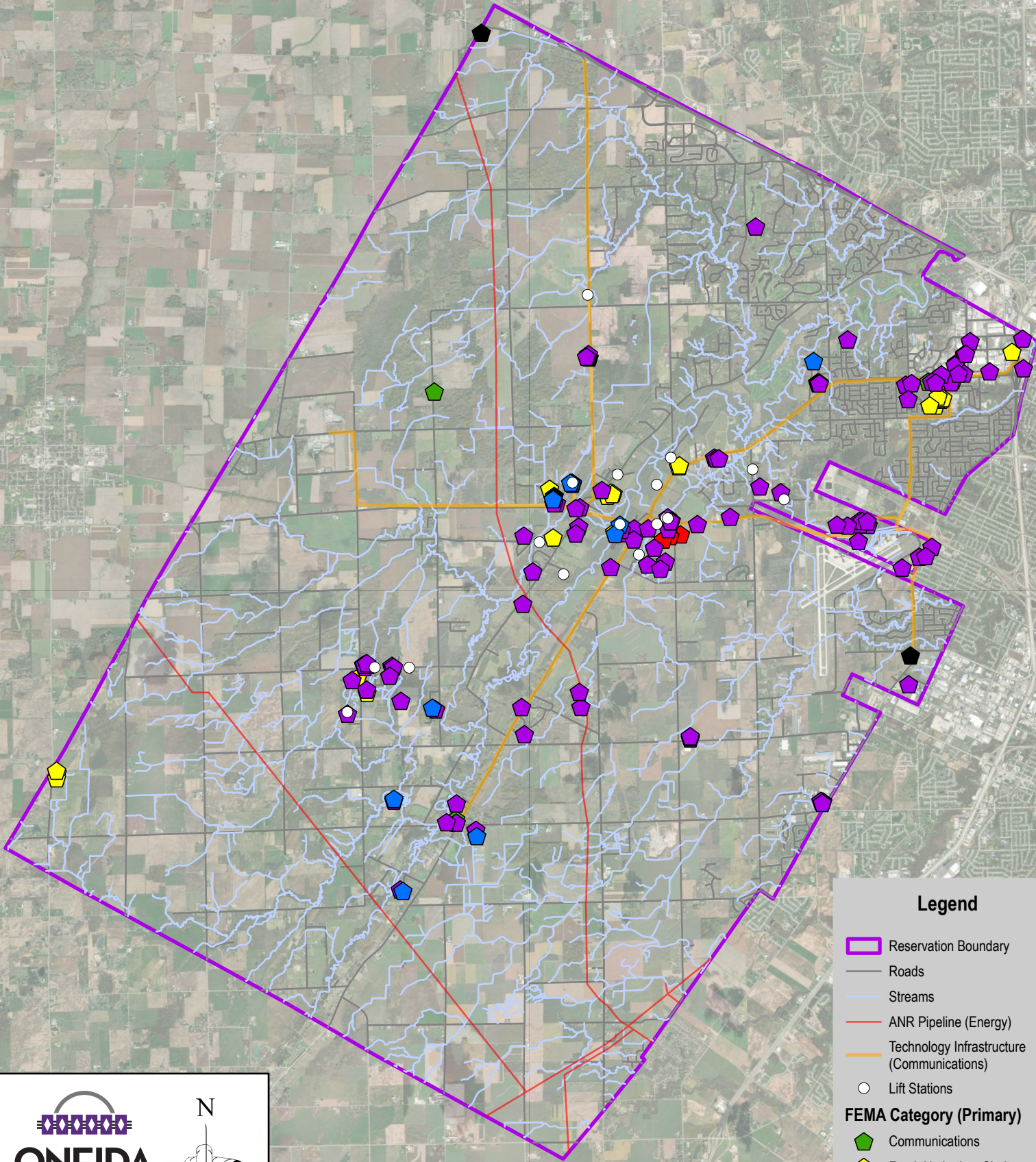


Location Map Pre Disaster Mitigation
Plan_2026-0512
Date: 05/12/2026

Legend

- Roads
- County Line
- Watersheds
- Brown and Outagamie Co
- Reservation Boundaries

Critical Facilities



Legend

- Reservation Boundary
- Roads
- Streams
- ANR Pipeline (Energy)
- Technology Infrastructure (Communications)
- Lift Stations

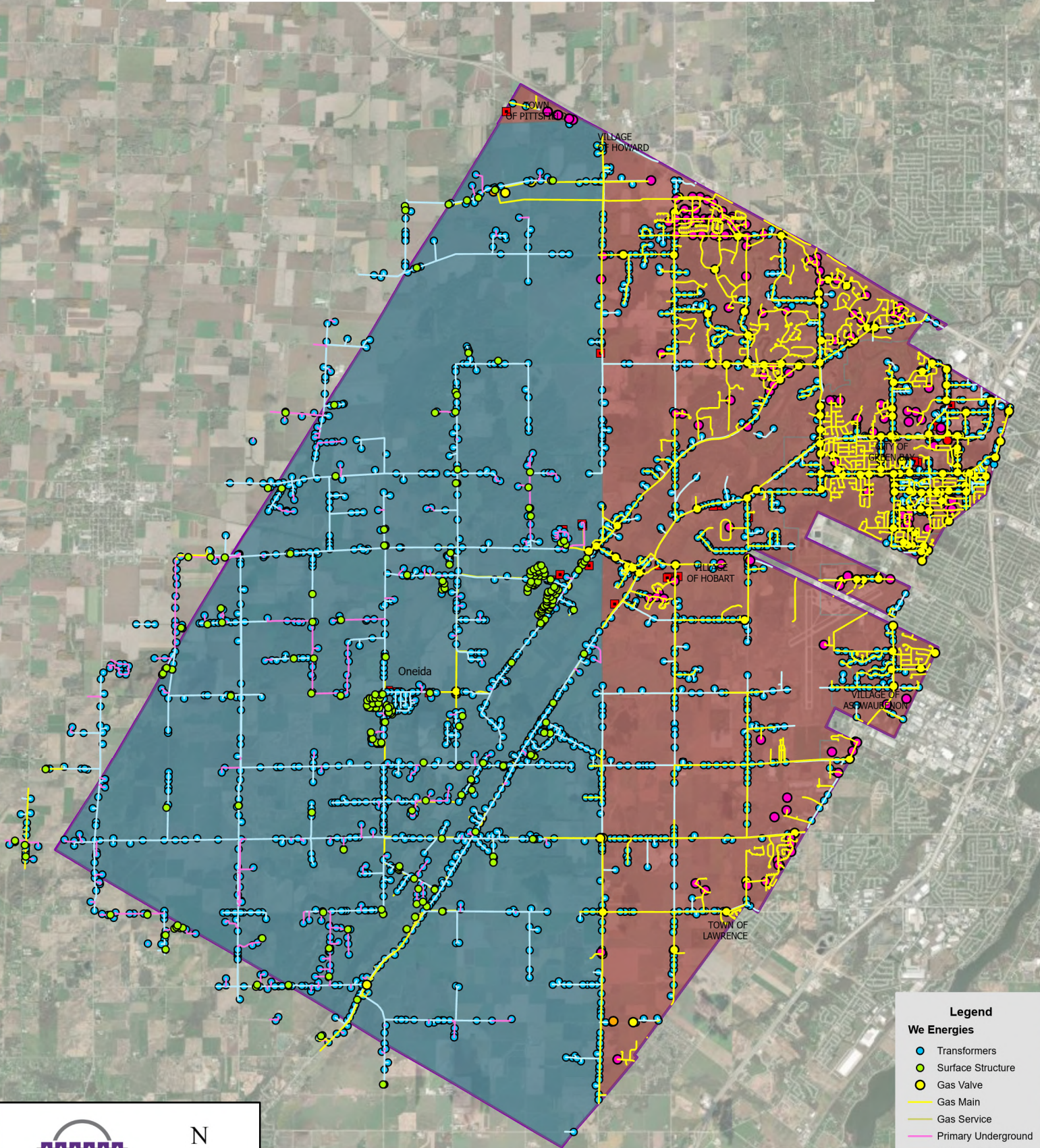
FEMA Category (Primary)

- Communications
- Food, Hydration, Shelter
- Health and Medical
- Safety and Security
- Transportation
- Water Systems

ONEIDA
GIS

Critical Facilities_26-0430
Date: 05/12/2026

Power Substations and Backup Power

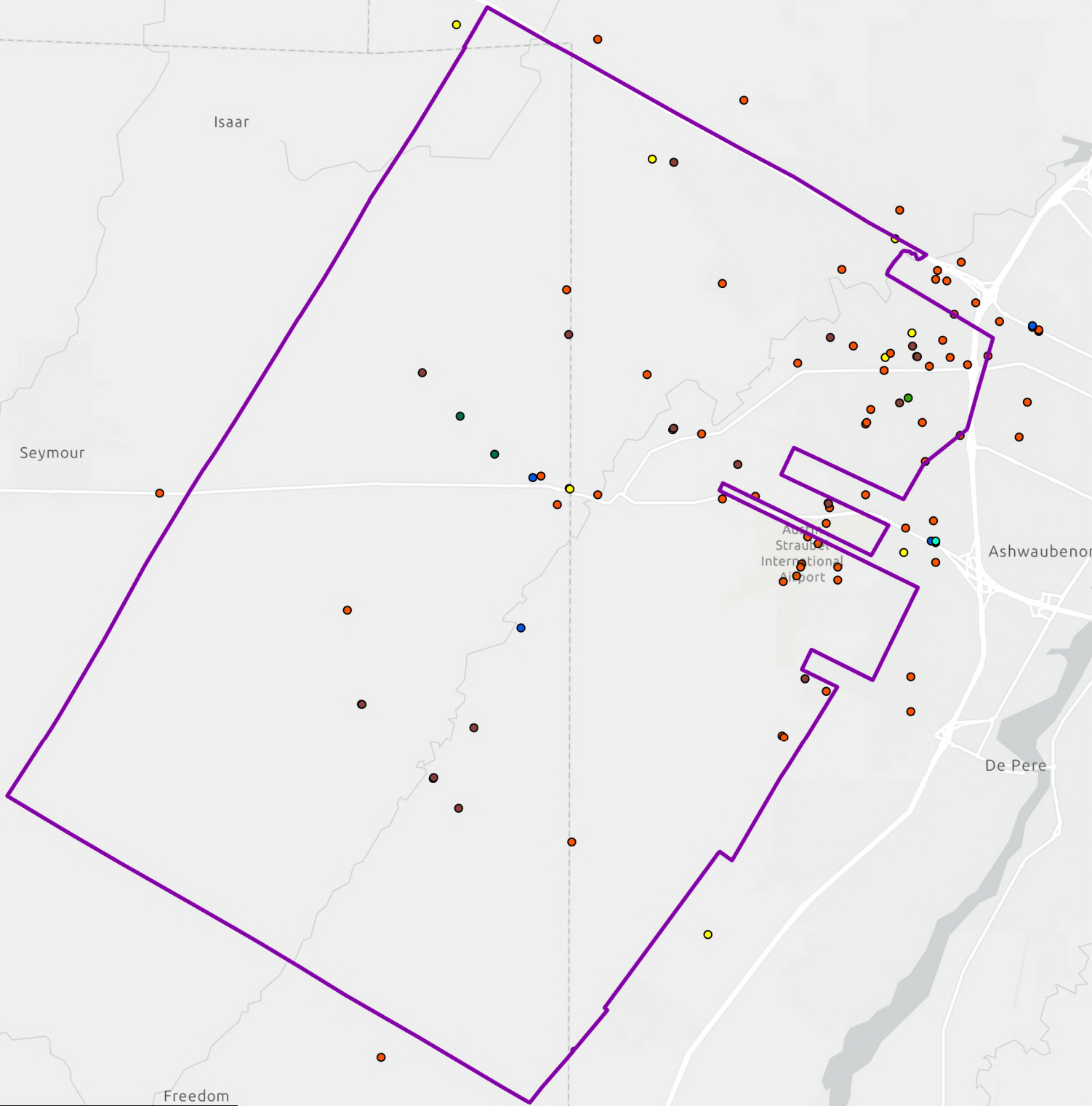


Legend	
We Energies	
	Transformers
	Surface Structure
	Gas Valve
	Gas Main
	Gas Service
	Primary Underground
	Primary Overhead
WPS Oneida	
	Primary Oh
	Gas Main
	OH Transformer
	Gas Valve
	Substation
	Station
	Junction

ONEIDA
GIS

Broadband Information_2025-1219
5/12/2026

FCC Commercial Towers



FCC Commercial Towers in Wisconsin: 2016

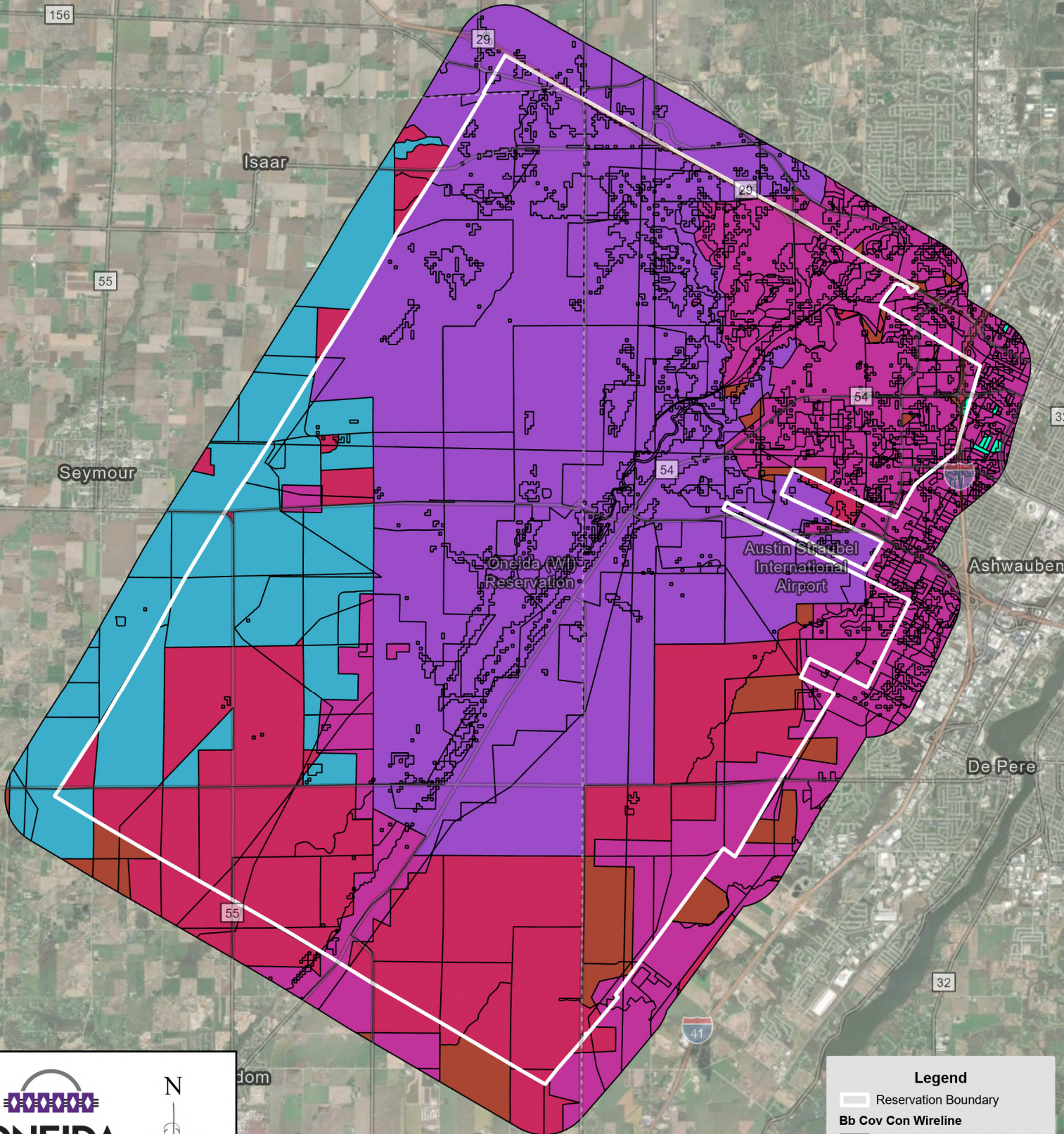
- Towers
- Paging
- Microwave
- Mds-Multichannel Multipoint Distribution Service TFS
- Im Private
- Im bcast
- Cellular
- ASR- Antenna Structure Registration
- Reservation Boundary

