FY-2026 4th Quarter Report

DIVISION OF PUBLIC WORKS

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 – Modern, efficient technology helps attract and retain employees who expect contemporary tools in the workplace.
5. Efficient and intuitive systems will encourage retention as well.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the fourth quarter, Public Works and DTS have begun the process of updating Archibus. Currently, a development environment has been created for the first phase of the project which will create an updated version of the software with minimal changes. Some modifications will be necessary because the updated software has a different underlying structure. These changes include a new look to the portal page, field name changes, and adding single sign-on as a feature.

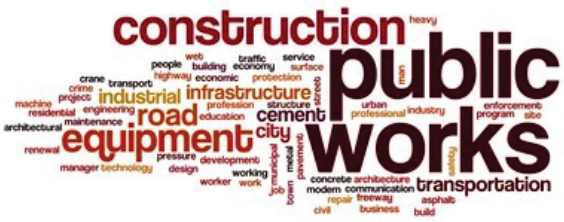
Phase two will see more changes to restore functionality that was lost due to falling behind on updates in past years. Some of these changes will include automation of the dispatching of work requests, adding floor plans, and improvements to space management. The goal of our facilities management tools is to create lifecycle plans for all DPW Facilities assets to support planning, tracking, budgeting, and long-term asset management.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Identify current technology needs and outcomes.
    a. Completed, however technology continues to evolve.
2. Coordinate with DTS and stakeholders to validate needs and establish phases and timelines to implement needed technologies. (Ongoing)
    a. A project charter has been developed for Archibus identifying stakeholders.
    b. Establish timelines to get other software projects on the Nation's roadmap. Our technology priorities have been shared with DTS. These range from planning and project management software to fleet management.
3. Establish implementation plan.
    a. An implementation plan for the Archibus project continues to be developed. This process is ongoing as we understand the compatibility between the current and updated versions of Archibus.
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 is planning 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 and ownership
        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:

Public Works partners with every area of the Nation. As we care for the facilities, parks, grounds, roads, and waste management, it is essential to work collaboratively with all our customers within the Nation and the community.

During the fourth quarter of FY26 a major focal point has been 105(L) funding. This funding comes through Self-Governance and is a vehicle for the federal government to meet some of its treaty obligations. When self-governing tribes assume responsibilities that would otherwise be provided by the federal government, they receive funding equivalent to the federal cost of providing those services. 105(L) is geared toward the care of spaces and facilities that provide these services. Public Works in collaboration with Self-Governance has been meeting with area leaders utilizing 105(L) identified facilities to educate them on the use of these funds and get their feedback.

Public Works and LEAF continue to collaborate on waste management initiatives. In this quarter we have been working to establish a hazardous waste vendor with the Nation named Veolia. Veolia has a collaborative contract with the state of Wisconsin and can provide services for a wide variety of hazardous waste streams. An additional benefit Veolia brings is that they can provide training to areas with unique hazardous waste.

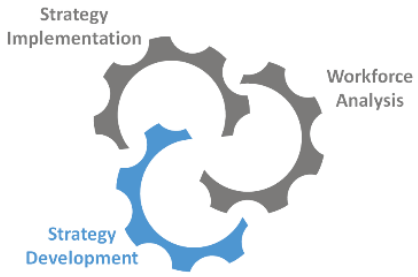
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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:

The end of the fiscal year is a catalyst for change. Supervisors are preparing to fill new and vacant positions to support strategic goals and prepare for the upcoming fiscal year. Currently, Public Works has four open positions posted and we anticipate posting about ten more. We also have some internal movement due to expired interim dates within the Utilities department. Opportunities exist throughout the Division of Public Works.

Another notable workforce trend in Public Works is the decreasing average employee age. About two years ago we had the oldest employee average age, slightly above 50 years old. The average age is now 49 years old and places the division as the fourth oldest by average age. The average age is expected to continue decreasing as retirements occur and new employees join the workforce. As the workforce evolves, Public Works will continue evaluating job structures, career paths, and development opportunities to attract and retain 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. Leadership training is an area of interest being investigated.
2. Provide position specific development opportunities including development for future advancement opportunities. This is an ongoing process.
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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