

FY-2026 3rd Quarter Report

DIVISION OF PUBLIC WORK

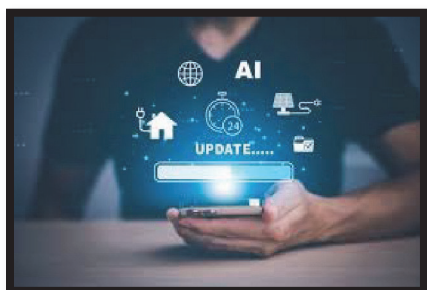
Status report of Outcomes/Goals

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

Outcome/Goal # 1

UPDATING & EXPANDING TECHNOLOGY:

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



MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the third quarter, DPW has been in collaboration with DTS to get through the selection, purchasing, and contracting processes. We are hoping to get started on the actual updating of the software in August.

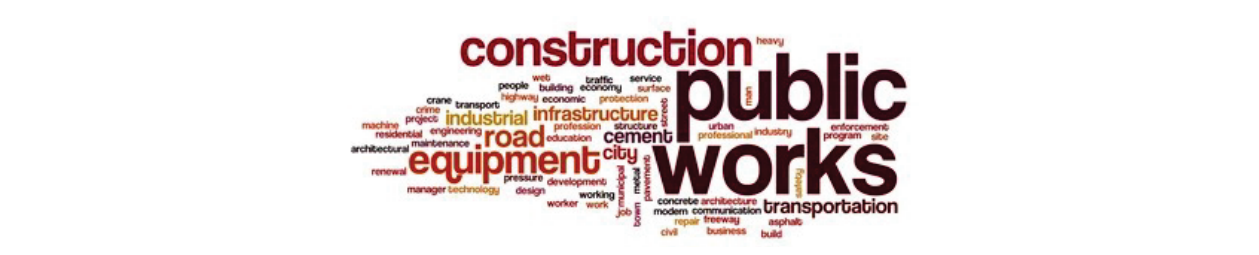
Public Works has completed testing the Samsara fleet management data system. We are interested in moving forward to acquiring this or a similar system that will manage our fleet information. Desired functions include inventory tracking, providing GPS data, video from dash cameras, and maintenance scheduling and communications. The system tested also provided safety coaching. During the testing, we saw immediate improvements in driver performance. DTS sees the value in this software and are working to get it into the DTS roadmap, however, GHR and Finance Software are the higher priority at this time.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

Outcome/Goal # 2

ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY



MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Waste management is one of the services administered by Public Works in collaboration with LEAF. This collaboration is recognized as our Waste Management Team. We recently completed revising the Solid Waste and Recycling Law including a citation schedule. The revisions in the law clarify the authorities and responsibilities of various areas related to the law. The citation schedule provides for corrective actions that can be taken when the law is violated including the ability for DPW to direct clean up action.

The Waste Management Team is also looking for ways to help the community to properly manage hard to dispose of waste such as appliances, bulky waste, and tires. These items have been identified in an independent needs assessment by St. Norbert College.

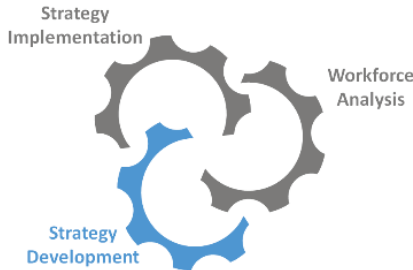
The Waste Management Team is also working with several areas, including Intergovernmental Affairs and Purchasing, to enter into a collaborative contract for hazardous waste between the state of Wisconsin and Virginia. This agreement will give us excellent pricing for the disposal of hazardous waste along with the necessary training to help the Nation understand what we need to do to safely manage our hazardous waste.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Create an inventory of services and customers of the services. (Ongoing)
2. Communicate the services using appropriate communication channels and methods. (Ongoing)
3. Promote partnership and teamwork as core values of Public Works. (Ongoing)

Outcome/Goal # 3

ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES



MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

One of the biggest challenges the Nation has is remaining competitive in the labor market. Pay for many of our entry level positions, such as Groundskeeper or Custodian, must compete with other jobs in different industries as well (i.e. McDonald's cooks). Our jobs can be much more demanding than other jobs someone just entering the workforce might consider. Moreover, when considering retention, younger employees are much more susceptible to changes in the marketplace. They are more likely to leave a position for another position that pays an extra dollar per hour, especially if they do not see future opportunities.

One of the initiatives is to analyze every position in Public Works to identify the necessary skills to be successful and for development for future jobs. It is our intention to tie employee development to their compensation. As employees gain skills valued by the Nation they should be compensated for the higher levels of service they provide. As employees progress through their development, they will also gain skills for the next position(s) in their career ladder. This creates incentives for employees as they will see how their performance and development directly impact their ability to earn more.

Additionally, we feel it is important to look across the Nation at like-positions. The one thing we do not want to do is create internal competition between departments or divisions because of wage disparities. Instead, if we see similar jobs, such as maintenance positions

or trades positions, we will attempt to align with the different areas to create a sense of fairness with the employees.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

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Photos (optional):



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