Sources: Esri, TomTom, contributors, and the GIS User OpenStreet



Broadband Information_2025-1219
5/12/2026

Broadband Coverage Connection Wireline



Legend

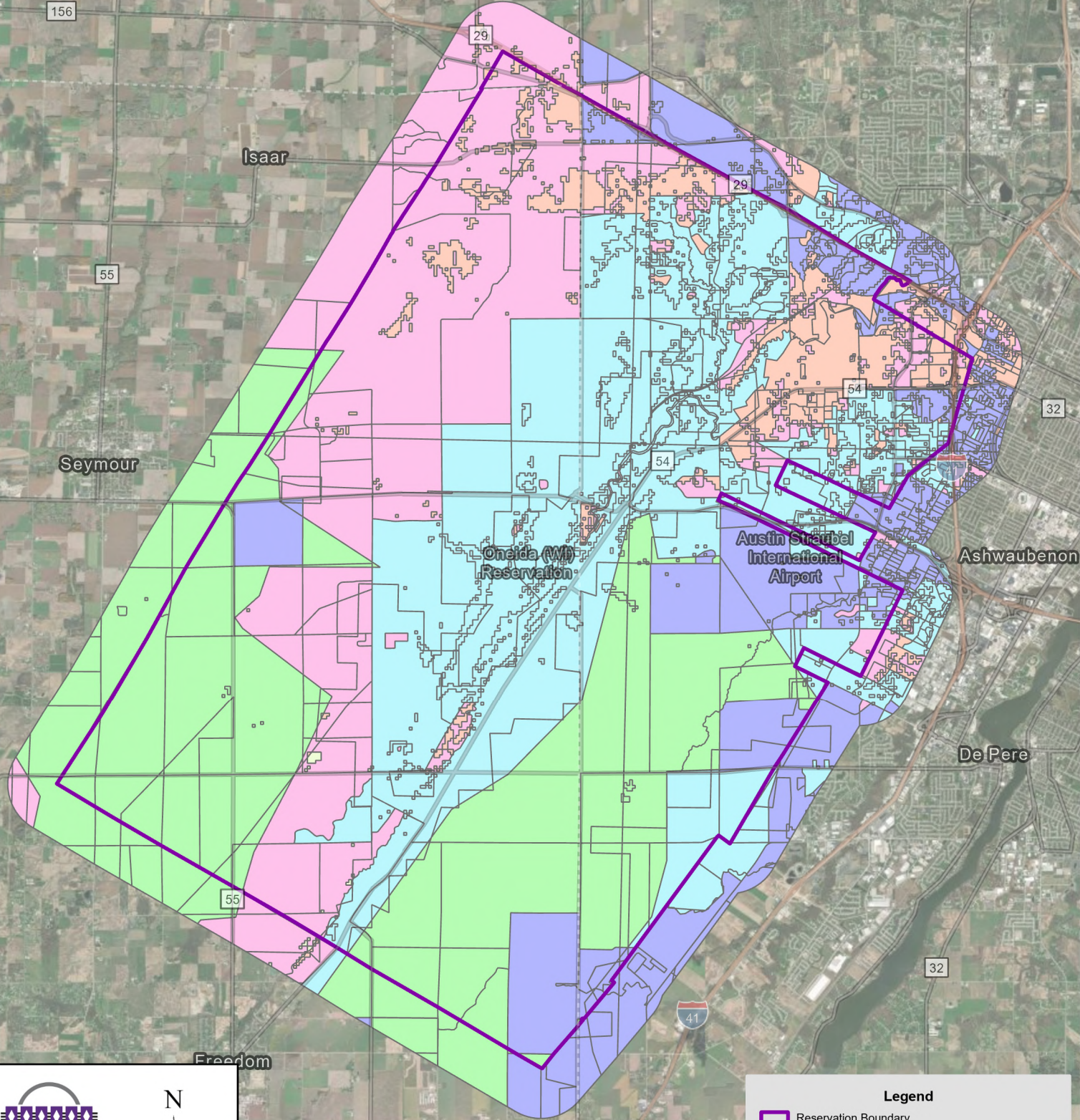
- Reservation Boundary
- Bb Cov Con Wireline**
- AT&T Wisconsin (Wireline)
- CenturyLink/Lumen (Wireline)
- Charter - Spectrum
- NSight (Wireline)
- None Available
- TDS

**ONEIDA
GIS**

Broadband Information_2025-1219
5/12/2026

Earthstar Geographics, Sources: Esri, TomTom
OpenStreetMap contributor

Broadband Coverage Connection Wireless



ONEIDA
GIS

Broadband Information_2025-1219
5/12/2026

Legend

- Reservation Boundary
- Bb Cov Con Wireless
- United States Cellular Corporation (Fixed Wireless)
- AT&T Wisconsin (Fixed Wireless)
- Bertram Internet
- Ethoplex LLC
- Star Communications
- T-Mobile (Fixed Wireless)

Earthstar Geographics, Sources:
OpenStreetMap

CHAPTER 3 - RISK ASSESSMENT

To provide a means of effectively evaluating potential hazard risk, a risk assessment has been developed for the Oneida Nation. The risk assessment identifies the hazards that impact the Oneida Nation, profiles the extent and severity of past hazard occurrences, and assesses the Oneida Nation’s vulnerability to each hazard. The risk assessment provides useful information to help the Nation develop strategies to mitigate their identified hazards.

HAZARD IDENTIFICATION

Both natural and human-caused hazards have been identified to be addressed in this plan. The hazards were selected based on past hazard occurrences, as well as hazards identified by the Steering Committee as having the potential for future risks.

HAZARD PRIORITIZATON

Steering Committee consensus on the ranking of identified hazards by risk/threat was derived using an online ranking tool. The Steering Committee decided on the ranking based on the number and frequency of hazard occurrences, the number of recorded injuries and deaths, the estimated reported damage costs, and the perceived impacts to the Oneida Nation based on the experiences of the Steering Committee members. Table 3.1 shows the hazard risk assessment ranking for the natural and human-caused hazards addressed in this plan. Hazard rankings are listed in order from highest perceived risk (first listed) to lowest perceived risk (last listed). Human-caused hazards are defined on page 3-3.

Although earthquakes were identified and addressed in the State of Wisconsin hazard mitigation plan, they have a minimal likelihood of occurring within the Oneida Nation. Therefore, a full risk assessment for earthquakes has not been included.

Table 3.1: Hazard Risk Rankings

Natural Hazards	Human-caused Hazards
Winter storm	Cybersecurity
Tornado/Strong wind	Pandemic
Extreme cold	Active Threat
Flood	Civil/Social Unrest or Terrorism
Excessive heat	Hazardous Spills
Dense fog	Manure Spills
Hail	Airplane Crash
Drought	
Wildland fire	

(Note: Hazards are defined in upcoming sections.)
Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee, 2026.

HISTORY OF HAZARD OCCURRENCES

Natural Hazards

The National Oceanic and Atmospheric Administration (NOAA) National Centers for Environmental Information (NCEI) maintains an online database of occurrences of past hazardous weather and the resulting deaths, injuries, and damage associated with each of these events. Event occurrence data can be queried for a local, county, or regional level, depending on the area covered by the hazard event. Data gathering for the Oneida Nation involved a compilation of occurrences for Brown and Outagamie counties, which required a manual removal of duplicate occurrences in cases where single events impacted both counties. A query of historical natural hazard events from January 1, 2000 through December 31, 2025 resulted in 305 events (Table 3.2).

The data from the NCEI shows that of the 305 natural hazard events, the hazards occurring most frequently within the Oneida Nation Reservation from 2000 to 2026 include winter storm (116 events) and tornado/strong wind (99 events).

Some of the recorded hazard events may not have been specific to the Oneida Nation, as they may have been recorded for a larger regional area, or statewide. Additionally, some of the common hazard events, such as dense fog or hail may only get reported to the NCEI if it was an extreme event that caused injury, death, or significant property damage.

There have been 7 deaths and 18 injuries recorded in the last 25 years as a result of natural hazards within the Oneida Nation Reservation. Five deaths resulted from extreme cold and two from winter storm. 12 injuries occurred from winter storm, three from excessive heat, two from tornado/strong wind, and one from extreme cold. The costliest hazards for the Oneida Nation in terms of reported property damage since 2000 have been winter storms (\$669,700), flooding (\$557,000), tornado/strong wind (\$425,100), and extreme cold (\$158,000).

Table 3.2: Natural Hazard Occurrences Data, Oneida Nation 2000-2025

Natural Hazard (Listed in Ranked Order)	# of Events ¹	Probability (Average #/Year)	Deaths ²	Injuries ²	Reported Property Damage ³	Risk ⁴ / Severity
Winter storm	116	5	2	12	\$699,700	High
Tornado/Strong wind	99	4	0	2	\$425,100	High
Extreme cold	24	1	5	1	\$158,000	Moderate
Flood	26	1	0	0	\$557,000	Moderate
Excessive heat	12	0.5	0	3	\$0	Low
Dense fog	4	<1	0	0	\$0	Low
Hail	17	1	0	0	\$0	Low
Drought	7	<1	0	0	\$0	Low
Wildland fire ⁵	ND	ND	ND	ND	ND	Low
Total Events	305		7	18	\$1,839,800	

1. January 1, 2000 to December 31, 2025 (25 years)

2. Includes direct and indirect deaths and injuries

3. Does not include crop damage or private losses as no data was available.

4. Risk based on occurrences: High = >3 events/yr; Moderate = 1-3 events/yr; Low = <1 event/yr.

5. No data available (ND) since the area has a low wildfire risk according to WDNR.

Source: NOAA NCEI Storm Events Database, 2000-2026.

Human-caused Hazards

The human-caused hazards that have been identified by the Steering Committee as those of greatest concern for Oneida Nation include cybersecurity threats (both external and internal), pandemics, active threats, civil/social unrest and terrorism, hazardous spills, manure spills, and airplane crashes. These human-caused hazards were determined to have a significant impact on the Oneida Nation, or the potential to have a significant impact if it were to occur. The event occurrence information displayed in Table 3.3 was provided from local data sources. Cybersecurity information was provided by Oneida Nation Digital Technology Services; pandemic information was provided by Oneida Comprehensive Health Division with deaths provided by Oneida Enrollments; active threat, airplane crash, and civil/social unrest and terrorism information was provided by the Oneida Police Department, and information on spills, both hazardous and manure spills, was provided by the Oneida Nation Land, Environmental, Agriculture, and Food as Medicine Division using data queried from the Wisconsin DNR Bureau for Remediation and Redevelopment Tracking System (BRRTS) online database.

A cybersecurity threat includes malicious attempts to damage or disrupt a computer network or system including the attempt to access files and infiltrate or steal data.

A pandemic is an outbreak of a disease that spreads across multiple countries or continents, affecting many people.

An active threat refers to a situation in which an individual or group is actively causing harm or posing an immediate danger to people, property, or operations.

Civil and social unrest refers to large-scale public disturbances caused by dissatisfaction with political, social, or economic conditions. Terrorism involves the use of violence, threats, or intimidation to achieve political, religious, or ideological objectives.

Hazardous spills include the release of not only hazardous substances, but also non-hazardous substances that in significant quantities may cause damage to land and water resources.

Manure spills occur when manure is released to the environment in a manner that exceeds the rate of nutrient uptake by plants or applied in a manner that is not identified in a nutrient management plan – an agricultural producer's plan for using the manure produced by their animals.

An airplane crash occurs when an airplane strikes the ground, water, or another object during an aviation incident. An airplane crash can lead to significant structural damage, along with deaths, severe injuries, or the aircraft being declared a total loss.

Of the 418 events displayed in Table 3.3, the human-caused hazard occurring most frequently within the Oneida Nation Reservation from 2010 to 2025 was by far hazardous spills (335 events). However, this number reflects all spills in Outagamie and Brown counties, as the dataset does not yet isolate those within Oneida Nation. During the same period, there were 71 manure spill events, seven significant cybersecurity threats, three active threat events, one pandemic event, and one airplane crash. There have been 56 deaths as a result of human-caused events during this period, which was from the COVID-19 pandemic, as reported by Oneida Enrollments from 03/12/2020 to 05/11/2023 based on death certificates. There is no data on injuries or property damages associated with these events.

Table 3.3: Human-caused Hazard Occurrences Data, Oneida Nation 2010-2025

Human-caused Hazards (Listed in Ranked Order)	# of Events ¹	Probability (Average #/Year)	Deaths	Injuries	Risk ² / Severity	2025 Rank
Cybersecurity	7	<1	0	0	High	1
Pandemic	1	<1	56	Unknown	Medium	2
Active Threat	3	<1	3	0	Medium	3
Civil/Social Unrest or Terrorism	0	0	0	0	Low	4
Hazardous Spills ³	770	48	0	0	Low	5
Manure Spills	71	4	0	0	Low	6
Airplane Crash	1	<1	0	0	Low	7
Total Events	853		59	0		

1. January 1, 2010 to January 1, 2026 (16 years)

2. Risk to community as determined from the Steering Committee.

3. The total reflects all spills in Outagamie and Brown counties, as the dataset does not yet isolate those within Oneida Nation.

Note: Pandemic deaths are related to COVID-19 from 03/12/2020-05/11/2023 as reported by Enrollments for Oneida deaths on the Reservation.

Source: Oneida Nation Digital Technology Services (for cybersecurity), Oneida Comprehensive Health Division (for Pandemic), Oneida Police Department (for Active Threat, Civil/Social Unrest and Terrorism, and Airplane Crash), and WDNR BRRTS database and Oneida Land, Environment, Agriculture & Food as Medicine Division (for spills); 2010-2026.

DISASTER DECLARATION HISTORY

There have been around 14 major disaster declarations issued for Wisconsin since 2010. The Oneida Nation has been included in five declarations since 2013 when the Sandy Recovery Improvement Act took effect allowing tribal nations to receive direct standalone federal declarations rather than requesting a declaration through the state governor. The major disaster declarations that included the Oneida Nation are as follows:

DR-4459-WI – Severe storms, tornadoes, straight-line winds, and flooding (August 2019).

DR-4477-WI – Severe winter storm and flooding (January 2020).

DR-4520-WI – COVID-19 pandemic. Oneida Nation and Wisconsin declaration (March 2020).

State Declaration only, no Federal designation – destructive straight-line winds and power loss (June 2022).

DR-4892-WI – Severe storms, straight-line winds, flooding, and mudslides (August 2025).

VULNERABILITY ASSESSMENT

The vulnerability assessment describes the frequency, severity, and probability of future occurrences of hazards that could impact the planning area. The hazard profiles describe the characteristics of each hazard and how it has affected the Oneida Nation, and the potential future risk to people and property.

The Oneida Nation has experienced ongoing development; however, no notable changes have occurred that impacted the jurisdiction’s vulnerability since the previous Pre-Disaster Mitigation Plan.

HEALTHCARE AND PUBLIC HEALTH VULNERABILITY

As part of a comprehensive vulnerability analysis, the Oneida Nation evaluates its healthcare infrastructure and emergency preparedness through active participation in the Northeast Wisconsin Healthcare Emergency Readiness Coalition (NEW HERC). This regional collaborative network bridges the gap between healthcare facilities, emergency management, and public health agencies to ensure a coordinated response to large-scale emergencies. As a sovereign entity, the Oneida Nation maintains a dual-layered approach to this readiness by operating its own Emergency Management Department while serving as a voting member of the NEW HERC board. Within this framework, the Nation contributes tribal-specific data to the regional Hazard Vulnerability Assessment (HVA), ensuring that the unique clinical and cultural needs of the community are integrated into regional response plans for mass casualty incidents or catastrophic health events.

The current regional HVA findings identify high-priority threats including cyberattacks on healthcare infrastructure, infectious disease outbreaks, and critical resource gaps such as natural gas disruptions and supply chain failures. To address these vulnerabilities, the Oneida Nation utilizes this Pre-Disaster Mitigation Plan to coordinate local mitigation efforts, such as strengthening tribal healthcare facilities and securing critical utility systems, with NEW HERC's regional strategies for patient surge management and cross-jurisdictional equipment sharing.

ASSESSMENT OF POTENTIAL LOSSES

The Oneida Nation's assessment of potential losses is based on the value of the identified critical facilities (i.e. its assets). An assessment of potential losses of assets is ideally calculated for each hazard; however, only the flood hazard has a defined risk area, so it is the only hazard for which an estimation of potential losses can be derived.

Value of Assets/Estimation of Potential Losses

The Oneida Nation has identified 151 critical facilities within the Reservation boundaries. The Oneida Nation owns most of its critical facilities, with some being leased. According to Risk Management, the total structural value of the critical facility assets is \$469,670,810 (including contents). Therefore, the potential dollar loss to assets for the Oneida Nation is nearly \$469.7 million in a "worst case scenario" of total damage of all buildings in the planning area.

An estimation of potential losses was derived specifically for flooding in the upcoming flood hazard profile section since the hazard area can be defined as the 100-year floodplains and properties within the hazard area can be identified. All other hazards can occur anywhere within the Oneida Nation Reservation and have no defined hazard area in which to determine vulnerable properties. Some hazards (such as winter storms and tornadoes) have the potential to impact the entire planning area, and it can be assumed that all assets in the planning area are equally at risk. Therefore, all identified critical facilities are potentially at risk from natural hazards within the Oneida Nation Reservation.

All potential loss information was obtained from the Oneida Nation Risk Management department. The parcel maps and the FEMA 100-year floodplains were merged using GIS to determine at-risk structures in the planning area.

NATURAL HAZARD PROFILES

Each natural hazard that has been identified as impacting the Oneida Nation has been profiled in this section. The hazard profile describes the characteristics of past natural hazards, and their impacts, frequency, and probability of future hazards that could impact the Oneida Nation.

Hazard risk probabilities are represented as high, moderate, and low. High risk probability hazards are defined as hazards that occur an average of more than three times per year; moderate risk probability hazards are those that occur an average of one to three times per year; and low risk probability hazards occur less frequently than one time per year.

The natural hazards profiled in this section include Winter storm, Tornado/Strong wind, Extreme cold, Excessive heat, Flood, Dense fog, Hail, Drought, and Wildland fire.

Note: Human-caused hazards will be assessed later in this plan, following the natural hazards.

Climate Change Impacts

The evaluation and assessment of natural hazards in this plan and the determination of the Oneida Nation's vulnerability to natural hazards is based on the occurrence of past natural hazards. However, climate change may make past trends an unreliable resource for predicting future impacts, frequency, and vulnerabilities. According to a climate change report by Wisconsin scientists (*Wisconsin Initiative on Climate Change Impacts (WICCI), 2026²*), climate change has and will continue to impact average annual temperatures causing increased frequency in heat waves; increased frequency and intensity of extreme events; shorter, warmer winters with decreased lake ice cover; increased drought frequency, and other impacts.

Based on the WICCI report, the Oneida Nation, along with most of Wisconsin, is likely to become wetter with an increase in total precipitation and the number of intense rainfall events. Climate change impacts vary by season, with winter experiencing the greatest warming and most likely increase in precipitation.

Information about climate change impacts for each natural hazard has been included within the applicable section based on calculated predictions from the WICCI report.

WINTER STORM

Winter storms can vary in size and strength, and can include heavy snowstorms, blizzards, freezing rain, sleet, and ice storms. The aftermath of a winter storm can impact a community or region for weeks, and even months.

Winter storms can occur as a single event or they can occur in combination, which can make an event more severe. A variety of weather phenomena and conditions can occur during winter storms. For purposes of classification, the following are National Weather Service descriptions of winter storm elements:

² Wisconsin's Changing Climate: Envisioning a Climate-Resilient Future, 2026. Wisconsin Initiative on Climate Change Impacts. Nelson Institute for Environmental Studies, University of Wisconsin-Madison, and the Wisconsin Department of Natural Resources, Madison, Wisconsin. <https://wicci.wisc.edu/>

Heavy Snowfall – the accumulation of six or more inches of snow in a 12-hour period, or eight or more inches in a 24-hour period.

Winter Storm – the occurrence of heavy snowfall accompanied by significant blowing snow, low wind chills, sleet or freezing rain.

Blizzard – the occurrence of sustained wind speeds in excess of 35 miles per hour accompanied by heavy snowfall or large amounts of blowing or drifting snow.

Ice Storm – an occurrence where rain falls from warmer upper layers of the atmosphere to the colder ground, freezing upon contact with the ground and exposed objects near the ground.

Freezing drizzle/freezing rain – the effect of drizzle or rain freezing upon impact on objects that have a temperature of 32 degrees Fahrenheit or below.

Sleet – solid grains or pellets of ice formed by the freezing of raindrops or the refreezing of largely melted snowflakes. This ice does not cling to surfaces.

Much of the snowfall in Wisconsin occurs in small amounts of between one and three inches per occurrence. Heavy snowfalls (producing at least eight to ten inches of accumulation) happen on average about five times per season. True blizzards are rare in Wisconsin but are more likely to occur in northwestern Wisconsin. All of Wisconsin experiences blizzard-like conditions during heavy snowstorms when gusty winds cause severe blowing and drifting snow.



Past Occurrences

According to the NCEI, the Oneida Nation has experienced 116 significant winter storm events in the last 25 years from January 1, 2000 to December 31, 2025 (including blizzards and heavy snow). Many of these hazard events may not have been specific to the Oneida Nation and may have been recorded for a larger regional area.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately three significant winter storm events per year.

Climate Change Impacts

The combination of warmer temperatures and changing precipitation patterns suggests that we will see a significant increase in the amount of winter precipitation falling as rain rather than snow and that freezing rain is more likely to occur. Potential winter storm impacts from climate change include an increase in winter precipitation events (from heavy rain or snow) resulting in an increase in flooding, damage from ice breakup and jams on waterways, and transportation impacts from unsafe travel conditions. Additionally, warmer winter low temperatures (especially at night) will enable overwintering of pests leading to crop yield loss, forestry impacts, wildlife impacts, and increased remediation costs. Key trends include winters warming faster than other seasons, nighttime temperatures rising more than daytime, decreasing Great Lakes ice cover during the winter, and

declining hours below freezing (32 degrees Fahrenheit). The month of March has effectively shifted from a winter month to a spring month.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **high** probability of experiencing a winter storm event in any given year.

Winter storms tend to be a regional phenomenon in that they affect much of east central Wisconsin on nearly all the occasions in which they affect the Oneida Nation.

Winter storms have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area or the larger regional area.

Impacts

Death and Injury

Two deaths and 12 injuries have been reported from significant winter storm events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025 according to NCEI data.

Critical Facilities

Critical facilities are not greatly impacted by winter storms; however, personnel associated with the critical facilities face greater workload burdens. Street and road crews have an increased burden of snow removal (and salting in the case of ice storms) during and after winter storms. In some cases, winter storms can be so severe that these crews must be called off the road for a period of time.

Hospitals and clinics may see increased patient loads for frostbite, pedestrian and vehicular accident injuries, and heart conditions resulting from the shoveling of heavy snow during and following winter storms. Sometimes, hospitals and clinics have difficulty getting their own staff to report to work because of the storm, which increases the workload for present staff (double shifts, etc.).

Police personnel respond to more accidents during winter storms. Utility and telephone companies respond to downed electrical and telephone lines, especially in the case of ice storms. Rescue services can receive more calls because of accidents or health related circumstances. Schools may need to have early dismissal or cancel classes altogether. Shelters may take in additional people during winter storms. Airports face flight delays or cancellations.

Economic Impacts

Loss of power during or after winter storms often force businesses and manufacturing facilities to close down until power is restored. Loss of access due to snow- or ice-covered roads can have a similar effect, especially when trucks cannot travel on major thoroughfares to make “just in time” deliveries to business and industry in the planning area. The effects are particularly difficult when the storm is widespread.

Based on previous damages reported by the NCEI, there has been \$669,700 in property damages from winter storms over the past 25 years.

TORNADO/STRONG WIND

Tornadoes are violently rotating columns of air that extend from a thunderstorm to the ground. They look like funnels and can occur any time, bring intense wind, and can happen anywhere. Most

tornadoes have wind speeds less than 110 miles per hour, are about 250 feet across, and travel a few miles before dissipating. Tornadoes can destroy buildings, flip cars, and create deadly flying debris. Figure 3.1 shows the Enhanced Fujita Scale (EF Scale), which is recognized as the acceptable tornado magnitude measurement rating.

The United States is divided geographically into four zones for the occurrence and strength of extreme wind. Wisconsin lies along the northern edge of Zone IV, the nation’s maximum frequency zone for tornadoes (commonly known as “tornado alley”), which extends northeastward from Oklahoma into Iowa and then across to Michigan and Ohio. Zone IV includes most of the southern two-thirds of Wisconsin and has experienced the strongest tornado activity that has affected the entire U.S., with wind speeds of up to 250 miles per hour being recorded. This zone includes the Oneida Nation Reservation.

Wisconsin’s tornado season runs from the beginning of April through September, but tornadoes have occurred in Wisconsin in every month except February. The most severe tornadoes statewide typically occur during the months of April, May, and June.

Strong winds, including downburst winds, strong/high winds, and thunderstorms can often be just as damaging as a tornado. Downburst winds are strong, concentrated, straight-line winds created by falling rain and sinking air that can reach speeds of 125 miles per hour. Strong or high winds are high speed winds that can be as damaging as a tornado but remain nearly straight line and are not the rotating column of air that is characteristic of a tornado. A severe thunderstorm has winds that exceed 58 miles per hour, produces a tornado, or drops surface hail at least 0.75 inch in diameter.

Figure 3.1: Tornado Magnitude Measurement, EF Scale

Enhanced Fujita Scale damage and windspeed estimates						
Damage	Little Damage	Minor Damage	Roof Gone	Walls Collapse	Blown Down	Blown Away
EF5	X	X	X	X	X	X
EF4	X	X	X	X	X	
EF3	X	X	X	X		
EF2	X	X	X			
EF1	X	X				
EF0	X					
Estimated windspeed (mph)	65-85	86-110	111-135	136-165	166-200	200+

Source: U.S. Air Force graphic/Senior Airman Thomas Trower.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 99 significant tornado/strong wind events (including thunderstorm wind, high wind, and strong wind) in the last 25 years from January 1, 2000 to December 31, 2025. Just two of the 99 events was classified as a tornado, with the remaining being strong wind events.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately three significant tornado and strong wind events per year.

Climate Change Impacts

A predicted increase in the frequency and intensity of storms increases the risk for deaths, injuries, and property damage from tornado and strong wind events.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **high** probability of experiencing a tornado or strong wind event in any given year.

Tornadoes have no specific defined hazard area within the Oneida Nation Reservation. Past events have been relatively uniform across the planning area; however, manufactured home residents are often most vulnerable to death, injury, and property damage from tornadoes as these homes often lack foundations, tie-downs, and/or basements. Therefore, for the Oneida Nation, the Green Earth manufactured housing community off Highway H is at greatest risk from this hazard.

Impacts

Death and Injury

No deaths, but two injuries have been reported from tornado/strong wind events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Hospitals can see increases in patient load following tornadoes. Schools can sustain damage, and if they do not sustain damage, they often function as temporary shelters in the aftermath of tornadoes. Police and fire departments often see an increased workload during and after tornadoes. Power lines and communication towers are at risk of being blown down.

Any critical facility in the planning area may be impacted by a tornado; however, schools and manufactured home communities are of particular concern during tornadoes. Schools are a primary concern during tornadoes for three reasons: (1) they have large numbers of people present, either during school or as a storm shelter; (2) they have large span areas, such as gyms and theaters; and (3) they house a vulnerable population during the daytime for most of the year.

The National Weather Service has found that unanchored manufactured homes start to fail due to wind speed and wind stress at lower wind gusts/wind speeds than permanent homes. Therefore, manufactured home communities are a primary concern during tornadoes. The use of anchoring systems and foundations can help reduce damage to manufactured homes caused by tornadoes and strong winds.

Economic Impacts

A tornado can have a significant economic impact on a local economy due to irrecoverable businesses and infrastructure damage. A heavily damaged business often never reopens after the event.

Infrastructure damage is usually limited to above ground utilities, such as power lines. Damage to utility lines can usually be repaired or replaced relatively quickly. Damage to roads and to railroads is also localized; if these facilities cannot be repaired promptly, alternate transportation routes must be established.

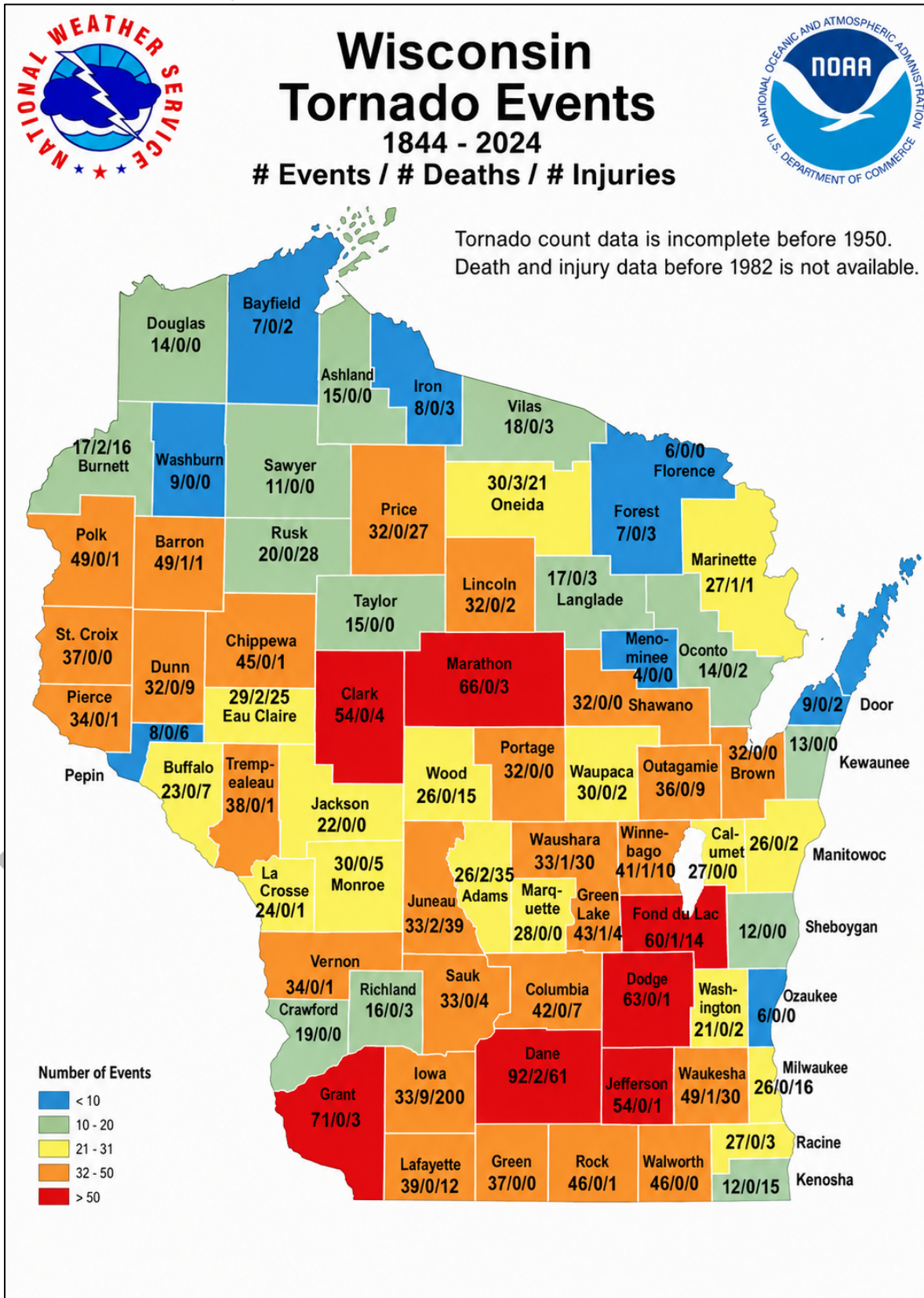
Public expenditures include search and rescue, shelters, and emergency protection measures. The greatest public expenditures for a community result from repairs to public facilities, and cleanup and disposal of debris. Cleanup and disposal can be an issue, especially if there is limited landfill capacity near the damage site.

Since manufactured homes are especially vulnerable to tornadoes, a “worst case scenario” for this hazard would involve the total destruction of the manufactured homes within the Oneida Nation Reservation.

Reported property damage from significant tornadoes and strong wind events for the Oneida Nation has totaled \$425,100 over the last 25 years, according to NCEI.

DRAFT

Figure 3.2: Wisconsin Tornado Events, 1844-2024



EXTREME COLD

Exposure to extreme cold can cause frostbite or hypothermia and become life threatening. What constitutes extreme cold varies in different parts of the country. In Wisconsin, extreme cold means temperatures well below zero with wind chill. Wind chill is the term used to describe the rate of heat loss from the human body resulting from the combined effect of low temperature and wind. As winds increase, heat is carried away from the body at a faster rate, driving down both the skin temperature and eventually the internal body temperature.

Extreme cold is a dangerous situation that can cause health emergencies for susceptible people, such as children, the elderly, those without shelter, those who are stranded outdoors or in a disabled car, or those who live in a home that is poorly insulated or without heat.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 24 significant extreme cold events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately one significant extreme cold event every year.

Climate Change Impacts

Wisconsin climatologists predict that winters are rapidly warming and will continue to shift toward fewer extreme cold periods (below 0 degrees Fahrenheit). Cold periods have been getting less common, and this trend is predicted to continue.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of experiencing an extreme cold event in any given year.

Extreme cold events have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area.

Impacts from Hazard

Death and Injury

Five deaths and one injury were reported from a significant extreme cold event for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025 according to NCEI data.

Critical Facilities

All heated facilities have greater heating expenses during an extreme cold event, and increased demand will affect electric and natural gas utilities. There is also increased stress on infrastructure during extreme cold events and water line breaks often occur. Hospitals and clinics may experience an increase in patients exposed to extreme cold conditions. Emergency shelters may take in additional individuals during the extreme cold event. Schools may cancel classes or call for early

dismissal in extreme cold events. Local fire departments and rescue services may also deal with direct or indirect consequences of the extreme cold event.

Economic Impacts

Municipalities and water utilities may need to repair damaged water mains caused by the extreme cold. If area school districts need to call off school early on extremely cold days, there may be expenses involved with early busing and with paying staff for a full day while only having the benefit of a partial day of instruction.

Historic property damage reported in the NOAA NCEI storms database for flooding within the Oneida Nation Reservation has totaled \$158,000 over the last 25 years.

FLOOD

A flood is a rising and overflowing of a body of water especially onto normally dry land. FEMA defines a flood as a general and temporary condition of partial or complete inundation of two or more acres of normally dry land area or of two or more properties from overflow of inland or tidal waters, unusual and rapid accumulation or runoff of surface waters from any source, or mudflow.

The type of flooding that can impact the Oneida Nation includes riverine, stormwater, and dam failure flooding. An additional flooding concern for Oneida Nation is the threat of overflow of liquid manure in holding pits and lagoons from large-scale farms.

Riverine Flood

Riverine flooding occurs when water draining from a watershed, whether from rainfall or melting snow, exceeds the capacity of the river or stream channel to hold it. Water overflows onto the nearby low-lying lands (floodplains). In hilly and mountainous areas flooding is likely to be rapid, deep, and dangerous. In relatively flat floodplains, land may stay covered with shallow, slow moving water for days or even weeks.

Stormwater Flood

Flooding often occurs in urban areas due to stormwater management issues. Stormwater drainage systems have been designed to manage most storms. However, larger storms that occur in a short period are of such intensity that the drains cannot handle all the stormwater and flooding results. Localized stormwater flooding can also occur if storm drains in the area are blocked. It is important to keep the drainage system clear of litter and debris.

Newly built property developments incorporate stormwater management measures, such as stormwater detention and retention basins, that provide greater flood protection. Detention basins slow the flow of stormwater being carried in the drainage system by storing it for a time, while



retention basins (i.e. ponds) hold water during most of the year. Detention basins often double as parks and playing fields.

Dam Failure Flood

Flooding can result from dam failure. A dam is an artificial barrier, together with its appurtenant works, constructed in or across a waterway for the primary purpose of impounding or diverting water. Dam failure can occur for a number of reasons, including overtopping caused by floods that exceed the capacity of the dam, deliberate acts of sabotage, structural failure of materials used in dam construction, movement and/or failure of the foundation supporting the dam, settlement and cracking of concrete or embankment dams, piping and internal erosion of soil in embankment dams, or inadequate maintenance and upkeep.

According to the Land, Environmental, Agriculture, and Food as Medicine Division, there is one dam remaining within the Oneida Nation Reservation, which has been modified to become a very low threat dam.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 26 significant flooding events (including flood, flash flood, heavy rain, and stormwater flooding) in the last 25 years from January 1, 2000 to December 31, 2025. Some of these reported occurrences may not have been specific to the Oneida Nation and may have been recorded for a larger regional area.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately one significant flooding event every year.

Climate Change Impacts

An increase in total precipitation and in the number of intense rainfall events – as predicted by Wisconsin climatologists, will result in an increased risk of flooding. With more intense and frequent flooding events comes greater risks to public safety, property damage, rising threats to drinking and wastewater systems, more stress on the durability of roads and buildings, an increase in shoreline flooding and erosion, overwhelmed stormwater management infrastructure, dam failures, and crop losses.

Vulnerability

FEMA uses the “base” flood as the basis for its regulatory requirements and flood insurance ratings. The hazards mitigation plan also uses the base flood for planning purposes. The base flood is the one percent chance flood, or the flood that has a one percent (one out of 100) chance of occurring in any given year. The one percent chance flood is commonly referred to as the 100-year flood. A 500-year floodplain is the land area expected to be inundated by a flood event that has a 0.2% chance of occurring or being exceeded in any given year. Officially called the 0.2% annual chance floodplain, it represents a moderate-to-low risk zone that lies outside the higher-risk 100-year floodplain.

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of sustaining a 100-year flood in any given year.

The areas at greatest risk from flooding include the 100-year floodplain areas of the Oneida Nation Reservation. FEMA Flood Insurance Rate Maps also call this the Special Flood Hazard Area, or “A Zone.” The 100-year and 500-year floodplains for the planning area are shown on Map 3.1. Critical facilities that potentially lie within the floodplain and would be affected by a 100-year flood are shown on Map 3.2.

Repetitive Loss Properties

Repetitive loss structure is a term that is usually associated with the National Flood Insurance Program (NFIP) to describe a structure, covered by a contract of flood insurance under the NFIP, that has suffered flood damage on two or more occasions over a 10-year period ending on the date when a second claim is made, in which the cost to repair the flood damage, on average, equals or exceeds 25 percent of the market-value of the structure at the time of each flood loss event. For the Community Rating System (CRS) of the NFIP, a repetitive loss property is any property, which the NFIP has paid two or more flood claims of \$1,000 or more in any given 10-year period since 1978. A repetitive loss structure is important to the NFIP, since structures that flood frequently put a strain on the flood insurance fund. It should also be important to a community because residents' lives are disrupted and may be threatened by the continual flooding.

According to FEMA records, there are no repetitive loss properties within the Oneida Nation Reservation.

Impacts

Death and Injury

No deaths or injuries from flooding have been reported for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to the NCEI.

Critical Facilities

Some critical facilities located in or near floodplains could be impacted during flooding, making the facility inaccessible, or the services unavailable. Vulnerable populations could require relocation during flooding events.

Economic Impacts

Flooding can have significant economic impact on a local economy from resulting damage to businesses and infrastructure. During floods, property and belongings may be destroyed and people may become homeless. Public expenditures will include police, fire, and emergency management personnel and shelters, and may also include search and rescue. Great public expenditures result from repairs to public facilities and cleanup. It often takes years for affected communities and businesses to rebuild and return to normalcy.



Loss of road access is a major flood impact that affects all residents and businesses, not just those who own property in the floodplain. Sometimes, the loss is temporary, such as during a flood. However, on some occasions, the loss of transportation lasts well after the disaster. When a flood washes out roads, bridges, or railroads, it can be weeks or months before they are repaired and reusable. A key evacuation and safety concern arises when flood water rises above roads and bridges. Generally, the larger the road, the less likely it is to flood, but this is not always the case.

Vulnerable structures are structures located in the 100-year flood hazard area identified in Map 3.2. Since there is no building height data for buildings in these flood hazard areas, a "worst case scenario" of total structural damage for buildings in all the flood zones of the planning area was assumed in estimating potential dollar losses to vulnerable structures.

According to Oneida Risk Management, it is estimated that \$18,823,780 in losses would occur with a flood resulting in a “worst case scenario” of total structural damage for all buildings within flood zones within the Oneida Nation Reservation.

Property value information was obtained from the Oneida Nation Risk Management department. Since there is no reliable building height data for Oneida Nation buildings within flood hazard areas, a “worst case scenario” of total structural damage for buildings in all the flood zones of the planning area was assumed in estimating potential dollar losses to vulnerable structures. In addition, there may be areas outside the 100-year flood zones that will flood during an event of that magnitude (or even of lesser magnitude).

Through zoning, development in floodplains and shoreland areas is kept to a minimum. The Oneida Nation has shoreland and floodplain zoning. These ordinances are a useful tool in keeping inappropriate development out of flood hazard zones within the Oneida Nation Reservation.

Historic property damage reported in the NOAA NCEI storms database for flooding within the Oneida Nation Reservation has totaled \$557,000 over the last 25 years.

EXCESSIVE HEAT

A combination of high heat and humidity can lead to heat-related illness, including heat cramps, heat exhaustion, and heat stroke. Heat-related illness can occur when the ability of the body to cool itself is challenged, or when there are insufficient levels of fluid or salt in the body due to sweating or dehydration. Heat-related illnesses increase as the combination of temperature and relative humidity increase, but there are other factors involved as well. The elderly, disabled, and other vulnerable populations are especially susceptible to excessive heat. A heat wave occurs during a period of abnormally and uncomfortably hot and unusually humid weather. Typically, a heat wave lasts two or more days.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 12 significant excessive heat events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately one significant excessive heat event every two years.

Climate Change Impacts

Wisconsin climatologists predict that by 2050, the frequency of very hot days will likely nearly triple in the north half of the state, which translates to about two more weeks each year with daily high temperatures topping 90° F. Increasing frequency of excessive heat events or heat waves (prolonged periods of stagnant air with temperatures over 90° F) will have direct impacts on human health. A substantial number of deaths and illnesses can occur, especially among the youngest and oldest in the population, when excessive heat conditions continue for several consecutive days with little to no relief. Additionally, excessive heat can negatively impact agriculture from heat stress on livestock and crops. Parks that provide recreational water facilities are likely to experience increased usage during times of excessive heat as well.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing an excessive heat event in any given year.

Excessive heat events have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area.

Impacts from Hazard

Death and Injury

No deaths, but three injuries have been reported from significant excessive heat events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Utilities may see peak demand for electricity during excessive heat events. Hospitals and clinics will likely experience an increased demand due to heat-related illnesses during excessive heat. In some cases, rescue services will experience an increased demand due to heat related illnesses. If school is in session during the excessive heat event, area school districts may dismiss classes early in the day, at least in older schools without air conditioning. Emergency shelters will experience higher demand during the excessive heat, with some emergency shelters being set up specifically in response.

Economic Impacts

Economic impacts of excessive heat may include higher electrical consumption and increased demands for medical treatment. Local governments may need to incur expenses when repairing streets and highways in the planning area that have been damaged due to buckling. Excessive heat can also negatively impact agriculture in the surrounding area when combined with drought.

DENSE FOG

Fog is a collection of liquid water droplets or ice crystals suspended in the air at or near the ground. Fog can be considered a type of low-lying cloud, usually resembling stratus, and is heavily influenced by nearby bodies of water, topography, and wind conditions. Dense fog creates a hazardous situation mainly because of reduced visibility. To alert travelers to potentially dangerous conditions, the National Weather Service forecasts fog and issues dense fog advisories when visibility is decreased to less than one quarter of a mile.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced four significant dense fog events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences as reported by the NCEI, the Oneida Nation experiences approximately one significant dense fog event few years.

Climate Change Impacts

A predicted increase in wet weather events will likely increase the occurrence of fog events and the resulting potential for traffic related deaths, injuries, and property damage.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a significant dense fog event in any given year.

Low lying areas along waterways and wetlands are at greatest risk for developing dense fog under certain meteorological conditions. However, no portion of the planning area is free of the possibility of experiencing fog events.

Impacts from Hazard

Death and Injury

No deaths or injuries have been reported from significant fog events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Law enforcement and rescue services may need to respond to an increased number of accidents during dense fog events. Airports can experience flight delays and cancellations during certain fog events.

Economic Impacts

Vehicular accidents from dense fog can result in property damage. Airline delays due to fog have economic impacts for travelers and airlines.

HAIL

Hail is a form of precipitation that occurs when updrafts in thunderstorms carry raindrops upward into extremely cold areas of the atmosphere where they freeze into balls of ice. Hailstone size is a direct function of the severity and size of the storm. Hail can be deadly to livestock and people, and can damage homes, cars, and aircraft.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 17 significant hail events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences, the Oneida Nation experiences approximately one significant hail each year.

Climate Change Impacts

A predicted increase in stronger and more frequent storms than in the past increases the risk from hail events including deaths, injuries, property damage, crop damage, increased runoff, and significant soil erosion.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a significant hail event in any given year.

Hailstorms have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area or the larger regional area.



Impacts from Hazard

Death and Injury

No death or injuries have been reported from hail events within the Oneida Nation Reservation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Hail can inflict severe damage to roofs, windows, and siding of critical facilities, depending on hailstone size and winds.

Economic Impacts

Hail can damage or destroy crops, and cause costly damage to roofs, windows, siding, trees, and vehicles.

DROUGHT

A drought is an extended period of below-average precipitation in a given region resulting in prolonged shortages in the water supply (including surface or groundwater). A drought can last for months or years.

Droughts in Wisconsin often have the greatest impact on agriculture by reducing crop growth and yields. More substantial drought occurrences can devastate crops resulting in total loss. Droughts can also cause dry conditions, increasing the risk of wildland fires.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced seven significant droughts events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences as reported by the NCEI, the Oneida Nation experiences approximately one significant drought every few years.

Climate Change Impacts

With Wisconsin climatologists predicting more dry days, coupled with higher summer temperatures and increased evapotranspiration, an increase in drought events is likely. Increased droughts could result in further water level declines in lakes and wetlands, wildlife habitat impacts, urban tree and

forest stress, agricultural crop losses, increased irrigation demands at times during the growing season, aquifer stress, and a greater likelihood for wildland fire.

Vulnerability

The future incidence of drought is highly unpredictable, as its occurrence is based on weather patterns, making it difficult to determine probability with any accuracy. Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a drought event in any given year.

Droughts have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area, as they tend to be a regional phenomenon. However, agricultural croplands are most vulnerable to losses from drought events. According to land use data (Map 2.2), the Oneida Nation Reservation contains 37,366 acres of agricultural land.

Impacts from Hazard

Death and Injury

No deaths or injuries have been reported from significant drought events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

In extreme, prolonged drought conditions, water shortages may occur and affect the amount of water available for human consumption, and hospitals could see an increase in individuals suffering from dehydration.

Economic Impacts

Drought can significantly reduce crop growth and yields, which adversely affects farm income. Substantial drought events can lead to complete crop loss. Livestock may also be adversely affected by droughts.

As agricultural croplands are most vulnerable to losses from drought events, a “worst case scenario” would involve the total destruction of all 37,366 acres of agricultural lands within the Oneida Nation Reservation resulting in a loss of over \$318.8 million. This calculation is based on data from a 2024 agricultural land values analysis conducted by the Farm Management Division of the University of Wisconsin Extension Service, which calculated the average value of agricultural land in East Central Wisconsin, which includes Oneida Nation, at \$8,532 per acre (Nantel, 2020; <https://farms.extension.wisc.edu/articles/wisconsin-agricultural-land-prices/>).

WILDLAND FIRE

A wildland fire is an unintentional burning in forests, brush, grasslands, or open lands, typically caused by lightning, human carelessness, or arson. According to the current land use on the Oneida Nation Reservation (Table 2.1), 14 percent of the Oneida Nation Reservation is forest and 4 percent is grasslands, which are potentially susceptible to wildland fires. Generally, fires are more likely when vegetation is dry.

Past Occurrences

There have been no significant wildland fires on record for the Oneida Nation, so the hazard frequency cannot be determined.

Climate Change Impacts

With Wisconsin climatologists predicting more dry days, coupled with higher summer temperatures, an increase in wildland fire events is likely.

Vulnerability

According to the U.S. Forest Service Wildland Fire Assessment System, the Oneida Nation Reservation regularly falls within a low to moderate fire danger class. A low rating indicates that fuels do not ignite readily from small firebrands, while a moderate rating means that fires will likely start from most accidental causes.

The Oneida Nation Reservation contains approximately 9,320 acres of forestry lands and 2,400 acres of grasslands (based on current land use data). Of these, few contain timbers that are very susceptible to significant burning.

As the Oneida Nation Reservation is not contiguously forested and does not contain the hazards and risks necessary to warrant intensive or extensive fire protection, the Wisconsin DNR designates Brown and Outagamie counties, which encompass the Oneida Nation Reservation, a “Cooperative Fire Protection Area.” Therefore, no DNR ranger stations or suppression resources are located within the Oneida Nation Reservation or the surrounding areas of Brown and Outagamie counties.

The likelihood that any wildland fire within the Oneida Nation Reservation would be catastrophic is **low** risk, as most susceptible areas lack enough acreage to allow for continuous burning.

Impacts from Hazard

Death and Injury

No data on deaths or injuries is available for significant wildland fire events for the Oneida Nation.

Critical Facilities

All critical facilities located in the path of a wildland fire can be affected structurally and functionally if evacuation is deemed necessary. Fire, emergency response, and police personnel are most affected by wildland fires due to the dangers of helping to save people and extinguish fires, and the increased workloads during and after occurrences. Hospitals can see increases in patient load resulting from burn-related injuries and individuals suffering from the effects of smoke inhalation.

Economic Impacts

Fires can have an impact on the economy of an affected area by causing property damage. Major direct costs associated with wildland fires are incurred to extinguish the fire, to salvage and remove damaged debris, restore the burned area, and reconstruction. Wildland fires can also have a significant impact on local agriculture.

HUMAN-CAUSED HAZARD PROFILES

Each human-caused hazard that has been identified as a significant impact to the Oneida Nation has been profiled in this section. The hazard profile describes the characteristics of past human-caused hazards, and their impacts, frequency, and probability of future hazards that could impact the Oneida Nation.

Hazard risk probabilities are represented as high, moderate, and low. High risk probability hazards are defined as hazards that occur an average of more than three times per year; moderate risk probability hazards are those that occur an average of one to three times per year; and low risk probability hazards occur less frequently than one time per year.

The human-caused hazards profiled in this section include Cybersecurity Threats, Pandemic, Active Threat, Civil/Social Unrest and Terrorism, Hazardous Spills, Manure Spills, and Airplane Crash.

CYBERSECURITY THREATS

Cybersecurity threats are those that present a risk to digital systems, networks, and programs from external and internal attacks. These threats are usually aimed at accessing, changing, or destroying sensitive information; extorting money from users; or interrupting normal business processes.

Implementing effective cybersecurity measures is challenging as there are more devices than people, and attackers continue to develop new tactics.

Past Occurrences

Detailed information on cybersecurity threat occurrences is only shared with the Oneida Nation's insurance carrier. The Oneida Nation Digital Technology Services (DTS) recalls seven cybersecurity threat incidents since 2017; however, this information is not based on any system security information. Fortunately, the seven incidents were minor and had very little impact on the Oneida Nation.

Based on DTS recollections of previous hazard occurrences, the Oneida Nation experiences one external cybersecurity threat per year.

Vulnerability

As with all organizations, cybersecurity threats are a constant reality for the Oneida Nation. These threats are difficult to plan for, as they can occur in a variety of ways and from numerous sources such as cybercriminals, malicious software, nation-state actors, employee mistakes, mishandling of sensitive information, weak password practices, or unauthorized access to systems and data. The type of incidents we hear about most often involve the exposure of personal identifying information or personal health information, which can have serious consequences for affected individuals and the organization.

TYPES OF CYBERSECURITY THREATS

- **ADVANCED PERSISTENT THREATS**
- **PHISHING**
- **TROJANS**
- **BOTNETS**
- **RANSOMWARE**
- **DISTRIBUTED DENIAL OF SERVICE (DDOS)**
- **WIPER ATTACKS**
- **INTELLECTUAL PROPERTY THEFT**
- **THEFT OF MONEY**
- **DATA MANIPULATION**
- **DATA DESTRUCTION**
- **SPYWARE/MALWARE**
- **MAN IN THE MIDDLE (MITM)**
- **ADVANCED PERSISTENT THREATS**
- **DRIVE-BY DOWNLOADS**
- **MALVERTISING**
- **ROGUE SOFTWARE**
- **UNPATCHED SOFTWARE**

SOURCE: SECUREWORKS,
[HTTPS://WWW.SECUREWORKS.COM
/BLOG/CYBER-THREAT-BASICS.](https://www.secureworks.com/blog/cyber-threat-basics)
MAY 12, 2017.

Other significant external cybersecurity threats include ransomware attacks where systems are shut down by hackers demanding payment, or diversion of electronic funds through fraudulent means. These examples are not an all-inclusive list, but they illustrate the types of cyber threats faced daily.

The best defense for the Oneida Nation against these threats lies in the vigilance and expertise of the DTS staff. DTS oversees systems designed to detect and stop such threats. The DTS team works to reduce these risks through monitoring, safeguards, and ongoing training.

The risk/severity of a cybersecurity threat to the Oneida Nation is **high** and continued commitment and attentiveness from Information Security is imperative.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for cybersecurity threats for the Oneida Nation, nor is such an impact anticipated from this hazard.

Critical Facilities

All critical facilities that rely on digital data or information systems are at risk from cybersecurity threats. Cybersecurity threats combined with an on-going natural hazard event could have a significant impact on critical facilities and the people that rely on them.

Economic Impacts

The economic impact of cybersecurity threats may include internal and external resources to stop the attack, correct the vulnerability, notify affected individuals, and offer identification or other protection. Additional costs may include interruption of business and loss of revenue for uninsured costs. There can also be the unmeasurable cost of losing the trust of the public, employees, or stakeholders – and the costs in efforts to regain trust.

PANDEMIC

A pandemic is an outbreak of a disease that spreads across multiple countries or continents, affecting many people. It typically involves a new infectious agent to which most of the population has little or no immunity, leading to widespread transmission. Pandemics differ from epidemics, which are more localized outbreaks. Examples include the COVID-19 pandemic, the 1918 influenza pandemic, and the HIV/AIDS pandemic.

Past Occurrences

According to the Oneida Nation Community/Public Health Officer, the Oneida Nation has experienced one pandemic, the COVID-19 pandemic, in the last 16 years from 2010 to 2026.

The COVID-19 pandemic was a global health crisis caused by the SARS-CoV-2 virus, first identified in Wuhan, China, in late 2019. It rapidly spread worldwide, leading the World Health Organization (WHO) to declare a pandemic on March 11, 2020. The Oneida Nation issued a Declaration of Emergency for COVID-19 on March 12, 2020. Governments worldwide implemented lockdowns, travel restrictions, and public health measures to slow the spread. The pandemic caused millions of deaths, overwhelmed healthcare systems, and led to economic and social disruptions. Vaccines were developed at unprecedented speed, helping to curb severe illness and death. While the virus continues to circulate, widespread vaccination and treatments have helped many nations transition to a more manageable phase of living with COVID-19.

Based on previous occurrences, the Oneida Nation experiences approximately one pandemic event every 10 years.

Vulnerability

The Oneida Nation, like many Indigenous communities, faces unique vulnerabilities to pandemics, including COVID-19. Several factors contribute to this heightened risk:

1. Health Disparities – Indigenous populations, including the Oneida Nation, experience higher rates of chronic conditions such as diabetes, heart disease, and respiratory issues. These conditions increase the severity of infectious diseases like COVID-19.
2. Limited Healthcare Access – While the Oneida Nation has healthcare services, Indigenous communities often have fewer medical facilities, limited specialized care, and underfunded health programs, making it harder to respond effectively to a pandemic.
3. Multigenerational Households – Many Oneida families live in multigenerational homes, which can facilitate virus spread and increase the risk of severe outcomes for elders, who hold important cultural and historical knowledge.
4. Economic Challenges – Economic disparities, including higher poverty rates and job insecurity, can make it more difficult for individuals to take protective measures, such as staying home from work or accessing medical care.
5. Cultural and Community Practices – The Oneida Nation, like many Indigenous groups, places strong emphasis on community gatherings, ceremonies, and traditions. These events are vital for cultural preservation but can also increase the risk of disease transmission during a pandemic.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **medium** risk/severity from pandemics.

Impacts from Hazard

Death and Injury

56 deaths resulting from the COVID-19 pandemic were recorded for the Oneida Nation by Enrollments from 03/12/2020 to 05/11/2023 based on death certificates. No data on injuries was collected or reported.

Critical Facilities

No critical facilities are particularly vulnerable to pandemics. However, additional response will likely be required from a number of the Oneida Nation services during an outbreak, including health department, emergency services, behavioral health services, emergency management, tribal government and leadership, elder services, family and youth services, food distribution and assistance programs, schools, housing, public works, tribal employment and workforce, and business and economic development.

Economic Impacts

The COVID-19 pandemic had significant economic impacts on the Oneida Nation. As a sovereign nation with businesses, government services, and a workforce dependent on both tribal and external economies, the pandemic disrupted multiple sectors and caused loss of revenue from Tribal enterprises, job losses and economic hardship, increased demand for social services, disruptions to government funding and programs, and long-term economic recovery challenges.

To address these challenges, the Oneida Nation leveraged federal relief funds, adapted business strategies, and prioritized community support programs to stabilize and rebuild the economy post-pandemic.

ACTIVE THREAT

An active threat refers to a situation in which an individual or group is actively causing harm or posing an immediate danger to people, property, or operations. This can include incidents such as an active threat, armed intruder, violent attack, or any other scenario where there is an ongoing and immediate risk of harm.

Past Occurrences

The Oneida Nation Police Department recalls three active threat incidents over the past decade. One incident in 2021 at the Oneida Casino Hotel resulted in three deaths – two employees and the threat. The other two incidents were minor and had little impact.

Based on Police Department recollections of previous hazard occurrences, the Oneida Nation experiences less than one active threat per year.

Vulnerability

Oneida Nation has vulnerabilities to an active threat as it operates various public buildings, such as tribal offices, schools, healthcare facilities, and casinos. Additionally, there are vulnerabilities at community gatherings.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **medium** risk/severity from active threats.

Impacts from Hazard

Death and Injury

Three deaths have been reported for active threats for the Oneida Nation over the past decade. All three deaths were a result of one incident in 2021 at the Oneida Casino Hotel.

Critical Facilities

There is no significant risk to critical facilities from an active threat.

Economic Impacts

The economic impact of active threats may include costs associated with mobilizing internal and external resources to stop the attack, correct vulnerabilities, notify affected individuals, and provide identity protection or other support. Additional expenses may arise from business interruptions and revenue losses, especially for costs not covered by insurance. There may also be intangible losses, such as damage to the trust of the public, employees, or stakeholders—and the substantial efforts and resources required to rebuild that trust.

CIVIL/SOCIAL UNREST AND TERRORISM

Civil and social unrest refers to large-scale public disturbances caused by dissatisfaction with political, social, or economic conditions. This can include protests, demonstrations, strikes, riots, or violent clashes between groups. Unrest often arises in response to government policies, social injustices, economic hardships, or other grievances. While some protests remain peaceful, unrest can escalate into looting, vandalism, or violent confrontations with law enforcement or opposing groups.

Terrorism involves the use of violence, threats, or intimidation to achieve political, religious, or ideological objectives. It can be carried out by individuals, groups, or state-sponsored actors. Terrorist acts often target civilians, government institutions, or symbolic locations to instill fear, gain attention, or pressure governments into action.

Both civil/social unrest and terrorism pose risks to public safety and infrastructure, but they differ in motivation and execution—unrest stems from public discontent, whereas terrorism is typically premeditated and ideologically driven. However, Oneida Nation will address the vulnerabilities and identify mitigation strategies the same for both hazards.

Past Occurrences

According to the Oneida Nation Police Department, there have been no reported incidents of civil/social unrest or terrorism within the past decade.

Vulnerability

Civil/social unrest and terrorism expose vulnerabilities in both physical and digital infrastructure, public safety, and social cohesion. These threats can disrupt essential services, damage property, and create widespread fear, especially where there are existing divisions or distrust in authorities. Economic stability may also be at risk, as businesses, transportation, and tourism are often directly affected. The spread of misinformation, cyberattacks, and inadequate emergency responses can further escalate the situation, while weakened legal and political systems may struggle to contain or address the violence. In such environments, public health systems can become overwhelmed, and communities may face long-lasting psychological and economic impacts.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from civil/social unrest or terrorism.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for civil/social unrest or terrorism for the Oneida Nation.

Critical Facilities

There is no significant risk to critical facilities from civil/social unrest or terrorism.

Economic Impacts

Civil or social unrest and terrorism can lead to significant economic impacts, including property damage, emergency response costs, and business disruptions that result in lost revenue and higher

insurance premiums. Longer-term effects may include reduced investment, declining property values, job losses, and increased security expenses.

HAZARDOUS SPILLS

A spill is a discharge (i.e. spilling, leaking, pumping, pouring, emitting, emptying, dumping, etc., to land, air, or water) that is typically a one-time event or occurrence, and usually inadvertent. A hazardous spill is a discharge of a substance that can cause harm to human health and safety, or the environment, because of where it is spilled, the amount spilled, its toxicity, or its concentration. Even common products such as milk, butter, corn, etc., may be considered a hazardous substance if discharged to a sensitive area.

Wis. Stat. 292.11(2) and Wis. Admin. NR 706.05 require individuals and entities that possess or control a hazardous substance, or that cause the discharge of a hazardous substance to the environment, to notify the Wisconsin DNR immediately about the discharge. Wis. Stat. 292.99 authorizes penalties up to \$5,000 for each violation of the notification requirement.

Past Occurrences

According to the Wisconsin DNR's online Bureau for Remediation and Redevelopment Tracking System (BRRTS) database, the Oneida Nation has potentially experienced up to 770 hazardous spill events in the last 16 years from 2000 to 2026. The total reflects all spills in Outagamie and Brown counties, as the dataset does not yet isolate those within Oneida Nation. The total also does not include manure spills as they are addressed as a separate human-caused hazard.

Most spills were the result of vehicle accidents and were immediately cleaned up. There were also a few that were the result of accidents involving non-PCB transformers being hit. Hazardous spills include all substance spills as well as reported spills of a negligible quantity or those having minimal impact.

Based on previous hazard occurrences as reported in BRRTS, the Oneida Nation potentially experiences up to about 48 hazardous spill events per year.

Vulnerability

The Oneida Nation is vulnerable to hazardous spills via transportation corridors, particularly highways that traverse the area, and the significant amount of agricultural activity (57% of the land use) within the Oneida Nation Reservation. Risks are present from spills of agricultural products including fertilizers, pesticides and anhydrous ammonia; and any number of other hazardous substances being transported through the Oneida Nation Reservation via highways. Additionally, a review of BRRTS shows that there are incidents in neighboring areas involving large dairy farms and/or other food processing facilities that have the potential to cause damage to Oneida Nation resources. Sanamax, a rendering plant just outside the northeast corner of the Oneida Reservation, frequently reports road spillages from vehicles transporting into and out of the facility.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from hazardous spills.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for hazardous spills for the Oneida Nation.

Critical Facilities

No critical facilities are particularly vulnerable to hazardous spills. However, additional response will likely be required from a number of the Oneida Nation services during an event, including Land, Environmental, Agriculture, and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; and the Communications Dept.; as well as Wisconsin DNR and EPA. Depending on the severity of the spill, hospitals and fire departments could be impacted from response and care of victims.

Economic Impacts

The cost of response and cleanup of a hazardous spill depends heavily on what product is spilled and where it occurs. For example, a few gallons of paint spilled on a flat parking lot would require minimal effort and cost to cleanup, while the cost of cleaning up a tractor trailer that spilled hundreds of gallons of ethylene glycol into a waterway could easily reach over \$100,000. Costs will be incurred for the staff resources for various departments and agencies that need to respond to, document, and report the incident. There will also be costs incurred for staff time, supplies, and equipment needed to protect human health and the environment, and to clean up the substance as efficiently and effectively as possible.

MANURE SPILLS

A manure spill is a subset of a hazardous spill; however, due to the significant impact and frequency of occurrence within the Oneida Nation, it has been added as a separate human-caused hazard.

A manure spill is a discharge of animal waste into the environment in a manner that exceeds the rate of nutrient uptake by plants, or it has been applied in a manner that has not been identified in the "Nutrient Management Plan." Manure spills may occur during manure storage, transportation, and land application.

Past Occurrences

According to the Wisconsin DNR's online Bureau for Remediation and Redevelopment Tracking System (BRRTS) database, the Oneida Nation has experienced 71 manure spill events in the last 16 years from 2010 to 2026.

Most were the result of vehicle accidents and were immediately cleaned up. Two events, the Meadowview Dairy spill and the Robertson spill were significant. The Meadowview dairy spill sent approximately three million gallons of liquid manure into Coyote Run in 2014. The Robertson spill sent 300,000 gallons of liquid manure into Silver Creek in 2018.

Based on previous hazard occurrences as reported in BRRTS, the Oneida Nation experiences approximately four manure spills per year.

Vulnerability

With 37,366 acres of the Oneida Nation Reservation in agriculture (57% of the land use), there is a significant vulnerability to the threat of manure spills during storage, transportation, and land

application. Additionally, there are large dairy farms on neighboring lands that present additional risk for manure spills during transportation through the Oneida Nation.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from manure spills.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for manure spills for the Oneida Nation.

Critical Facilities

No critical facilities are particularly vulnerable to manure spills. However, additional response will likely be required from a number of Oneida Nation services during an event, including Land, Environmental, Agriculture, and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; and the Communications Department; as well as Wisconsin DNR and EPA.

Economic Impacts

The cost of response and cleanup of a manure spill depends heavily on the quantity that is spilled and where it occurs. Costs will be incurred for the staff resources for various departments and agencies that need to respond to, document, and report the incident. There will also be costs incurred for staff time, supplies, and equipment needed to protect the environment, and to clean up the substance as efficiently and effectively as possible.

AIRPLANE CRASH

An airplane crash refers to an event in which an aircraft fails to operate properly and results in a sudden, often catastrophic, impact with the ground, water, or other objects. This can occur due to a variety of factors, including mechanical failure, human error, adverse weather conditions, or external causes, such as a collision. Airplane crashes typically lead to significant damage to the aircraft, and in many cases, loss of life or serious injury to passengers and crew. The severity of the crash can vary from minor incidents to major disasters, depending on the circumstances and the nature of the failure.

Although the Green Bay Austin Straubel International Airport is not owned or managed by the Oneida Nation, it is located within the Reservation boundaries.

Past Occurrences

According to the Oneida Police Department, the Oneida Nation has experienced one airplane crash in the last 16 years from 2010 to 2026. The incident did not result in any deaths or injuries as the aircraft was able to land safely in a field near the airport.

Vulnerability

The Oneida Nation, with an airport located within its boundaries, faces the vulnerability of an airplane crash occurring. While the airport is owned by Brown County, any crash could pose significant risks to the surrounding community, including property damage, loss of life, and environmental hazards such as fuel spills or fires. The proximity of the airport means that the Nation's residents and infrastructure could be directly impacted by such an event, requiring swift

emergency response and recovery efforts. Additionally, the psychological and economic toll of a crash could affect the local population, even if the Oneida Nation is not directly responsible for the airport's operations.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from airplane crashes.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for airplane crashes for the Oneida Nation.

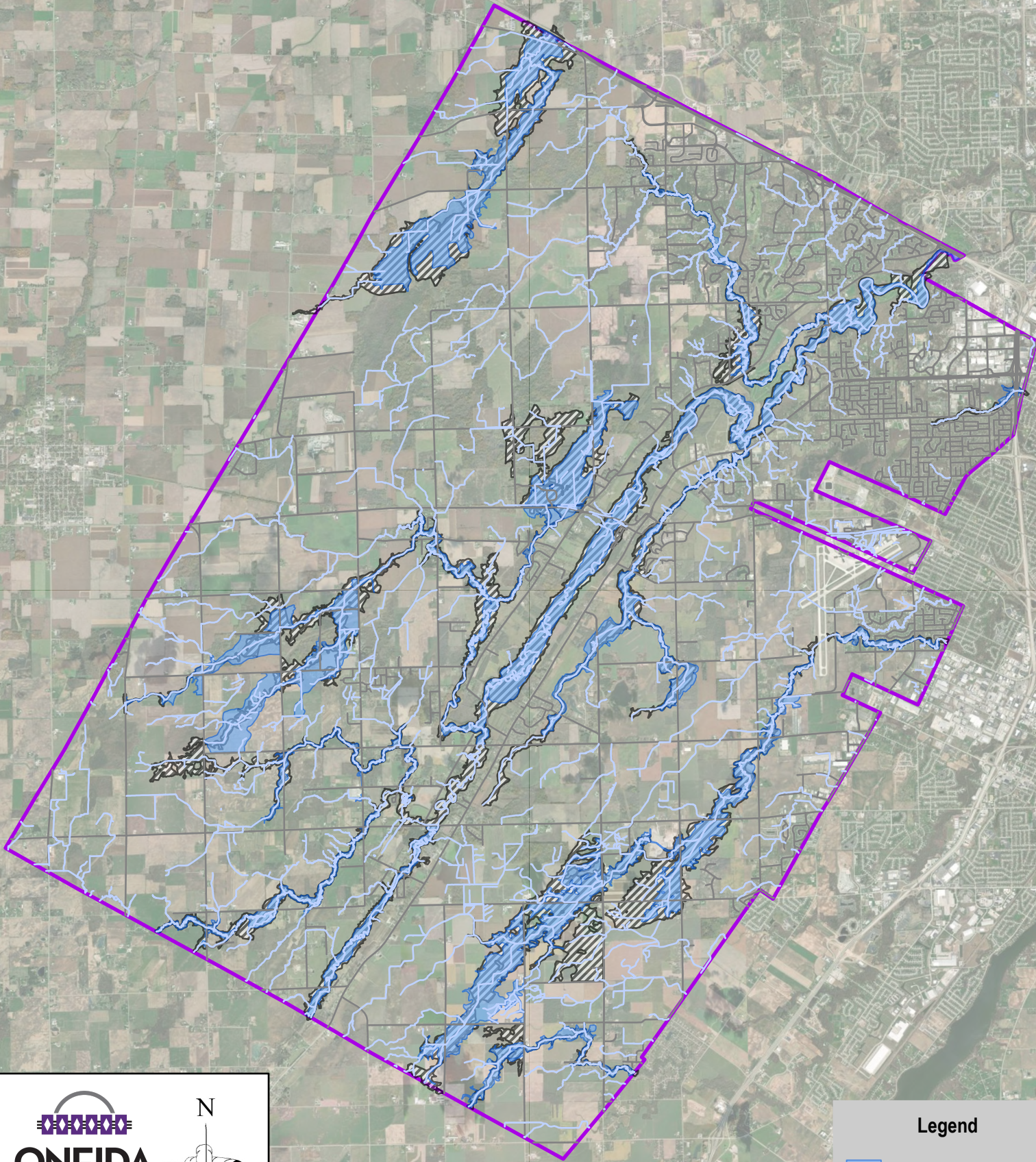
Critical Facilities

No Oneida Nation owned critical facilities are directly threatened by an airplane crash.

Economic Impacts






Though the airport is not operated by the Oneida Nation, an airplane crash on reservation land could cause economic costs including emergency response, environmental cleanup, damage to infrastructure, and disruption to local businesses. Indirect effects may include reduced tourism, lower property values, and impacts on economic development.

100 & 500 Year Floodplains

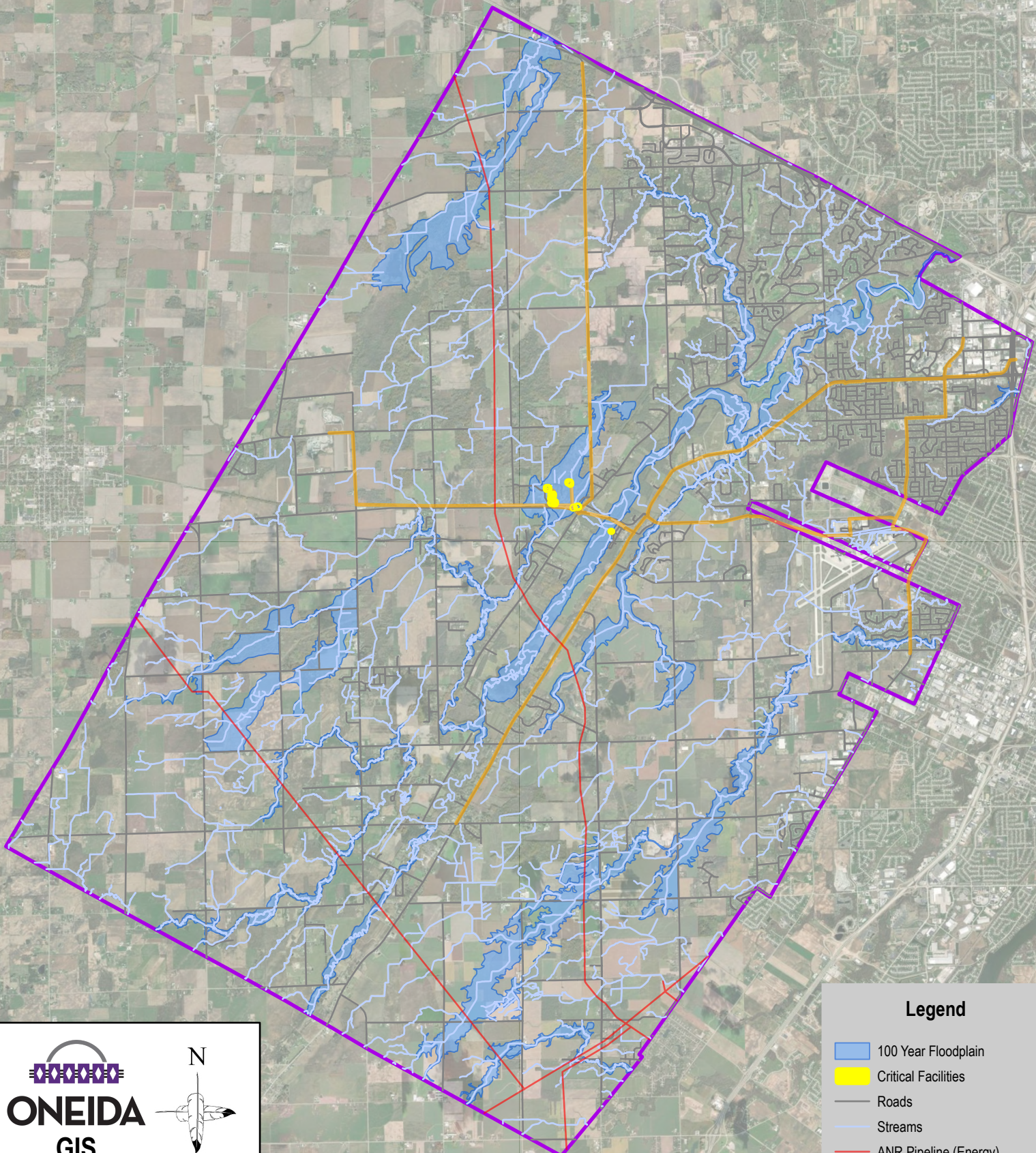


Critical Facilities_26-0430
Date: 05/12/2026

Legend

-  100 Year Floodplain
-  500 Year Floodplain
-  Reservation Boundary
-  Roads
-  Streams

Critical Facilities Within Floodplain



Legend

- 100 Year Floodplain
- Critical Facilities
- Roads
- Streams
- ANR Pipeline (Energy)
- Technology Infrastructure (Communications)
- Reservation Boundary



Critical Facilities_26-0430
Date: 05/12/2026

CHAPTER 4 - MITIGATION STRATEGY

The mitigation strategy outlines the activities that the Oneida Nation would like to implement in order to reduce their risk from hazards. The mitigation strategy is made up of the mitigation goals, mitigation actions, and a strategy for implementation. These components provide a framework to identify, prioritize, and implement actions to reduce risk to people and property from hazards.

This chapter also identifies the mitigation strategies that have been completed for the Oneida Nation and resources available for mitigation.

PLAN GOALS

The following mitigation goals have been developed for the Oneida Nation Pre-Disaster Mitigation Plan. They offer overarching guidance aimed at mitigating hazards within the Oneida Nation Reservation.

Goal 1. Minimize human, economic, and environmental disruption from hazards.

Goal 2. Implement policies and programs designed to reduce or eliminate the impacts of hazards on people and property.

Goal 3. Enhance public education, training, and outreach about disaster resiliency and expand public awareness of hazards and their impact.

Goal 4. Enhance intergovernmental cooperation with surrounding counties and communities in hazard mitigation efforts and response to hazards and disasters.

Goal 5. Promote and enhance the use of natural resource protection measures as a means to reduce the impacts of hazards on people and property.

COMPLETED MITIGATION STRATEGIES

Eight mitigation strategies have been completed since adoption of the 2020-2025 Oneida Nation Pre-Disaster Mitigation Plan. The completed mitigation strategies included the following:

- Acquired GIS datasets including power substations and areas served, broadband transmitters, and cell towers.
- Completed stormwater improvement project on Finger Lake Dam.
- Assessed capability to provide food during sheltering.
- Developed pandemic/infectious disease plan.
- Provided GIS data access and sharing to Emergency Management.
- Improved access to shelter in Green Earth mobile home park (increased size and provided more reliable access).
- Developed a plan to address cybersecurity threats.
- Regarding pandemics, SOPs were developed to enable employees to work from home when close contact becomes risky. Also, discussions were completed to evaluate the need for safety glass at retail locations to protect employees from exposure.

MITIGATION RESOURCES

The Oneida Nation has a number of divisions and departments that enforce policies, execute programs, and provide resources that support the mitigation strategy for reducing potential losses identified in the risk assessment. These authorities have been identified under the 'Responsible Parties' in the mitigation strategy tables.

OPTIONS FOR FUNDING MITIGATION

Hazard mitigation programs and projects can be funded in a variety of ways with funding from Tribal, public, and private programs, including local budgets, grants, or loans. The following is a list of potential funding programs that may be available to fund mitigation strategies identified in this plan.

Federal Funding Programs:

- EDA Public Works and Development Facilities (<https://www.eda.gov/programs/eda-programs/>)
- FEMA Assistance to Firefighters Grant (<https://www.fema.gov/grants/preparedness/firefighters>)
- FEMA Building Resilient Infrastructure and Communities (BRIC) (<https://www.fema.gov/grants/mitigation/building-resilient-infrastructure-communities>)
- FEMA Flood Mitigation Assistance Program (<https://www.fema.gov/grants/mitigation/floods>)
- FEMA Hazard Mitigation Grant Program (HMGP) (<https://www.fema.gov/grants/mitigation/hazard-mitigation>)
- U.S. DOT Hazardous Materials Emergency Preparedness (<https://www.phmsa.dot.gov/grants/hazmat/hazardous-materials-emergency-preparedness-hmep-grant>)
- U.S. Department of Education Readiness and Emergency Management for Schools (<https://www2.ed.gov/programs/dvpemergencyresponse/index.html>)

State Funding Programs:

- Wisconsin Department of Administration Emergency Solutions Grant, Housing Assistance Program (<https://doa.wi.gov/Pages/LocalGovtsGrants/Emergency-Solutions-Grant-Transitional-Housing-Program-Homelessness-Prevention-Program-ETH.aspx>)
- Wisconsin DNR Forest Fire Protection (FFP) Grant Program (<https://dnr.wisconsin.gov/aid/ForestFireProtection.html>)
- Wisconsin DNR Municipal Flood Control Grant Program (<https://dnr.wisconsin.gov/aid/MunFloodControl.html>)
- Wisconsin DNR Surface Water Grant Program (<https://dnr.wisconsin.gov/aid/SurfaceWater.html>)

HAZARD MITIGATION STRATEGIES

Tables 4.1-4.17 list the mitigation strategies that Oneida Nation has identified to reduce the impact of natural and human-caused hazards. Each table lists mitigation strategies for a specific hazard, the project prioritization, the estimated project timeline, and responsible parties.

The Oneida Nation Emergency Management will monitor the implementation of mitigation actions. Completed or revised projects will be documented in future five-year updates of the Oneida Nation Pre-Disaster Mitigation Plan.

A cost-benefit analysis was not prepared for any identified mitigation strategy but will be undertaken as needed when the project is pursued.

STRATEGY PRIORITIZATION

As part of the mitigation strategy, each project was prioritized by the Steering Committee. By consensus, the Steering Committee assigning a prioritization rank of “high,” “medium” or “low” to each strategy based on need, potential funding, and anticipated support for the project. The following tables include the identified mitigation strategies for both natural and human-caused hazards for each hazard type.

Table 4.1: All Hazards Mitigation Strategies

All Hazards				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Develop a standard for numbering building doors on occupied buildings.	High	2026	Division of Public Works	
Conduct risk assessment to complete a Continuity Plan.	High	2026	Risk Management ; EM; DTS; Finance	
Add a permanent siren near Oneida Lake area for campers.	High	2026-2028	Division of Public Works ; and Emergency Management	Currently using a portable siren.
Develop Continuity Plan.	High	2026-2029	Emergency Management	Oneida Comprehensive Health Division (OCHD) has hired a consultant to assist in development of division specific Continuity Plan Workshop in May 2025.
Acquire towers to improve range, add computer aided dispatch -- potential for StarLink integration.	High	2026-2031	Police ; Digital Technology Services	Currently relying on Brown County's digital system.
Community Communications Plan for information management.	High	2026-2031	Communications Department and all Nation Departments	Will need to define how notifications work internally and externally. Will need to include a process for people to check into reception centers.

Table 4.1 (cont'd): All Hazards Mitigation Strategies

All Hazards (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Establish procedures for dealing with the collection and disposal of large volumes of after-storm solid waste debris.	High	2026-2031	Division of Public Works; Police Department; Land, Environmental, Agriculture and Food as Medicine Division-Conservation Department	Develop Debris Management and Removal Plan.
Develop a community lifeline chart and risk assessment resource list.	High	2027-2028	Communications Department; Community Development Area	Working on getting community lifeline poster developed.
Develop a mass evacuation plan.	High	2028-2030	Brown and Outagamie Counties; Community Development Area; Emergency Management; Public Health	To be developed after the Continuity Plan.
Maintain public shelter designation in order to provide centers with proper shelter amenities and transportation availability.	High	Review Annually	Emergency Management; American Red Cross; Community Development Area	Shelters are listed in Emergency Response Plan. American Red Cross is a partner with Oneida Nation on this effort.
Promote the use of weather radios in all schools and in all homes, and provide education on use.	High	Ongoing	Emergency Management; Brown and Outagamie counties Emergency Management; local TV stations	
Evaluate tools and methods to improve interoperability efficiency and effectiveness.	High	Ongoing	Police Department	
Address stormwater management issues.	Medium - High	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division, Division of Public Works, Housing	Funding for implementation will be a challenge.
Maintain a list of staging areas and dumpsters to address waste after a disaster.	Medium	Review Annually	Division of Public Works	
Coordinate with support agencies through the implementation of the Oneida Nation Emergency Response Plan.	Medium	Ongoing	Emergency Management; all departments; American Red Cross	Emergency Response Plan updated 2025. Updated annually. Dept Emergency Action Plans are being updated.

Table 4.1 (cont'd): All Hazards Mitigation Strategies

All Hazards (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Continue public education and outreach regarding emergency preparedness.	Medium	Ongoing	Emergency Management; American Red Cross; Police Department; Community Health Services; Land, Environment, Agriculture and Food as Medicine Division; Division of Public Works; Employee Health Nursing	Community Health Services is currently collaborating with Cultural Heritage to develop a culturally appropriate community preparedness initiative - translating some of the organized preparedness slogans into the Oneida Language. Additionally, collaboration with Elder Services to talk about preparedness activities at their events.
Manage removal of ash trees that create hazardous situations.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; Grounds Keeping; Housing	Env. Restorations Project Manager will work with Conservation and outside contractors to remove/plant trees. Yearly contract exists to work with a contractor to prioritize tree removal. Priority will vary based on location and impacts.
Maintain a list of buildings to be used for reception centers.	Low	2026-2031	Human Services & Public Health	Oneida owned buildings where people can check in during disasters to confirm/document that they are safe.
Ensure registration and provide updates under the Brown and Outagamie counties 211 Information System.	Low	Review Annually	Emergency Management	Oneida Nation is a partner with 211.
Review and update the Oneida Emergency Response Plan.	Low	Review Annually	Emergency Management	Completed annually as a deliverable of the EMPG.
Maintain power lines through proper maintenance and efficient response to fallen power lines.	Low	Ongoing	WEC Energy Group; ATC	Utilities has a program to maintain powerlines based on utility-defined needs/priorities.
Continue coordinating with Amateur Radio Emergency Services (ARES)/Radio Amateur Civil Emergency Service (RACES).	Low	Ongoing	Emergency Management; ARES/RACES	Effective process in place using area radio and television stations. EM coordinates with ARES/RACES and is invited to their monthly meetings.
Develop a calendar of upcoming outreach activities.	Low	Ongoing	Emergency Management	EM holds events annually along with the FEMA preparedness calendar for monthly topics.

Table 4.2: Winter Storm Mitigation Strategies

Winter Storm				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Present a parking ordinance to the LOC to not allow parking on Nation's roads during snow emergencies.	Low	2026	DPW	Legislation may take time to develop.
Ensure plowing and salting equipment is operational and available to handle potential emergencies.	Low	Ongoing	Division of Public Works; Aging and Disability Services	
Maintain tree trimming program.	Low	Ongoing	WEC	On tribal roads only and Tribal owned properties.

Table 4.3: Tornado/Strong Wind Mitigation Strategies

Tornado/Strong Wind				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Ensure that there are emergency/safety plans for each occupied facility.	High	Ongoing	Management from each occupied Oneida facility	EAPs are reviewed and updated annually. All facilities are being reviewed to ensure they have KNOX boxes.
Address hazard trees (such as those impacted by EAB).	High	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division, Division of Public Works, Housing	An Env. Restorations Project Manager has been hired and he is working on bidding out a Forest Inventory and when complete will contract to have a Forestry Management Plan developed. Estimate two year for completion of plan.
Need additional funding to manage downed and hazardous trees.	Medium	2026-2028	Comprehensive Housing Division; Division of Public Works; Land, Environmental, Agriculture and Food as Medicine Division-Conservation; Intergovernmental Affairs	
Inventory Oneida-owned homes that do not have basements.	Low	2026-2031	Housing; Community Development Area	Storm shelters are intergrated into new developments.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Division of Public Works; Land, Environmental, Agriculture and Food as Medicine Division; Police Department; Neighboring Fire Depts	Have cooperative agreements with most surrounding municipalities.

Table 4.4: Extreme Cold Mitigation Strategies

Extreme Cold				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain programs to check on the elders and functional needs residents during extreme cold events.	Medium	Ongoing	Aging and Disability Services ; Community Health Services; local hospital programs	
Maintain a list of elders, homebound, and functional needs residences and other populations vulnerable to extreme cold.	Low	Ongoing	Aging and Disability Services ; Community Health Services	Aging and Disability will check in by calling those on the list.

Table 4.5: Flood Mitigation Strategies

Flood				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Develop a database of trained employees for Damage Assessment.	High	2026-2027	Division of Public Works ; Transit	
Evaluate stormwater detention facilities for repairs/upgrades.	High	2026-2031	Division of Public Works ; Land, Environmental, Agriculture and Food as Medicine Division	
Utilize floodplain mapping to update existing flood maps and data sources to better determine areas and facilities susceptible to recurring flooding.	Medium	2026-2031	Community Development Area; GIS	Land, Environmental, Agriculture and Food as Medicine Division and Emergency Management are in the process of securing a grant from WEM to address flood mapping.
Maintain a stormwater management plan that includes such remediation techniques as surface detention basins, in-street detention units, and rain gardens.	Medium	Ongoing	Division of Public Works; Land, Environmental, Agriculture and Food as Medicine Division	
Continue reviewing physical engineering inspection and verification of Fort Howard Sludge Facility impoundment.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division ; Wisconsin DNR	Land, Environmental, Agriculture and Food as Medicine Division coordinates with WDNR. Currently discussing a potential MOU with DNR for waste facilities coordination.
Develop a storm drain maintenance program.	Low	2026-2031	Division of Public Works	In development

Table 4.5 (cont'd): Flood Mitigation Strategies

Flood (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Inventory floodfighting equipment and supplies (equipment, sandbags, sandpits, pumps, etc.) and develop an inventory database.	Low	2026-2031	Division of Public Works ; Comprehensive Housing Division; Land Management; Utilities	Sand pits are available at Oneida Lake to fill bags. Groundskeeping will inventory flood response equipment and supplies.
Establish list of contractors for floodfighting supplies.	Low	2026-2031	Division of Public Work - Groundskeeping	Vendor license could be exempted by Purchasing to expedite response.
Provide community outreach about floodproofing techniques for residents and businesses.	Low	Ongoing	Communications ; Division of Public Works; Emergency Management, Comprehensive Housing	
Ensure appropriate future land use decisions align with the currently adopted version of the "Land Use Policy Framework" - as guided by the Oneida Nation Comprehensive Plan.	Low	Ongoing	All departments	The Oneida Nation Comprehensive Plan is currently in the process of being updated. Any modifications to the "Land Use Policy Framework" as a result of the Comprehensive Plan update (if any) would be minor.
Implement rural drainage improvements and maintenance for ditches, bridges, and culverts.	Low	Ongoing	Community Development Area ; Land, Environmental, Agriculture and Food as Medicine Division	A flooding study was developed for upper Oneida Creek with ACOE to assist with future planning.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Grounds Keeping ; Police Department; Division of Public Works; Land, Environment, Agriculture and Food as Medicine Division; Community Development; Comprehensive Housing Division	OPD takes calls about locations and informs Conservation who decides priority for trees.

Table 4.6: Excessive Heat Mitigation Strategies

Excessive Heat				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain programs to check on the elders and functional needs residents during excessive heat events.	Medium	Ongoing	Aging and Disability Services ; Community Health Services	
Maintain a list of elders, homebound, and functional needs residences and other populations vulnerable to extreme cold.	Low	Ongoing	Aging and Disability Services ; Community Health Services	Aging and Disability will check in by calling those on the list.

Table 4.7: Dense Fog Mitigation Strategies

Dense Fog				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Inform the county highway departments and Wisconsin DOT of areas lacking signage, damaged signs, or fading paint on roads.	Low	Ongoing	Tribal Transportation ; Community Development Area	Annual roadway checks by camera are conducted on physical condition of roads including determining signage and road paint condition.
Provide information to area news media in order to broadcast emergency information that addresses safety precautions, including the need to avoid certain corridors or to slow down while traveling during a fog event.	Low	Ongoing	NWS ; media; RAVE	

Table 4.8: Hail Mitigation Strategies

Hail				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Division of Public Works ; Police Department; Conservation Department	DPW only manages trees on the Nation's roads and DPW properties. Housing covers their area and Conservation takes care of trees in wooded areas (ongoing discussion).

Table 4.9: Drought Mitigation Strategies

Drought				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Develop a water maintenance or distribution plan.	Low	2025-2030	Utilities	
Review water sample results in private wells and recommend filtration, as needed	Low	Ongoing	Division of Public Works (community wells and septic program)	Conducted on wells on a 3-year rotation.
Enact water restrictions and monitor water quality, when needed.	Low	Ongoing	Utilities	Oneida Nation is covered by four water districts: Oneida Nation, Village of Hobart Water Utility; Ashwaubenon Water and Sewer, and Green Bay Water.

Table 4.10: Wildland Fire Mitigation Strategies

Wildland Fire				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Ensure mutual aid fire protection agreements are in place and they include provisions for wildfires.	Medium	Ongoing	Intergovernmental Affairs; Village of Hobart Fire; Town of Oneida Fire; Tri-County Fire; Ashwaubenon Fire; Green Bay Fire; Emergency Management; Land, Environmental, Agriculture and Food as Medicine Division	MABAS agreement is reviewed annually and Service Agreements with Brown and Outagamie Counties are on Oneida Nation website. Env. Restorations Project Manager working on Forest Management Plan(2 year completion planned).
Maintain and upgrade roads to allow for adequate access by emergency vehicles and fire equipment.	Low	Ongoing	Division of Public Works; Brown and Outagamie counties; municipalities	Oneida Nation maintains a fire management plan. Oneida Nation roads are maintained by Oneida Division of Public Works, Groundskeeping Department. Transportation Program develops safety plans for roads and works with WI DOT. Driveway costs are the responsibility of the property owner.

Table 4.10 (cont'd): Wildland Fire Mitigation Strategies

Wildland Fire (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Continue outreach efforts regarding open burning and fireworks laws.	Low	Ongoing	Government Administration (Communications) ; Village of Hobart Fire; Town of Oneida Fire; Green Bay Fire; Ashwaubenon Fire; Tri-County Fire, Land, Environmental, Agriculture and Food as Medicine Division; Emergency Management	
Continue to provide burn ban communications. Refer public to fire danger map as questions arise on burning restrictions.	Low	Ongoing	Wisconsin DNR ; Communications; Brown and Outagamie counties	Oneida Nation maintains a fire management plan.

Table 4.11: Cybersecurity Threat Mitigation Strategies

Cybersecurity Threats				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Conduct periodic tests of system security by third-party specialist contractor to address vulnerabilities and take steps to mitigate risk.	High	Ongoing	Internal Audit ; Risk Management; Digital Technology Services	Third-party contractors are used to conduct annual penetration tests and also have Continuous Attack Surface Monitoring to address vulnerabilities.
Maintain a plan to address cybersecurity threats.	High	Ongoing	Risk Management ; Digital Technology Services	Oneida Nation Cyber Incident Response Plan is under development. DigiSec is updating with current capabilities.
Maintain logging and tracking of all occurrences segregated by internal and external threats.	High	Ongoing	Digital Technology Services	Currently all incidents are logged and labeled as internal or external.
Develop a schedule for auditing digital systems.	Medium	2025-2026	Risk Management; Digital Technology Services ; Internal Audit	Plan to maintain annually.
Assess vehicle cyber threats.	Low	2025-2026	DPW Automotive ; DTS	Starting discussions to assess what threats may exist due to vehicles having more technology as standard equipment including wireless access to the internet.

Table 4.12: Pandemic Mitigation Strategies

Pandemic				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Ensure availability of PPE, ventilators, and medical supplies.	Medium	Completed	OCHD ; Oneida Emergency Management; Purchasing; DPW	Mass coordination to obtain needed supplies for response activities.
Strengthening healthcare systems to handle surges in cases.	Medium	Ongoing	OCHD	OCHD organized into an ICS to organize response efforts from the division.
Maintain vaccination programs.	Medium	Ongoing	OCHD	Expanded upon existing point of dispensing plans to include staff from the broader OCHD.
Develop standardized treatments and hospital care guidelines.	Medium	Ongoing	OCHD	Collaborates with local, state, and federal partners.
Provide clear public messaging during a pandemic.	Medium	Ongoing	OCHD ; Oneida Communications Dept	Developed a public messaging branch in the OCHD ICS. Provided routine community updates on Facebook Live.
Continuity Plan is being developed.	Medium	Ongoing	Emergency Management ; OCHD	Community Health Services developed a department specific Continuity Plan. OCHD is now in the process to develop a divisionwide Continuity Plan, most recently engaging in a Continuity Plan workshop.
Ensure there are vendors available for speciality items.	Low	2025-2030	Purchasing	Vendor management project underway that will include an evaluation. Noncompetitive procurement policies are also being developed to help with purchasing during disaster declaration.
Develop process for centralized procurement of supplies.	Low	2025-2030	DPW ; Purchasing	Purchasing will gather input from vendors as they work through their vendor management project. Could be a purchasing team, rather than just DPW.
Develop process for disposal of PPE materials.	Low	2025-2030	DPW	Infection Preventionist worked with DPW for the entire Division to assure proper disposal of PPE. Disposal plan should be in place at time of purchase. An agreement or contract is needed with a vendor to get assistance with disposal.

Table 4.13: Active Threat Mitigation Strategies

Active Threat				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Establish teams in workplaces, schools, and public spaces to identify, assess, and manage potential threats.	High	Ongoing	Risk Management; Human Services; DTS; DPW; Emergency Management	Areas should assess physical access. Policies shall determine response.
Continue to limit entry points to buildings through the use of keycards and monitor visitor access with buzzer system.	High	Ongoing	DPW; Gaming Commission - Surveillance	Gaming Surveillance is being transitioned to manage all.
Assess building entry points and educate employees about the need to ensure doors remain secure.	High	Ongoing	Gaming Commission - Surveillance; Safety; Risk Management; DPW; relevant divisions/depts	The Safety Coordinator and insurance representative completed a walkthrough at most buildings. Gaming Commission - Surveillance (Jason King) will eventually manage cameras and door access to all buildings.
Increase the presence of trained security professionals at necessary buildings and ensure they understand how to respond to threats.	High	Ongoing	Internal Security; Risk Management	Comprehensive Health pays for security (Internal Security), but doesn't have the funding/personnel to have all buildings monitored and have had to close some buildings at certain times.
Create a standard for where and when security should be provided.	High	Ongoing	Internal Security; Risk Management	
Improve coordination between schools, workplaces, and law enforcement for better response planning.	Medium - High	Ongoing	OPD; School Admin; Dispatch	OPD works with school safety coordinators to establish active threat training. OPD and Dispatch is working to improve communication sharing.
Continue to coordinate community notifications for active threat situations.	Medium - High	Ongoing	OPD; Emergency Management; Communications	Dispatch is notified of a situation, they notify OPD, which notifies EM. EM issues a RAVE Alert.
Train employees, students, and community members to identify signs of distress, aggression, or potential violence (e.g., social withdrawal, threats, fascination with weapons, history of violence).	Medium	Ongoing	OPD, Human Resources Dept (HRD) and external training entities	OPD does conduct active threat training in our schools, and as requested. HRD brings in a trainer periodically for tribal wide training.
Evaluate the use of cameras, AI threat detection, and monitoring systems to identify suspicious activity.	Medium	Ongoing	Gaming Commission - Surveillance; Internal Security; DTS	Need to be continually mindful of privacy issues and consult with relevant departments before cameras are installed. Camera installations are being discussed along with whether to include AI threat detection.

Table 4.13 (cont'd): Active Threat Mitigation Strategies

Active Threat (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain mental health resources, conflict resolution programs, and de-escalation training.	Medium	Ongoing	Behavioral Health ; HRD; EAP; OPD; School Admin	Behavioral Health works with EAP on these programs. The schools also provide programs.
Continue to educate staff and students on emergency protocols, such as ALICE training.	Medium	Ongoing	OPD ; School Admin	OPD conducts annual trainings at both schools and as requested to other entities.
Provide ongoing annual training/drill to all employees for active threat situations.	Medium	Ongoing	Emergency Management ; OPD; Health Division	Know how to activate a RAVE Alert.
Enforce strict policies on violence, bullying, and harassment.	Low	Ongoing	HRD ; Executive Management; School Superintendent/Admin; all departments	Have workplace violence SOP. HRD does investigations and enforcement of policies in the workplace, but all departments have responsibilities.

Table 4.14: Civil/Social Unrest and Terrorism Mitigation Strategies

Civil/Social Unrest and Terrorism				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Participate in tabletop exercises to walk through how such a hazard would be handled.	Medium	Ongoing	Brown and Outagamie Counties EM	Conducted annually.
Maintain trained professionals ready to de-escalate protests and respond to emerging threats nonviolently.	Low	Ongoing	OPD ; Internal Security; Brown County	OPD has procured a mobile command unit, which contains crowd control equipment. Our personnel are trained in crowd control.

Table 4.15: Hazardous Spill Mitigation Strategies

Hazardous Spill				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain staff capacity, certification, and training to address issues and maintain awareness of next steps and partners.	High	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division	Environmental does annual training of Retail staff and would have an active role in a large scale spill. Spills hotline is used and DNR has a contractor for response.
Provide all departments with a quick desktop reference of contact information for Wisconsin DNR and County Hazmat team.	Medium	2026	Emergency Management; Land, Environmental, Agriculture and Food as Medicine Division	
Conduct annual training with GB Hazmat for situational awareness.	Medium	Ongoing	Emergency Management; GB Hazmat; Land, Environmental, Agriculture and Food as Medicine Division; other departments depending on exercise.	Last exercise was completed December 2025.
Continue to monitor reported spills and where necessary coordinate with WDNR coming through the notification system.	Low	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; Communications Dept.; Wisconsin DNR; EPA	Spills greater than 25 gallons are reported to Spills Hotline. Road spills are managed by WDNR. LEAF Division has a supporting role if waters are impacted on Oneida owned land.

Table 4.16: Manure Spill Mitigation Strategies

Manure Spill				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Continue to respond to and manage spills coming through the notification system.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; Communications Dept.; Wisconsin DNR; EPA	Property owners or lease holder and/or their manure transport service would be responsible for all cleanup and restoration. Spills greater than 25 gallons are reported to Spills Hotline. Road spills are WDNR. LEAF has a supporting role if waters are impacted or Oneida owned land.
Continue water quality monitoring (including pre- and post-monitoring).	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; NEW Water; WDNR	Site visits are being conducted and lease holders nutrient management plans are being reviewed and enforced.
Inventory all liquid manure storage facilities on Reservation and upstream.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; counties; WDNR	Windshield survey. Brown and Outagamie counties LWCD or NRCS Nutrient Management Plans may have this data.
Continue to document the spill response collaboration that exists with partners (incl. Brown and Outagamie counties and WDNR).	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; NEW Water; counties; WDNR	A number of staff are signed up to Spill Emergency Response Tracking System (SERTS) and have certification.

Table 4.17: Airplane Crash Mitigation Strategies

Airplane Crash				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain comprehensive emergency action plan with airport, first responders, law enforcement, and hospitals.	Low	Ongoing	Brown County EM; National Transportation Safety Board; Outagamie County EM; Airport Public Safety; OPD; Sheriff's Dept	Brown County EM maintains the emergency action plan for the airport and conducts an annual exercise.
Participate in mass casualty incident training.	Low	Ongoing	Brown County EM; Brown County Sheriff's Dept; Airport Public Safety	Oneida EM participates with BC on Functional Exercises for Mass Casualty.

CHAPTER 5 - PLAN ADOPTION, MAINTENANCE, AND COORDINATION

The Oneida Nation hazard mitigation plan was adopted in accordance with the Federal Disaster Mitigation Act of 2000 and follows the FEMA guidelines for local hazard mitigation plans with respect to maintaining the plan.

PLAN ADOPTION

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was adopted by resolution by the Oneida Nation Business Committee on **Month xx, 2026**. Both WEM and FEMA reviewed a final draft of the Oneida Nation's hazard mitigation plan prior to adoption by the Oneida Nation Business Committee. Comments received from WEM and FEMA were reviewed by Emergency Management and necessary revisions were made. After the Oneida Nation Business Committee adopted the plan, it was approved by WEM and FEMA. The adopting resolution and approval letters can be found at the front of this plan.

PLAN MAINTENANCE

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* will be evaluated and updated at least every five years. The five-year plan maintenance schedule meets the requirements of the Federal Disaster Mitigation Act of 2000 and maintains the Oneida Nation's eligibility for disaster assistance. All data in the plan will be updated along with the development of new mitigation strategies and an implementation plan and will incorporate opportunities for public involvement to meet the requirements of 44 CFR Part 201.7 and/or any applicable requirements or regulations developed over the next five years. The Oneida Nation Emergency Management Director will coordinate the five-year plan update with relevant departments and organizations, and the Oneida Nation Business Committee will adopt the plan.

The plan will also be evaluated and monitored by the Oneida Nation Emergency Management Director on an annual basis or after a significant event (as deemed by the Oneida Nation Emergency Management Director). At this time, the Oneida Nation Emergency Management Director will track the implementation of mitigation actions and assess the effectiveness of the hazard mitigation plan at achieving goals and objectives. The monitoring process will ensure that identified mitigation actions are being implemented, it will provide a process for proposed project timelines to be reviewed and revised and will ensure that mitigation projects are properly closed out.

Continued stakeholder involvement will be achieved by inviting the members of the Steering Committee, as well as potential new members, to assist during the semi-annual review process for the plan. Partnership efforts are planned for future training and information sharing, and agreements are in place for cooperative disaster assistance efforts.

A special post-disaster review will involve Emergency Management, law enforcement, fire departments, disaster response personnel, Wisconsin Emergency Management staff, FEMA staff, affected citizens, and any other pertinent entities. Public meetings will be included with the special post-disaster review.

Oneida Emergency Management will document progress on all mitigation projects and include this information in plan updates. Newly identified mitigation needs will be addressed through the development of additional goals, objectives, and strategies.

PLAN COORDINATION

To maximize coordination with other related plans for the Oneida Nation, mitigation strategies recommended in this plan have been and should continue to be considered when developing capital improvement plans, stormwater management plans, or flood mitigation plans.

A number of plans, reports, and technical data were referenced and incorporated into the Oneida Nation Pre-Disaster Mitigation Plan. The following is a list of the primary data and reports that were utilized in plan development.

- Assessed valuation data from the Oneida Nation
- FEMA Flood Insurance studies and FEMA Flood Insurance Rate Maps (FIRMs) were used to map floodplain areas
- FEMA Tribal Mitigation Review Guide (2017) and Planning Handbook (2019)
- Land use inventory data (2010, Bay-Lake and East Central Wisconsin Regional Planning Commissions)
- Oneida Nation of Wisconsin 2020-2025 Pre-Disaster Mitigation Plan (2021)
- Oneida Nation Emergency Response Plan (2020-2025)
- Parcel data from the Oneida Nation GIS
- Past natural hazard occurrences were obtained from National Oceanic and Atmospheric Administration (NOAA) – National Climatic Data Center – severe weather event data (January 2000 – December 2023)
- Population, housing, and employment data from the Bureau of the Census (2020)
- Public Health Emergency Plan (2025)
- State of Wisconsin Hazard Mitigation Enhanced Plan (2021)

The identified mitigation strategies (provided in Chapter 4) are tied to related plans and policies. The Oneida Nation Emergency Management will encourage and support continued incorporation of this plan with upcoming comprehensive plan updates.

The goals, objectives, and mitigation strategies identified in the Oneida Nation Pre-Disaster Mitigation Plan have been or will be incorporated into other planning mechanisms where opportunities are present for complementary work. The following plans share supporting information or have been identified to better integrate data from the Pre-Disaster Mitigation Plan. Plans listed below with an asterisk (*) are in development.

- Oneida Business Continuity Program (BCP)

- Oneida Capital Improvements Plan
- Oneida department plans and budgets
- Oneida Emergency Response Plan
- Oneida Nation Comprehensive Plan Update
- Public Health Emergency Plan (2025)
- Enhanced Pre-Disaster Mitigation Plan*
- Threat and Hazard Identification and Risk Assessment (THIRA)*

Oneida Emergency Management will continue to work with the Oneida Business Committee and other departments to further incorporate and assimilate the Pre-Disaster Mitigation Plan into zoning and building codes, subdivision regulations, site review, permitting, staff training, and other appropriate planning tools.